

# Learning Consultancy & Architecture

Development partnering at its best

## 3GHR offers a unique

### How will you experience this?

We apply our expertise and professionalism to your situation

- *We really know our stuff*

We draw on our business awareness and pragmatism to help you deliver what is right

- *We have been in your shoes*

We work with intelligence and integrity

- *We will challenge you and help you look at things differently*

We demonstrate care and support in the way we work with you

- *You will know we are on the journey with you*

We do this with energy and personality

- *We will have a lot of fun along the way*

We do this because it matters to us and we love it!

### What can we help you with?

- 1. Understanding your world**
  - Interpretation of KPI's, Performance data
  - Drawing conclusions from Employee Surveys
  - Conducting internal & external interviews
- 2. Identifying what development is needed**
  - Online: Surveys, Training Needs Analyses
  - Personal: Focus Groups, consultations
- 3. Working out who is with you**
  - Increasing business engagement
  - Stakeholder management
  - Creating marketing messages
- 4. Designing the strategy and solution**
  - Competency frameworks
  - Talent and Performance processes
  - Organisational Development
  - Joined-up development
  - 70/20/10 model
- 5. Implementation**
  - Leadership, Management and Coaching development
  - Blended learning
- 6. Self Sufficiency and Excellence**
  - Mentoring for internal HR teams
  - Transitional support
  - Train The Trainer
  - Feedback and Quality (Return on Expectation)
  - Continuous Improvement

### Start with Why?

**There are many reasons why you may want to partner with 3GHR in this way – do any of these statements sound familiar?**

- We need a boost to our learning and development strategy
- Some fresh ideas would be great as we are stuck in a bit of a rut
- It would be helpful to disrupt our thinking and have an objective sense-check to what we are doing
- We would gain an advantage by tapping into external experience and best practice
- We don't have enough time and resources to do what we want to do
- Our plan is to enhance the impact of learning and development but are not sure how
- How do we know what we are doing is the right thing – could there be better approaches?
- We need to fast-track our plans and we don't have budget to spend on a lot of development – we want to implement!

