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The 6 Steps to aligning training to your **Business Drivers** and designing training programs that work

- 1. ORGANISATIONAL SCAN** - WORKING CLOSELY WITH YOU AND YOUR TEAM OUR BUSINESS COACHES GAIN AN IN-DEPTH UNDERSTANDING OF YOUR ORGANISATION. WE DO THIS BY **analysing the performance gap: observing** FUNCTIONALITY AND **asking questions** TO DETERMINE THE GAP BETWEEN WHERE YOU ARE NOW AND WHERE YOU WANT TO BE.
- 2. DESIGNING THE SOLUTION** – INTERVENTIONS THAT MOVE YOU CLOSER TO YOUR GOAL BY ADDRESSING THE GAPS IN YOUR ORGANISATION. WE DESIGN **one-to-one workplace coaching programs that address skills and knowledge gaps**. COACHING THAT IS GROUNDED IN YOUR ORGANISATION’S VALUES AND CULTURE.
- 3. BUY-IN, STAFF COMMITMENT** - OUR COACHES WORK CLOSELY WITH YOUR MANAGEMENT TEAM AND STAFF, SEEKING INPUT AND FEEDBACK DURING THE ORGANISATION SCAN AND WHEN ANALYSING THE PERFORMANCE GAP. **Your team needs to BE the solution**. WE NEED YOUR MANAGERS TO WORK WITH OUR COACHES TO CONTINUE THE LEARNING PROCESS IN REAL TIME, ON REAL WORK WITH REAL PEOPLE!
- 4. EMBED CHANGE** – YOUR TEAM WORKS WITH OUR BUSINESS COACHES TO FILL THE PERFORMANCE GAPS IN YOUR ORGANISATION AND REACH YOUR **desired business outcomes**. THIS PROCESS INVOLVES CHANGING BEHAVIOURS TO ENABLE HIGH PERFORMING TEAMS.
- 5. EVALUTE RESULTS** – TO DRIVE THE LEARNING HOME OUR COACHES HELP PARTICIPANTS AND MANAGERS DEVELOP REALISTIC ACTION PLANS AND CONTINUOUS LEARNING EXPERIENCES, BUILDING MOMENTUM AND MORALE WITH **real business improvements**. WE MEASURE REAL TIME RESULTS ALONG THE DEVELOPMENT CONTINUUM, IMPROVING BUSINESS PERFORMANCE.
- 6. PLANNING FOR CONTINUOUS IMPROVEMENT** – PLAN FOR THE FUTURE GROWTH OF YOUR ORGANISATION. ONCE WE HAVE REAL TIME MEASURES, WE CONTINUALLY ALIGN AND FINE TUNE OUR ACTIONS WITH YOUR ORGANISATIONAL GOALS FOR **maximum business growth**.