



# Consulting Interventions

## MANAGEMENT DEVELOPMENT PROGRAMMES

### Customised

We understand how to link programme outcomes with organisational learning objectives. We are skilled and addressing individual learning and development requirements and responding to group dynamics. We are able to link together themes and phases to take your managers and leaders on a highly integrated and personalised journey of learning and development. We know how to position pre-work, assessments, experiential processes, action-learning assignments and other organisational components into our customised programmes, in addition to delivering the latest thinking through world-class facilitators and lecturers. We understand the importance of monitoring, measuring and evaluating our programmes in a process of continuous improvement and optimal alignment with organisation objectives.

### Competence

We are accredited with the Services SETA, although we typically run competence programmes using our own standards of assessment, equivalent to NQF levels 5 to 8. We issue certificates of competence to delegates who demonstrate their worth through our various assessments, and ensure that a body of evidence is collected for each delegate to substantiate each certificate issued. For competence-based programmes where further recognition is required, we have long-standing partnerships with a number of leading university based business schools. We understand university constraints and standards, and work to extend business school programmes to bring to our clients the level of customisation and attention to organisational learning objectives that they have come to expect of us.

