

Learning Consultancy & Architecture

Development partnering at its best

3GHR offers a unique approach to learning architecture

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*

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

What can we help you with?

1. Understanding your world

- Interpretation of KPIs, 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!

www.3ghr.com



3GHR
Management
Leadership | Coaching