

Do you worry about whether your people will have the skills to fill key roles in the future?

- Are you concerned about the having the right skills available?
- Are you worried that you might not be able to find suitable people in the job market?
- Are you worried that it takes too long to bring external recruits up to speed?
- Concerned about the cost of having to recruit experienced people externally?
- Don't see your present employees developing as you would like?
- Can't see how you are going to fill key positions in the future?
- Looking for ways to get your people more engaged in the business?

Then it's time to create an employee development programme!

No need to be a hostage to the recruitment market. You can develop the skills that you need in the future cost effectively by **Creating an Employee Development Programme**. Any investment in the business takes time to generate a return and generating employees with increased capability is no exception, but as well as providing competitive edge for the future it is a good way to motivate employees in the present.



Currently at £500.00 (+VAT) “This extended personal workshop can pay for itself many times over” by enabling you to:

- Develop individuals with enhanced capability.
- Make your workforce more effective.
- Develop skills and experience that the recruitment market can't provide.
- Provide for succession in key positions.
- Avoid the cost of recruiting experienced people.
- Provide evidence of the competence of individuals that have been developed in this way.
- Develop people who will generate your competitive advantage in the future.
- Motivate present employees.
- Contribute to committed and engaged employees.

Investing in the future of the business is a requirement for any business that seeks to thrive. Making sure that people at all levels of the business have the skills that they need when they are called upon to fill more demanding roles makes for an effective business, but to create an effective development programme you need to be clear about which group you are targeting, what you want them to achieve and how you are going to help them to reach the standard you require. The workshop will help you to address these issues.

You will learn to create a successful development programme by:

- Identifying the target group and the benefit that you want to obtain.
- Defining the standard that you want to achieve and over what time period.
- Creating an effective development process and deciding who will be responsible for making it happen.
- Developing resource that makes the development more effective.

Who gets the most from this extended workshop?

- Business owners, managers and staff in small and medium sized businesses.
- Particularly, leaders and managers who want to create competitive advantage by developing people for the future.

The value that you will get from delivery

The **Creating an Employee Development Programme** workshop will include one day of face to face sessions plus a period of on-line personal support. Our consultant will focus on helping you to develop a strategy that meets your business need.

- You will receive personal one to one advice aimed at your exact needs.
- A consultant who is experience in programme development will help you to pinpoint and address the issues that concern you.
- Normal value of 8hrs engagement £720.00. Discount on this package £220.00.

Book Now

Workshops run at convenient times and locations - Just for you - Register your interest now!

Don't put it off. Make sure that the present doesn't distract you from developing your business future! Develop the skills of your people to meet your future needs. Do it cost effectively and enjoy the benefits of a more motivated workforce now.

Call **Stephan Polshaw** on 07977 298 988 and ask him to arrange a **Creating an Employee Development Programme** workshop in your workplace.

Alternatively e-mail stephan.polshaw@jestmanagement.co.uk now to receive more details.



getting the best out of people