

## Individual Effectiveness

Focus on improving employee effectiveness  
 Creating an environment for continuous improvement  
 Clarifying the needs of the job  
 Developing delivery skill and experience  
 Delivering business benefit

## The Business Impact



### Overview

In most organisations there is a direct link between the effectiveness of individual employees in their role and the overall effectiveness, and hence profitability, of the organisation.

The key is to create an environment whereby employees continually become more effective at what they do. See our Continuous Improvement model in 'Improving Performance'. There is however more than one lock to unpick for an individual to become more effective.

They need to understand both what they and their colleagues around them have to do through performing distinct job roles and having clear short-term targets set by their managers. Managers need to help them understand how they should perform the role by identifying any gaps in their skills, knowledge and experience and providing training and other development opportunities to cover the new areas. This is not a one shot process. Individuals need opportunities to take new skills learned in an offline environment and adopt them into routine behaviour in the workplace. This process can be hastened by skilled use of coaching and mentoring.

### Case Studies

Find out how our clients were able to improve Individual Effectiveness through the following case studies;

- Bespoke Training Events
- Career Plans
- General Ability and Personality Psychometric Testing
- Training Needs Analysis
- Mentoring
- Performance Review for Staff
- Personal Development Plans for Individuals
- Setting Standards for Group Development
- Coaching
- Learning into Action
- Long-term Development for Individuals
- Structured Learning Package
- Setting Employee Performance Objectives

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