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## Training Review

The Training Review Service assists companies in aligning the language of their training courses with both the specific training outcomes and overall company ethos. The aim of the service is to improve individual staff and overall company performance.

The Training Review Service provides a detailed analysis of training materials in the context of the desired training outcomes and the overall company approach. One focus of the review is to detect inconsistencies between organisational values and training materials. Simple inconsistencies include multicultural organisations whose training examples are monocultural (typically white males). More subtle inconsistencies may include an overt emphasis on team behaviour but grade- or role-only training. Such issues may also arise not in the materials but in the presentation of training either by in-house or outsourced providers.

### The service

- Experts in communications and culture analyse training materials in the context of company values
- The delivery of training courses may also be assessed
- Qualitative and quantitative methods are employed
- Overt and implicit trends are identified
- Advice on reporting formats and practise
- Advice on cultural and teams issues indicated by reports

### How it works

- Client engagement
- Client provides core organisational values that training should reflect
- Client provides access to training and other necessary materials
- Communications analysis and report
- Written report presented
- Presentation and follow up consultancy services are also available