

TRAINING AND DEVELOPMENT

There is plenty of training available.... Much less that makes any difference. Without adequate preparation and follow through, training and development activities just become another company process that either does nothing or worse still gets in the way of progress. Good training and development is another world altogether. We do it right!!

I thought you'd like to know that I have used the techniques! I ran a session at our last sales meeting and used the reversal tool. After my Sales manager got over the fact I'd asked the group to think of themselves as competitor reps we had a very useful session on objection handling.

It was really interesting to watch the group think of reasons why to sell against our top product and found themselves finding ways of dealing with each objection. I was really pleased that it worked and their feedback has been fantastic! So it works!

Kristina Dullaghan,
Field Sales Manager, Pfizer

EXAMPLES OF OUR WORK

🏆 Innovation and creativity programme for a major pharmaceutical company, to help individuals and teams to develop **innovative new products and processes.**

🏆 Personal and Business skills programmes for a wide range of large organisations, both public and private, to enable them to **respond to changing customer demands.**

🏆 Management development programmes, delivered over 12-18 months for a variety of clients, to **develop the company's talent base, improve staff retention** and **increase capacity for change.**

HOW DO WE WORK WITH YOU?

Phase 1

Needs analysis, to determine your critical requirements and the best delivery vehicles. We provide a full **proposal**, which allows us to agree the desired end results and the steps and stages required to reach your goals.

Phase 2

We then **design** and **deliver** the training and development. This includes **preparation** activity to align individual motivation with company goals and **delivery** using the right balance of methods to ensure everyone learns.

Phase 3

We provide **implementation support** via real work projects, coaching and other reinforcement to ensure the training converts to desired performance.

HUMAN DYNAMICS' AREAS OF EXPERTISE

HUMAN DYNAMICS creative management consultants

Personal development	Management development	Business development
Creative Thinking	High performance coaching	Scenario planning and future search
Mind mapping and visual thinking	Influencing skills	Strategic thinking
Creative problem solving	Negotiation skills	Strategic planning tools
Neuro-Linguistic Programming	Facilitation skills	Learning organisations
Learning to learn	Managing meetings	Leadership skills and strategy
Accelerated learning	Handling conflict	Managing change
Communications skills	Team working	Consultancy / changemaster skills
Assertiveness skills	Performance appraisal	Marketing strategy
Time management	Recruitment and selection	Managing innovation
Career and personal development	Performance management	Customer service strategies
Emotional Intelligence	Project management	Quality Management
Coaching and mentoring	Marketing for managers	Systems thinking
Decision-making	Finance for managers	Tools for handling complexity

The feedback immediately after your session on NLP was enthusiastic, warm and positive. I for one wasn't quite sure what to expect, but came away with some ideas that I'm using. Over the last few days though I've received word from a couple of people who attended and also took some ideas away... but have since realised that they in fact took away more than they initially appreciated. Almost as if you had sown some seeds of ideas somewhere in the subconscious and they have been busy growing ever since without the people realising! Apparently all sorts of opportunities around them are provoking them to recall ideas that were currently out of the conscious mind. Fantastic!

**Tim Royds, Chairman,
Sales Training
Association**

FLEXIBLE DELIVERY METHODS

We deliver training and development using methods and formats to best fit your needs, e.g. high impact **seminars**, experiential **workshops**, **accelerated learning**, **blended learning**, face to face, telephone and **e-coaching** etc.

We also conduct **needs analysis** and **design training** for delivery by your own staff.

Human Dynamics Management Consultancy Ltd.

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More than 25 years industrial, academic and consultancy experience through innovative new product team leadership, international troubleshooting, internal consultancy and leading rock bands. 30 associates across Europe.

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