



DEVELOPING STAFF SKILLS

Developing skills has come to represent an integral part of management for two main reasons. Firstly, given that company environments change increasingly quickly, proficiency in critical skills has, in some cases, become a factor for survival. Secondly, given today's context of rarefied human resources, encouraging individuals to expand their range of skills is the surest way to attract – and retain – talented people. This now crucial role is no longer the sole responsibility of the HRD or of training managers, it also concerns local managers who are often the most capable in the field. Developing skills no longer involves simply sending people off for training, it is a critical skill in itself, and one that must be learnt. Firstly, it involves thinking about the short and medium-term needs of both your team and your company. A diverse range of resources must then be implemented, including coaching and daily feedback. Lastly, it means adopting a veritable form of management combined with training, thereby ensuring that your colleagues fulfil their potential and adapt to the company's strategic requirements.

This programme is designed for:

- department managers
- line managers
- project managers

At the end of this course you should be able to:

- identify skills to be developed within your team
- master individual skills development techniques
- take the need for skills development into account in your day-to-day management

The management certificate shows you have acquired the skills covered in the course.



Benefits of the programme:

your team will be more effective
team members will be more independent
they will be motivated by the interest you show in their development

3 MONTH TRAINING PATH (21 HOURS)

A welcome message includes your login ID for the training course website.

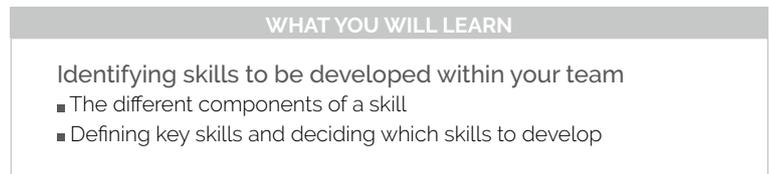
1 Preparing for the programme

Assess your level before you begin your training, and tell us what you expect from the course so that your trainer can recommend a personalised training path.



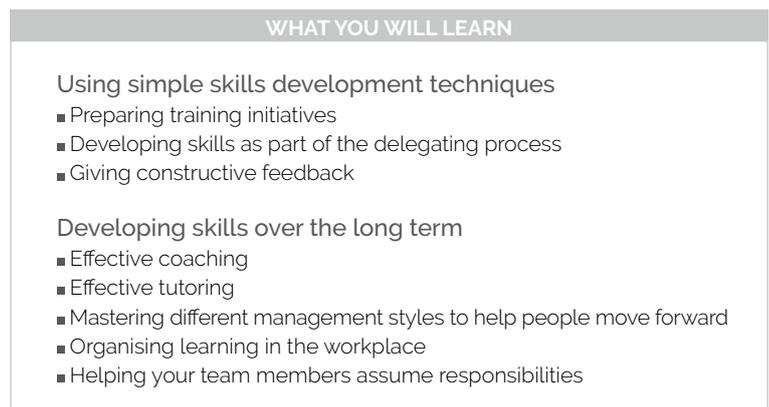
2 Mastering the fundamentals

Begin training and putting the fundamentals into practice, making the most of your trainer's experience and advice.



3 Building on what you've learned

Consolidate the skills you've acquired and build on them. Receive an action plan recommended by your trainer.



4 Receiving your certificate

Your trainer assesses your progress on the course. When the course is completed, you'll receive a certificate endorsing the skills you've acquired.

