

CONSULTANCY

Your challenges

Let our strengths be your strengths

With increasing pressures to deliver tangible results from training activity, learning and development teams are becoming increasingly accountable for seizing new opportunities from the latest trends and digital developments.

With an ever-growing list of responsibilities being placed upon L&D, it's becoming an increasingly bigger challenge to deliver what an organisation and its learners are expecting within the time, budget and resource constraints provided.

L&D is changing – are you ready to transform?

Technology is also playing a key part in the reshaping L&D responsibilities and evolving the very infrastructure of its operations. Automation, artificial intelligence and intelligent data insight and analysis has cultivated a new culture of learning. It is necessary for organisations to invest and evolve alongside these innovations to streamline L&D functions and costings, improve learning programmes, increase learner engagement and experience and possess the capability to prove the worth and requirement for learning and development within a business. But transformation doesn't occur that simply or quickly, there are challenges that need to be overcome in today's workplace in order for it to happen.

Through our range of consultancy services, we can help you understand and unearth the current situation and status of your L&D functions, programmes and operations. From the deep-dive of your division we're able to design best-in-class content for your specific learning programmes and provide support when it comes to investing in analytics and reporting tools to measure and evaluate the success of employee learning and development.

We'll support you on the journey to achieving a technologically innovative L&D function that has cultivated a learning culture where employees develop independently, are continuously looking to learn more and engage with the content you create and being able to report and showcase the success to necessary stakeholders.

The pressures facing L&D teams today

- Implementation and continuous improvement to support on-going learning development
- Efficient execution of L&D operations
- Continual review and assurance of 'best in class' resources, content and delivery
- Access to the L&D Market for the latest insight and technological enhancements
- Finding the appropriate resource within budget
- Justification of costs
- Data-driven L&D insight for strategy implementation and decision making
- Measurement and reporting of learning programmes, employee engagement and experience
- Internal barriers to learning culture
- Sourcing the right consultancy services to support learning transformation

Our solutions

How we help you

Drawing on our experience and expertise in learning design, we'll create the right learning framework – one that works for you and your learners, that increases productivity and continually meets the evolving expectations of your business.

We can audit your existing interventions, providing you with a clear view on your current learning requirements, determine data-driven goals to measure success and demonstrate why future learning initiatives across the business is required. We can also work with you to design and implement the right learning programmes for your organisation that produce evident behavioural change across your workforce.

We will provide you with ongoing analysis on your entire learning suite, making sense of your data to inform better, day-to-day decisions. We'll vow to continue improving your learning ecosystem, evolving and adapting to your changing learner needs and external industry impacts. We provide you with the knowledge and expertise to evidence your case in the boardroom.

With you every step of the journey

Across every stage of your learning and development transformation, we're here to provide expert advice and help. All learning consultancy and design 'modules' can be delivered as either part of our end-to-end wider Managed Learning Solution or tailored to create a single learning programme for your specific learning and development needs.

Our three-pronged approach entails:



Model Optimisation

- Technology infrastructure review
- Learning operating models
- Procurement strategy



Content strategy

- Learning needs analysis
- Academies and curricular design
- A digital strategy
- Course creation



Analytics and evaluation

- Benchmarking
- Data analytics
- ROI and ROE reporting

Tailored support to your L&D needs

No matter your learning and development requirements our consultants can work with you to devise a solution that combats your challenges, in order to implement a culture of continuous learning through an agile, digital infrastructure. This will encourage self-directed employee development and hold the ability to possess quantifiable measurements for clearer data-analysis to make smarter strategic decisions and have transparency of learner engagement and experience.

Our key specialisms include:

- Learning transformation
- Change management
- Digital transformation and learning
- Wellbeing strategies
- Outsourcing of learning and development
- Callcentre inductions

Fundamentally we work with you to improve your people strategy. Whether this is 'big picture' or specific to an individual programme, our consultants can help you build a balanced blended approach, that leverages appropriate technologies within a robust, outcome-led framework.

Levels of consultant requirements

We understand that a 'one size fits all' approach doesn't work when it comes to consultancy. This is why we have three levels of specialist consultants so that you have the option to choose what depth of support you want from us. We'll work with you to find out your requirements in order to select the most appropriate solution. No matter what level of service you choose, the quality, support and outcomes will not be affected. engagement and experience.

The three levels we offer are :

- Senior transformation change consultant
- Learning consultant
- Learning analysts

Contact Knowledgepool today

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