

JTKL HR CONSULTING LEARNING & DEVELOPMENTAL JOURNEY

Corporate learning at a glance

LEARNING & DEVELOPMENTAL JOURNEY IS A SET OF CURATED HUMAN RESOURCE MANAGEMENT SERVICES DESIGNED TO HELP COMPANIES KEEP MANAGERS AND STAFFS AT THEIR HIGHEST LEVEL OF FUNCTIONING THROUGH A SERIES OF CAREFULLY DESIGNED **LEARNING & DEVELOPMENTAL TOOLS**

LEARNING & DEVELOPMENTAL

The term “**LEARNING**” often applies to *immediate* teaching, and “**DEVELOPMENT**” has a *longer-term* connotation.

LEARNING & DEVELOPMENTAL JOURNEY

Our Learning and Developmental Journey uses appropriate curriculum and techniques such as **COACHING**, **INDIVIDUAL AND TEAM TRAININGS**, and **STAFF ASSESSMENTS** to accrue value in employees by *evaluating staff for potential and then developing it*, “on-boarding” new staff, and honing the skills of current employees.

TOOLS

TRAINING APPROACH process involves working with new employees to help them adjust to workplace culture and to identify weak areas in current employees. Consultants use *surveys, interviews, performance evaluations*, and their own observations to find areas that need addressing and then create programs to deal with the weaknesses. This teaching can take place in *in-house trainings, eLearning*, or by sending employees to traditional college classes.

COACHING APPROACH may be done through the HR department of a company, or HR consultants may be employed for this component of training and development. Employees within the organisation that demonstrate the *talent for leadership potential* are identified and then consultants help the individuals develop those talents. The coaching can be done through *phone conversations, face-to-face meetings*, and even *teleconferencing*.

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JTKL HRC **LEARNING & DEVELOPMENTAL JOURNEY** offers:

ORGANISATIONAL DEVELOPMENT

Organisational development is the attempt to influence the members of an organisation to expand their candidness with each other about their views of the organisation and their experience in it, and to take greater responsibility for their own actions as organisation members.

LEADERSHIP DEVELOPMENT

Leadership development refers to activities that improve the skills, abilities and confidence of leaders. Programmes vary massively in complexity, cost and style of teaching. Coaching and mentoring are two forms of development often used to guide and develop leaders.

TEAM DEVELOPMENT

Teams are becoming a key tool for organising work in today's corporate world. Teams have the potential to immediately amass, organise, relocate, and disperse. But, teams are an effective tool of employee motivation. It is essential to consider the fact that teams develop and get mature over a period of time. Team development creates a captivating atmosphere by encouraging co-operation, teamwork, interdependence and by building trust among team members.

INDIVIDUAL DEVELOPMENT

Individual Development Plans (IDPs) are individually tailored and describe objectives and activities for the employee's career development. IDPs can be a win/win strategy because they benefit both the employee and the organisation. Employees benefit, because implementing an IDP helps them enhance their knowledge, skills and experiences. Improved competencies help them achieve personal and career goals both inside of and external to the organisation. The organisation benefits by developing improved employee capabilities, workload planning, and resume needs. Competent employee performance, plus the added bonus of improved morale, and personal job satisfaction can make the organisation more effective.

J T K L h r c o n s u l t i n g

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