



The first part of any training programme is to assess the need, because in some cases training will not address the identified problem, and you would be far better undertaking another course of action. Have a look at the following questions, to help you define your needs.

## 1. Have you assessed your training needs?

- What are you trying to accomplish over how long?
- What is the capability gap you are trying to fill?
- What benefits to the individual and company?

## 2. Do you have the commitment and business buy-in?

- Training requires your people time to commit.
- Training needs a corporate sponsor.
- Training will need your commit funding to it.

## Tailor Made Training

Pick and choose whatever modules you like from any of these topic areas and combine them into a package that meets your needs.



Dr Karl Phillips

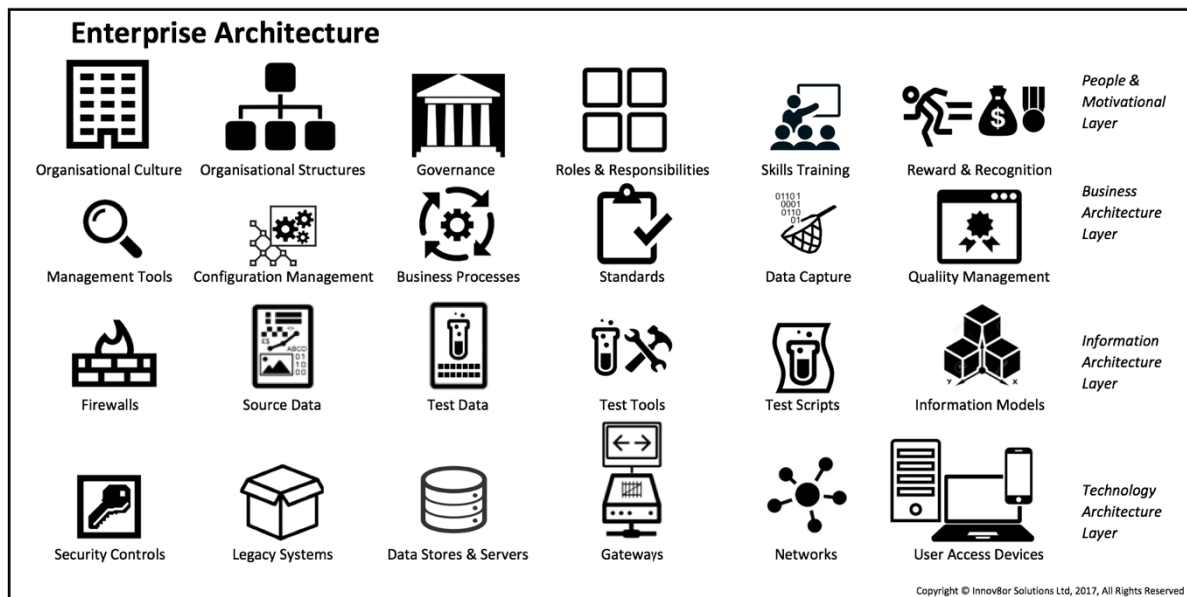
### What is all the fuss about Enterprise Architecture (EA)?

It is the discipline and conceptual blueprint of proactively and holistically leading enterprise responses to disruptive forces. It is gained by identifying and analysing the execution of major change towards a desired business vision and outcomes. EA is achieved through the effective migration of its current state, through interim states, to ultimately reach desired future states.



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I am a PhD educated, professional consultant and technical polymath with over 25 years' experience, who has working on some of the most cutting edge and complex projects within both the public and private sectors. Whether it be rolling up my sleeves and doing the work myself, acting as an adviser, or leading technical challenges, I use critical enquiry to deliver innovative solution to customer problem. If you need to rapidly assemble high performing teams, rescue failing project, apply deep knowledge of management or engineering systems, then I am the person to call.

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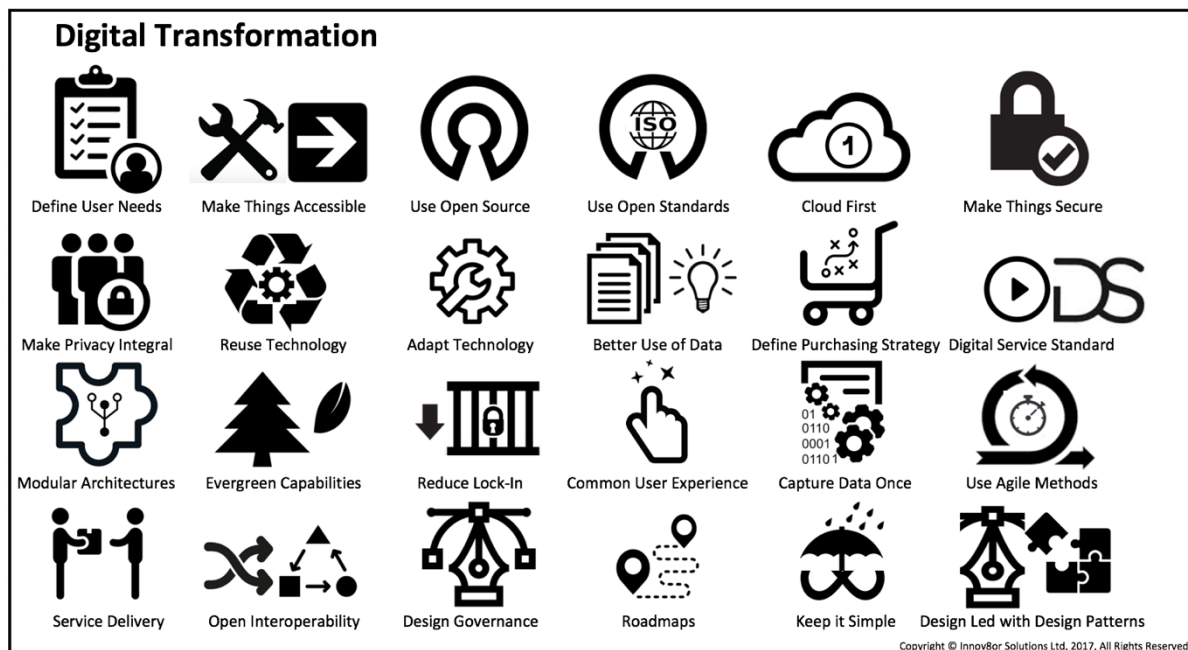
### How do you stay ahead of the curve in Digital Transformation?

Executives are already transforming their enterprises in terms of customer experience, operational processes and business models. It is not about the way you do technology, but the changing way you need to do business. It is not easy and requires a vision of what you need to change first, strong leadership and resources.



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**Technology is just an enabler not a solution, which can only help deliver the intent. If you are not asking the right questions, then you could be using technology to deliver the wrong solutions or worse still, technology could become a distractor. The real challenge is digging into the problem space and user experiences, then applying digital transformation to the parts of the problem that really need it and keeping it away from those parts that don't need it. You need to bundle problem spaces into defined packages.**

### **3. How do you go about getting a well defined package?**

- We work with you with a defined set of objectives
- We drive out the organisational context & needs
- We provide a clear vision for the results/outcomes

### **4. Why should we register for these courses?**

- You choose Tailored Subject Matter to be covered
- Technical/Business Skills that will be developed
- What benefits to the individual and company?

Get the basics the right and the rest will follow. Keep it simple, focus on the point, know the subject matter, ignite the passionate and then deviate or modify as necessary to adapt to the changing conditions and environment. This is a great mantra that we have all heard, but few of us meticulously follow. The first steps to excellence require discipline, adherence to best practices and skills to apply the knowledge when and to what extent is needed.

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### Why do you call it 'Traditional' Project Management?

If you can't get the basics right, then you are in trouble. Traditional Project Management is the universal set of practices for a set of developed techniques for initiating, planning, estimating and monitoring, controlling and closing activities, associated with a temporary endeavour that is used to create a unique product, service or result. Build truly remarkable teams from a position of strength = basics right.



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### Traditional Project Management



Cost



People



Governance



Reporting



Issues



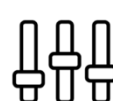
Stakeholders



Scope



Communications



Controls



Roles & Responsibilities



Risks



Tools



Schedule



Deliverables



Planning



Objectives



Procurement



Processes



Quality



Team



Tasks



Resources



Lessons



Requirements

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## 5. What knowledge or skills do I need beforehand?

- a. We discuss with you the level and depth needed
- b. A pre-assessment form is available to check skills
- c. Prior knowledge is set and jargon busters provided

## 6. What do you leave behind to maintain knowledge?

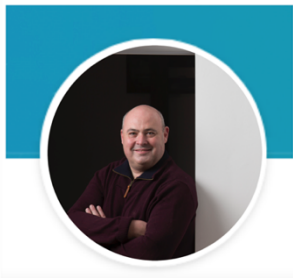
- a. We have a selection of various materials available
- b. We can provide 'YouTube' style short videos
- c. We can help 'train your trainers' for continuity

## 7. Do you do follow-ups, refreshers and drop-in sessions?

- d. We can do a single or multiple follow up sessions
- e. We can do periodic refresher sessions or updates
- f. We can do drop-in sessions that suite your needs

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### **What do you mean that what got us here, won't get us there?**

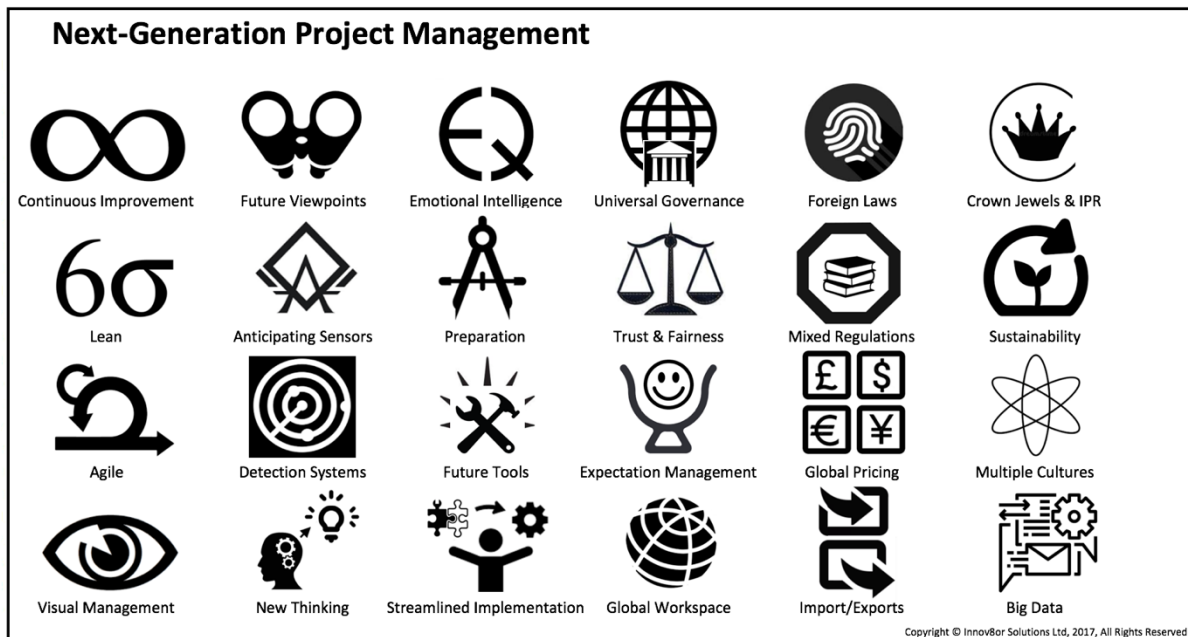
Where you want to go in the future will need new mind-sets, new knowledge, new skills and new abilities, in order to help your people, face a future that cannot be predicted with any degree of accuracy. Successful organisations always see that their past successes are just a prologue to their next stepping stones, and are always looking to move their people forward.



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**What got you to point you are at now, will not get you to the place you want to get to. You and your people are going to need additional skills and knowledge to succeed in the workplace and the markets of the future. The most successful companies and people are those that are prepared for the future and changes ahead, even if they are at this stage unknown.**



## 8. How will this knowledge be applied in the workplace?

- Putting the knowledge to good on-going use
- Helping by adding the skills to employee objectives
- Defining what are the specific learning goals?

## 9. How will it improve my life & what is the motivation?

- Identifying real world implications and risks
- Creating valid scenarios and simulations
- Linking to employee tasks, activities and situations

## 10. How can we be sure that the content is learnt?

- Integrating assessments and quizzes during the day
- Ensuring there are recaps after each module
- Tests to prove what they know and don't know

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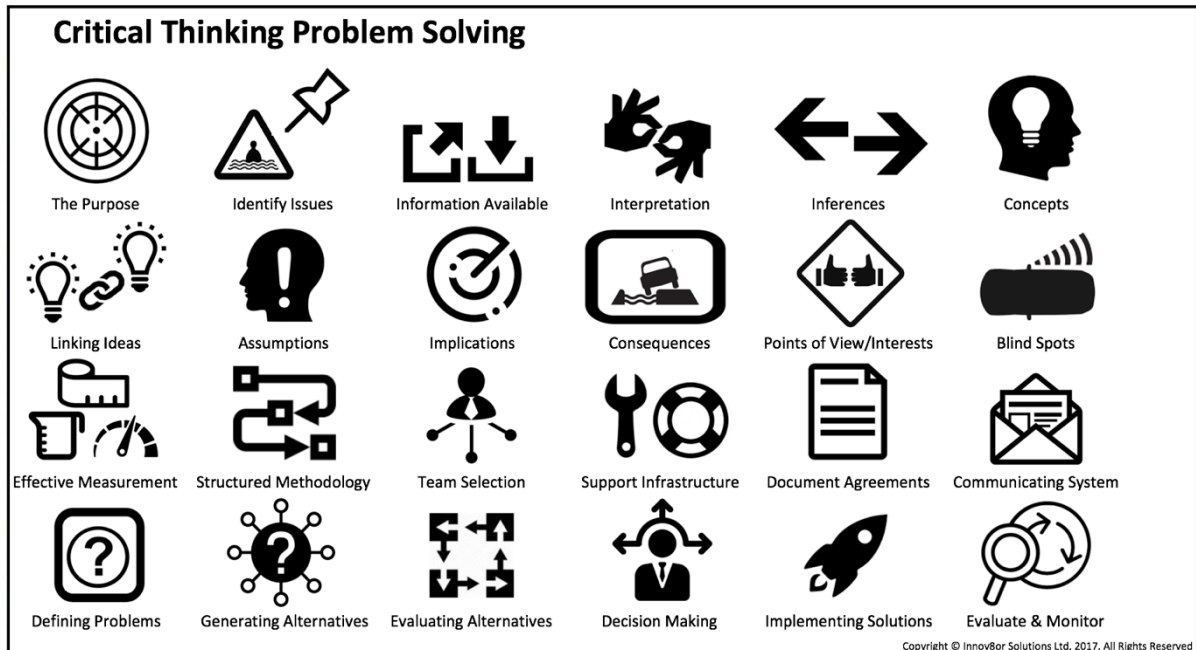
## Don't you just need more time to help you solve problems?

Time doesn't really help you solve problems. The more time you have the more time you take because we all tend to procrastinate. Critical thinking and problem solving requires a set of tools and techniques that allow you to quickly and effectively identify and understand the problems. Only then can they be eliminated once and for all, so you can move forward to the next stages.

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Solving complex problems requires a series of self-regulated processes and activities that combine together, often acting in dynamic environments where the goals and approaches are in variably ill-defined. Traditional thinking and routine actions will not do it. It is through the creative composition of knowledge, skills and feedback loops together with a broad set of strategies and experiences, will the 'spaghetti situations' become untangled.

## 11. Some of the intangible issues to think about?

- What are the management expectations?
- What internal resources will the training require?
- How do you cover the day jobs at the same time?

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## So what exactly is a Business System and its Performance?

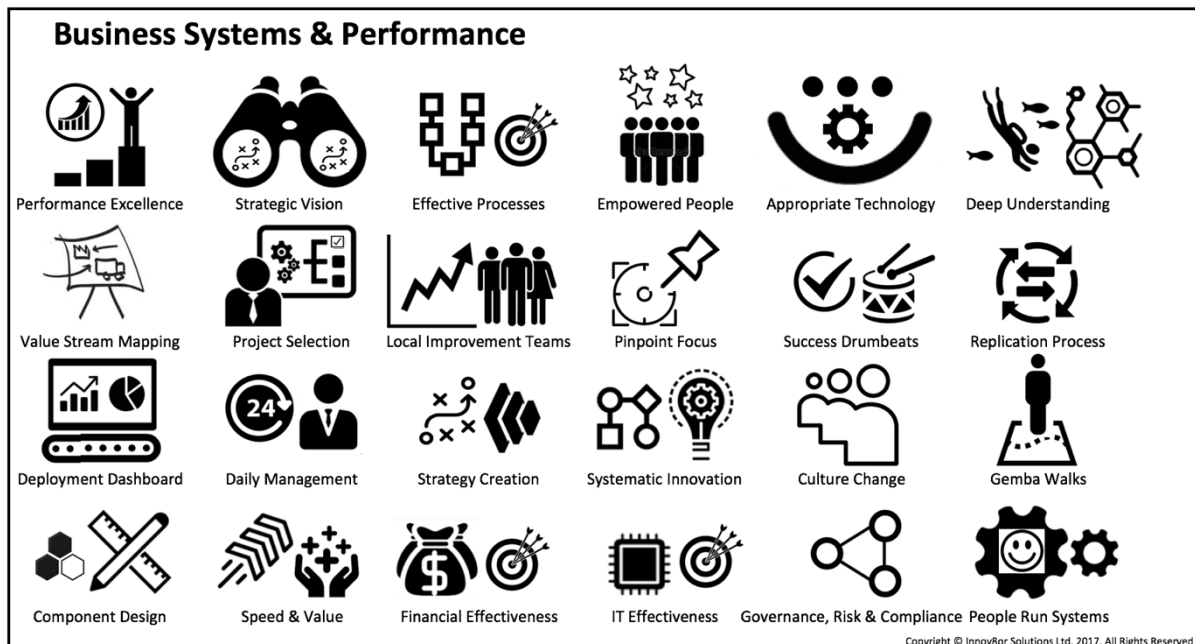
Organisations strive for an effective business system that unifies the problem solving and decision making elements of the organisation. The best systems consider the dynamic nature of the structure and interaction of elements such as design, components, people, quality, speed and measurement. Big pay dividends await those that are able to apply it correctly, whilst also then keeping on top of it.



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Business systems are made up of people (skilled, experienced with appropriate motivational factors), processes (strategies, processes, architectures, information, service management), systems and technology (infrastructure, physical, components, tools) and tools, matched by the relevant leadership and cultural environment. The right combination can achieve anything.



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## 12. What are the key elements to successful training?

- Getting organisational consensus is critical
- We help reinforce buy-in from various stakeholders
- We empower individuals to reach their goals



If you can't see it, how are you going to ever going to manage it. The four major competencies with regards to emotional intelligence are self-awareness, self-management, social awareness and relationship management. To sense what is going on around you, you need appreciate it in front of you.

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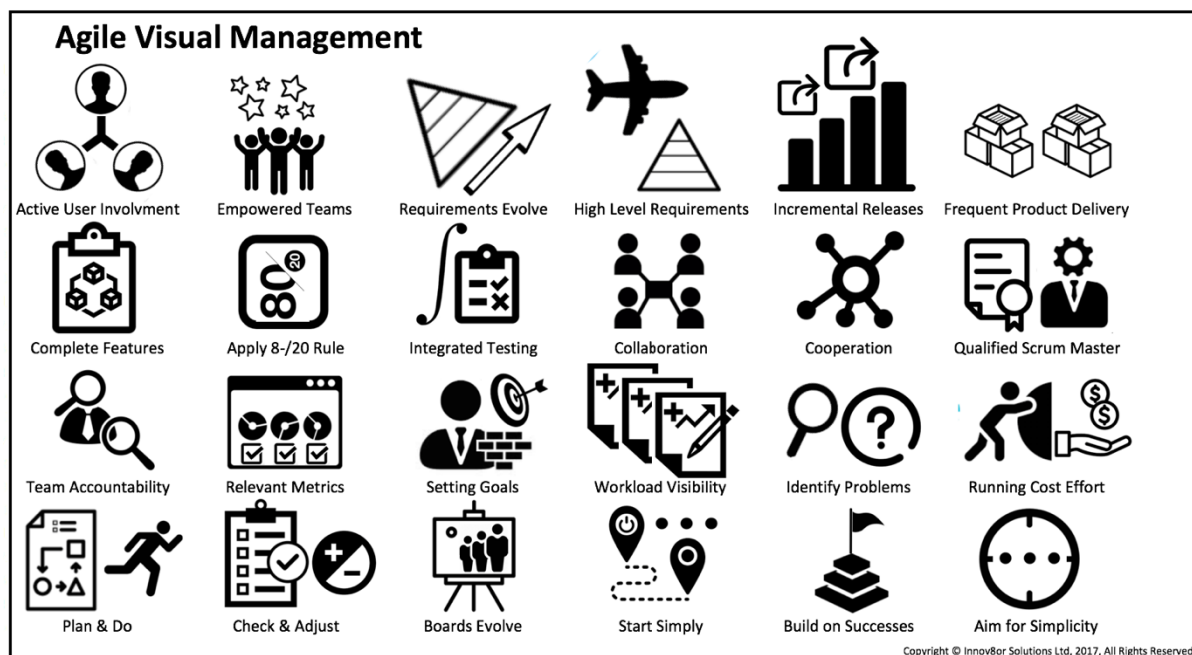
### Why do we need agile visual management today?

We live in a time of too much information and too little time to deal with it all. Notice it, own it, play with it, stay with it are the techniques to help overcome frustrating habits which prevent learning and stop people achieving a higher level of achievement. The journey to mastery takes time and practice, because you need to find out what works for you and your organisation.



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### 13. How will we measure and report all this?

- Measuring near term impact is always challenging
- We help with pilot rollouts that then adapted them
- We help you develop training ROIs and impacts

What have you done so far with the knowledge and skills your people have obtained or brought with them, can be a very difficult question to answer. We operate in a global knowledge economy, whether we like it or not. You need educated and skilled people to make use of knowledge, innovative systems to store, assimilate and adapt it, and interdependent and interconnected mechanisms to keep it in your company and stop it walking out the door.

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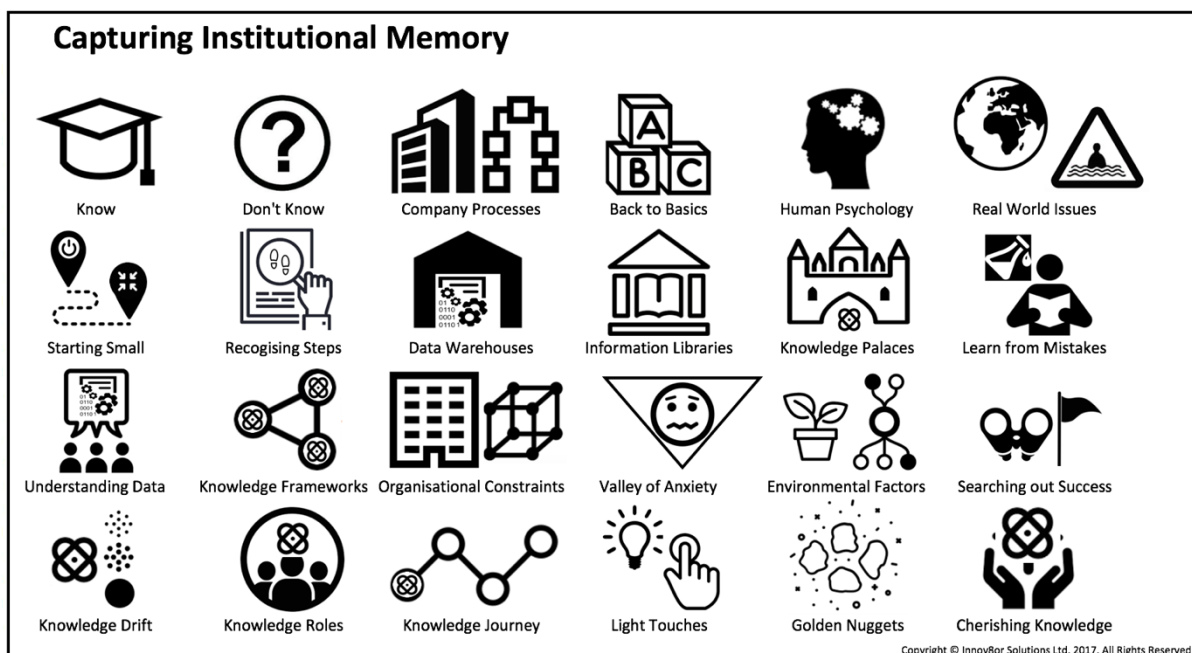
### How do I stop my critical information and crown jewels walking out the door?

What are the best practices for knowledge management in a corporate setting? That is a fundamental question that many organisations face and fail at. As employees age and retire, valuable knowledge is often lost. The problem is compounded with the realities of today's workplace, as employee turnover increases. How do companies proactively capture institutional memory and knowledge?

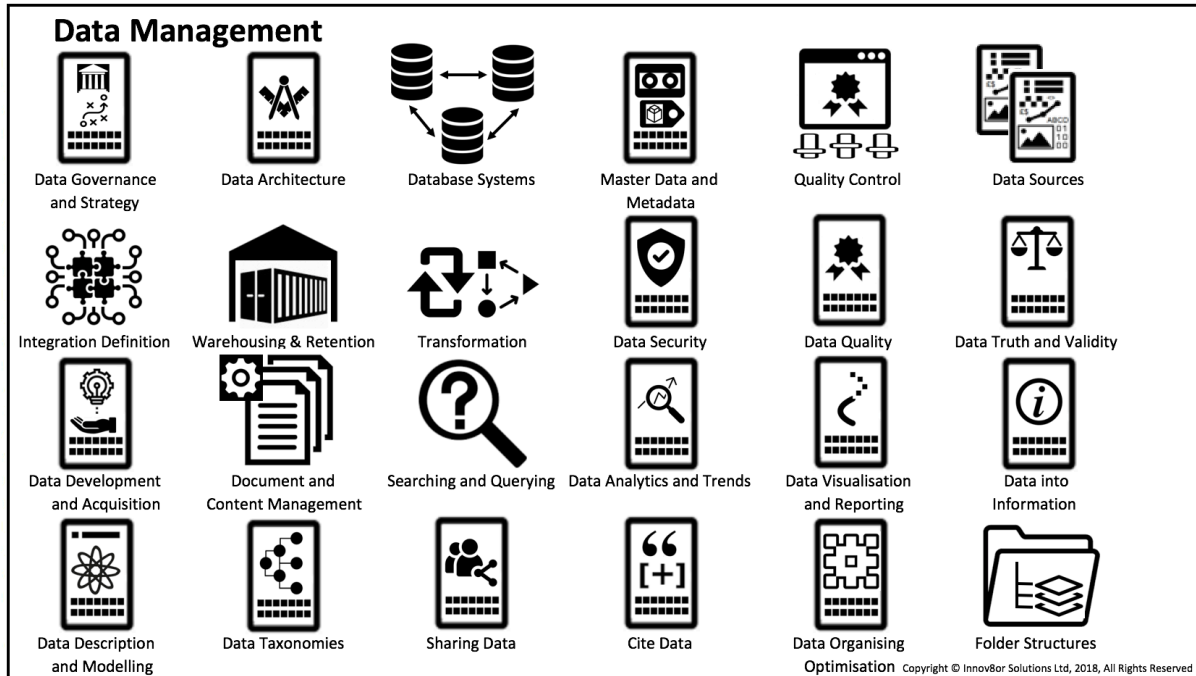


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The final part is the information itself, and mechanisms to effectively communicate, process and dissemination that information, to allow decisions to be made.



#### 14. What has your company done so far?

- Conducted past training that failed to hit the mark?
- Undertaken a Training Needs Analysis?
- Cost benefit and profit loss analysis?

#### 15. Now some of the more difficult issues?

- Are you sure all your employees need training?
- Will training really move you nearer your goals?
- What are your expected outcomes & by when?



Dr Karl Phillips

#### Ever wondered what the top 5 percent of your achievers routinely do?

Typically, 18% of your workforce is actively disengaged, followed by around 26% of people that are not engaged. Your results are being delivered by the 22% that are cruising, 29% that are motivated (sometimes, frequently or highly) and finally the top 5% that are reaching their true potential. What are the key elements that make people really achieve, and how do you introduce them into your organisation?

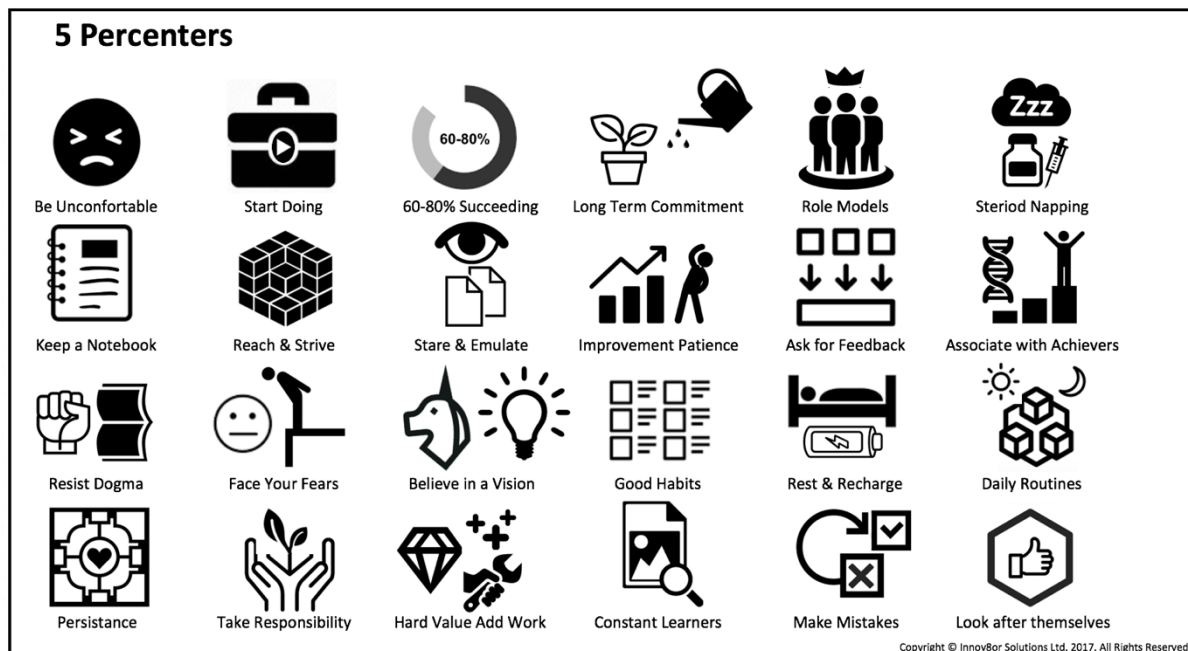
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I understand people and technology, and through applying the right processes, wonderful things can happen. To see people develop, gain confidence, start to understand the world and then make their own unique contribution, is one of the greatest things you can do. We never stop learning, and becoming a constant learner allows me to reinvent myself to maintain my relevance in the 21<sup>st</sup> Century. My ability to adjust myself and your people to new ways of thinking, learning, collaborating, doing and being. Being receptive to the needs of others and then delivering fresh, open, honest and passionate results and outcomes, is what I do best.

## 16. Why are you different from traditional trainers?

- We understand that people learn in different ways
- We provide an engaging and collaborative process
- 'ShowMee©' Performance Support assists people

So where do you start and go next? Create a 5 minute window in your calendar to take the time to call me and introduce yourself, or send me a quick email ([innov8orsolutions@hotmail.com](mailto:innov8orsolutions@hotmail.com)), of your initial needs (see list below) and I will get back to you, so we can discuss how you may like to go forward (no commitment).

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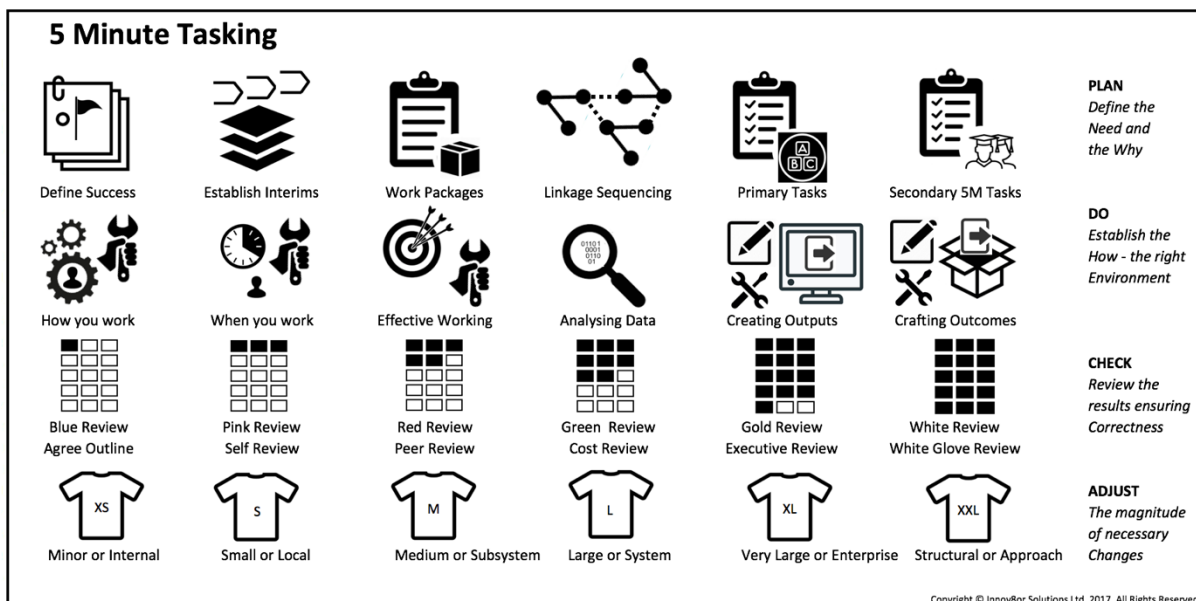
### Why thinking small is the secret to big success?

Goal-setting is important, but it needs to be accompanied by breaking these goals into bite-sized tasks and execute them as a series of small but totally coherent milestones. By accomplishing (removing) them one at a time, people are able to make their wildest dreams come true. Creating 5 minute tasks (small rocks) and the actively carrying on, is the method any person can remove a mountain.

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## 17. What are the initial needs you have in mind?

- How many people and over what locations?
- How long and over what time periods?
- Have you an idea of content & secured the budget?