

Learning and Development Consultancy

Performance management is a way to align individual and team performance to organisational strategy in a complex and ever-changing world.

In the current environment of evolving technology, increasing globalisation and growing customer demand, it is your employees who are key to providing your competitive edge, and research has shown that employee motivation, engagement and flexibility have a critical influence on business performance and bottom-line results.

How learning and development consultancy can benefit your business?

- It ensures performance is aligned to strategic objectives
- It results in employees who clearly understand what is expected of them
- It can improve recruitment and staff retention rates
- It can enhance employee skills, experience and commitment
- It provides systematic measures of employee performance
- It can identify strengths and development gaps.

Our Consultants

Our team of consultants and coaches have a level of experience, enthusiasm and diversity that you'd be hard pressed to find elsewhere. The benefit to our clients is clear, through the positive feedback we always receive, and the tangible and significant benefits our work has had, to their organisations. All our consultants have:

- at least 15 years' experience
- a diverse range of long-tenured business backgrounds
- blue-chip and SME experience
- private and public sector experience

In addition, most of them are educated to masters degree level.

Typical Learning and Development Scenarios

Our consultants will work with you and your leadership teams to review the human aspect of your organisation's performance and design/implement systems to support your employees and ensure their efforts link to your vision, values and strategy. We can help you to identify, develop and retain the talent you need to ensure you sustain your performance even when change seems to be the only constant. Projects we have worked on include:

- To design and develop bespoke competency frameworks
- To design and introduce performance management systems including formal appraisal reviews
- To support in-house HR/training teams develop their strategic learning and development plans
- To design and develop in-house talent management programmes

For a no obligation meeting on how we can help with your learning and development strategy contact us at e: enquiries@lcp.org.uk
t: **01273 707404** or visit our website at www.lcp.org.uk

LCP Consultancy Process

01 Initial discussion between LCP and client

02 LCP provides a written proposal to client with project objectives, approach, fees and terms of business

03 Proposal finalised between client and LCP

04 Consultancy support takes place

05 Client and LCP conduct progress reviews

06 LCP provides client with project closure report

This is an example of the consultancy process which will be tailored to meet the needs of each client.

“ I have really enjoyed working with LCP and would recommend them to anyone looking to develop their business and staff ”

Pamela Taylor, Chief Executive, Water UK