

A stylized fashion illustration featuring a grey blazer, a white jacket, a maroon dress, a green high-heeled shoe, a black necklace, and a green handbag. The background is a light blue and white abstract design.

# LEARNING AND DEVELOPMENT

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# OUR PASSION

## PHILOSOPHY

Our L&D philosophy seeks to engage the whole person; to improve individual knowledge, skills, attributes, attitudes and behaviors for the benefit of the team and organization at large.

At Devenir we foster a learning culture, provide appropriate learning options, support learning for professional judgment, and above all, deliver job-embedded learning.

Learning-the heart of productive activity. To put it simply, learning is the new form of labor (Zuboff, S. Professor: Harvard Business School)

In our current do or die business market, developing your people might just be the difference between over-taking your competitors or lagging behind. Your commitment to L&D is well worth the investment because it significantly:

builds capability...  
improves performance ...  
increases productivity...  
boosts staff morale...

### DO YOU WANT

to attract and retain the best people for your team?

### DO YOU WANT

to unleash the pool of potential skill and talent within your organization?

### DO YOU WANT

to create a culture of excellence, empowerment and continuous improvement?

DO YOU WISH to be known as a leader in your industry?



YÒU  
CAN!



# OUR FRAMEWORK

Devenir is committed to partnering with you in order to support your strategic L&D goals, initiatives and people. Available to you with any of our workshops or consulting services is the below framework:

A. Planning: We can help you PLAN for L&D excellence by working with you to:

1. Establish a strategic L&D plan that is aligned to, and supportive of your business plan and organizational vision
2. Conduct comprehensive needs analysis
3. Evaluate your current training initiatives and provide recommendations for a revised and improved L&D plan

B. Implementation: We can assist you in IMPLEMENTING your L&D plan by working with you to:

1. Establish a culture that embraces, invests and holds itself accountable for learning and continuous improvement
2. Design, facilitate and monitor training initiatives that are consistent with adult learning principles
3. Train your staff to become self-directed, collaborative and reflective practitioners in a workforce that pursues personal and organizational excellence

C. Evaluation: We can support you as you EVALUATE your L&D initiatives through:

1. Systematic and rigorous evaluations of your learning and development projects
2. Monitoring progress and providing management, teams and/or individuals with relevant progress reports

# OUR COMMITMENT SERVICES

## OUR CONSULTING SERVICES

- L&D Needs Analysis
- Strategic Planning
- L&D Training Programs
- One-on-one coaching
- Team coaching
- Leadership coaching
- Induction Program Evaluations
- Change Management
- Workplace Culture & Values
- Continuous Improvement Programs
- Personality and Team Diagnostic

## OUR TAILORED TRAINING WORKSHOPS

- Stand out Customer Service
- Powerful Communication
- Winning Conflict Resolution
- Effective Time Management
- Taking Charge over Stress
- Be a Leader others want to follow
- Developing your Leaders
- Advanced Sales Skills
- Establishing Team Values
- Understanding L&D
- Group Facilitation Skills

Devenir **is** a boutique provider. Our consulting and training services offer you tailor designed solutions that are specific to your organisational needs, culture and industry. This means that workshops will be designed specifically for you.

Devenir **is** a best practice provider. Our consulting and training is based on internationally researched adult learning principles and professional practice. This ensures that your staff and organisation are equipped with proven strategies that are delivered by experts in the field.

Devenir **will** provide a fun and interactive learning experience. This means our training programs excite and motivate participants to transfer their learning into everyday settings.

Devenir **delivers** high end customer service our clients will always receive utmost professionalism, respect, reliability and integrity.

Devenir **has** a proven track record. Our consultants have a wide range of exposure and experience with various industries and multi-national companies. This means that you can rely on experts to deliver the results you seek.

