

People Development Pathway



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Training to World Class Standards



Dandelion seeds blown by the wind

We believe that training and development must be focused upon achieving your company's Strategic Goals. Other training initiatives will distract focus away from that strategy and waste resources. Just like the dandelion you will put yourself at risk. Your risk will be to neglect to transfer the necessary skills into the workplace, and eventually you too may risk what the dandelion risks.

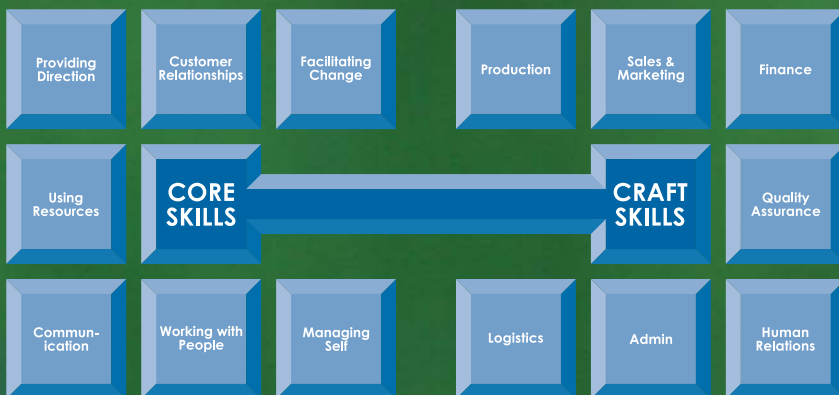
The People Development Pathway aims to maximise the development of your staff to ensure that they have the skills you need for success, and also for future positions within the company.

This progressive skills delivery platform enables companies and staff to see that their potential can be recognised and developed, enabling them to achieve advancement. This not only retains skilled staff but also ensures that their skills are developed within the company to meet your strategic plans.

The Pathway steps start from those leaving education and looking for their first job, to the skills required to successfully manage the company or a division. The steps will progress skills through general staff to supervision and managers at operational, tactical and strategic levels.

Each step will be made up of a mixture of both Core (soft) Skills and Craft (technical) Skills.

In nature, only 2% of these seeds will achieve maturity, representing a 98% failure rate*



Our pathway enables you to link training and development to three key aspects of your business:

- Strategy - links to your company's overall strategy
- Goals - identification of key measurable
- Programmes - the design and delivery of focused Education and Training

*sciencedirect



People Development Pathway: Strategy (PDP-S)

Enables...

- Links into your company's overall strategy
- Focused investment of time and money
- Reviews company Workforce & Management Talent Strategy
 - Enables you to understand your current skill base



- Reviews future Workforce & Management Talent requirements
 - Enables you to identify your people development needs
- Prepare for the future
 - Prepare workforce and management for future volumes
 - Identifies ways to manage the upturn
 - Prepare for future opportunities
 - Putting the tools in place
 - Tailored approach



People Development Pathway: Goals (PDP-G)

Enables...

- Identification of key measurable
 - Linked to key business goals
 - Focused on building potential
 - Generates a company-wide approach
 - Targets needs rather than perceptions
 - Linked Programme not independent initiatives

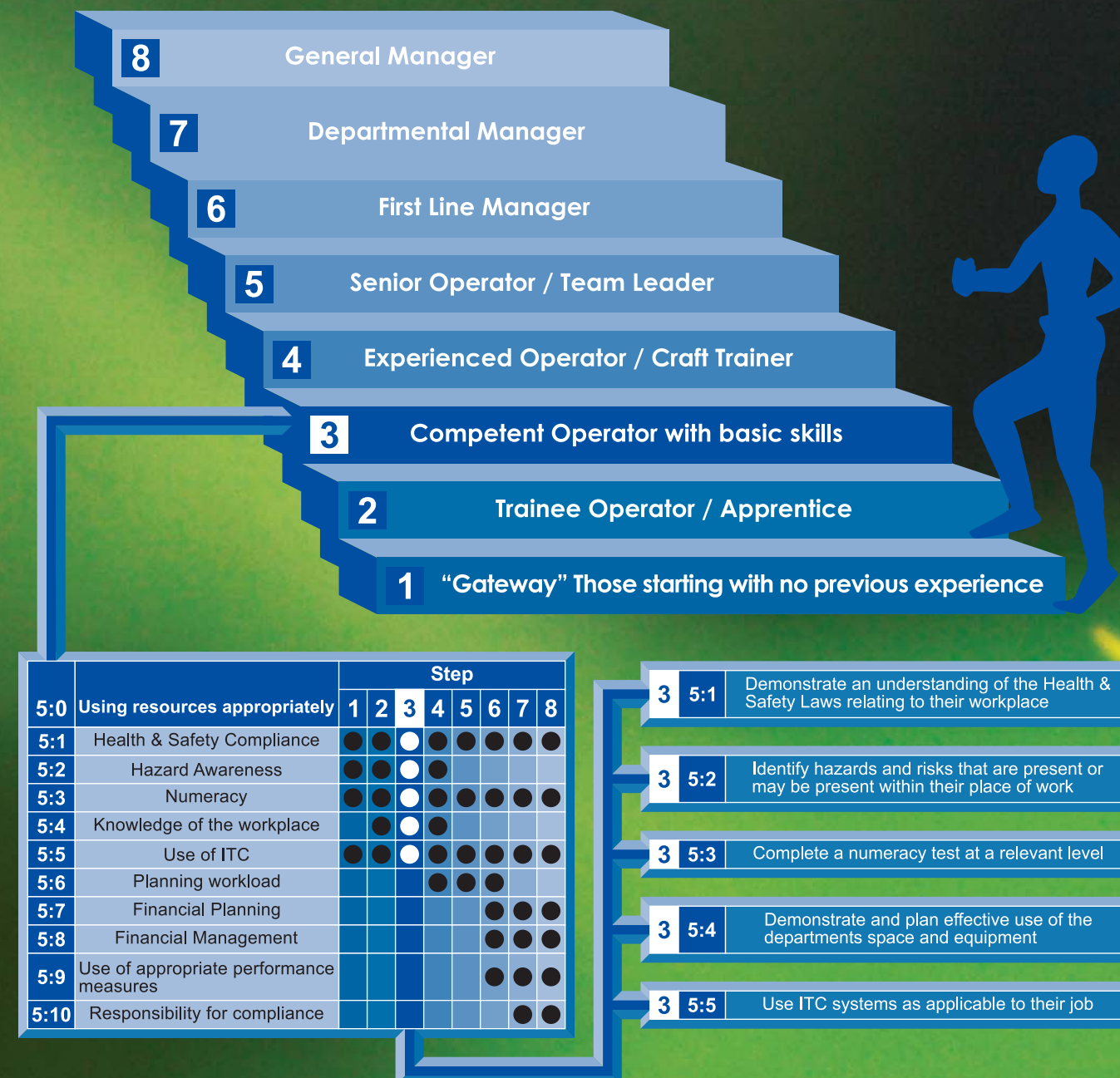


fig.1 Step 3 Core Skills Matrix

People Development Pathway: Programmes (PDP-P)

Enables...

- The design and delivery of focused Education and Training
 - Designed to meet company's strategic needs
 - Demonstrates commitment to workforce development
 - Reduces waste in unfocused development
 - Creates opportunities to share with supply chain partners
 - Enables mixture of Commercial and Government investment
 - Focused or generic content as required
 - Tailored solutions - see fig.1 for a Core Skills example matrix





INVESTOR IN PEOPLE



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Approved by the Guidance Accreditation Board



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