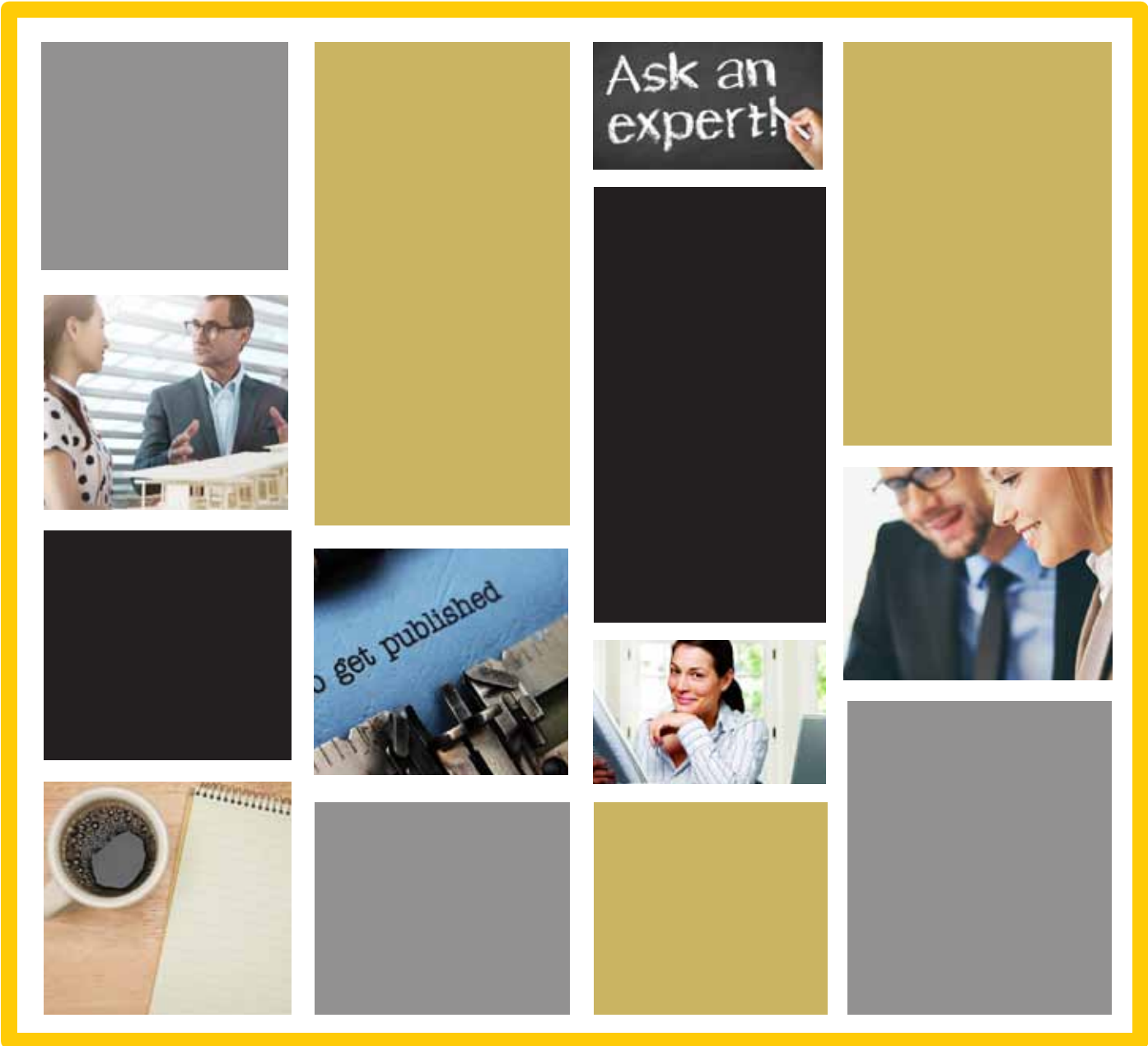


BUSINESS FUTURE CONSULTING

Imparting Skills To Build Training Capabilities



INTRODUCTION

Training is an investment in the long-term viability of your business and your people. It's important to ensure you are investing your money wisely.

With the ever-changing economy and training landscape, companies are re-balancing their training priorities at both strategic and tactical levels.

As organisations look for innovative and cost effective ways to manage the training budget – making a move to virtual classrooms, for example, our research has revealed an increasing trend of organisations moving much of their training and development in-house by limiting the use of external vendors. This is a logical move for very specialised development utilising skilled internal trainers or expertise which only exists in-house. However, a `one-size-fits-all` approach carries heavy risk.

At Business Future Consulting (BFC), we support our clients in building the skills of their internal training teams to better manage the ebbs and flows of a changing economy on new manpower needs and abilities.

Stage of Internal Training Readiness

COMPANY A		
Essential Components for Internal Training Readiness	YES	NO
1. Training & Development Roadmap		✓
2. Internal Trainer		✓
3. Ready Made Content		✓

- BFC conducts Training Needs Analysis (TNA) to establish a Training & Development Roadmap in consultation with the company.
- BFC offers Trainer's Assimilation Programme (TAP) to equip people with the skills required as an internal trainer.
- BFC licenses ready made content for company to deliver their own training.

COMPANY B		
Essential Components for Internal Training Readiness	YES	NO
1. Training & Development Roadmap	✓	
2. Internal Trainer		✓
3. Ready Made Content		✓

- BFC reviews the Training & Development Roadmap in consultation with the company and explores areas of collaboration.
- BFC offers Trainer's Assimilation Programme (TAP) to equip people with the skills required as an internal trainer.
- BFC licenses ready made content for company to deliver their own training.

COMPANY C		
Essential Components for Internal Training Readiness	YES	NO
1. Training & Development Roadmap	✓	
2. Internal Trainer	✓	
3. Ready Made Content		✓

- BFC reviews the Training & Development Roadmap in consultation with the company and internal trainer and explores areas of collaboration.
- BFC licenses ready made content for company to deliver their own training.

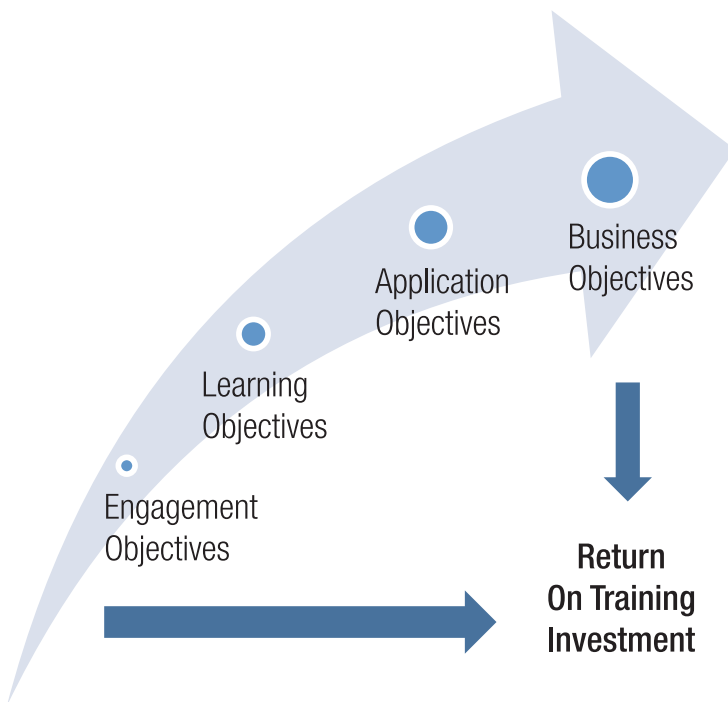
COMPANY D		
Essential Components for Internal Training Readiness	YES	NO
1. Training & Development Roadmap	✓	
2. Internal Trainer	✓	
3. Ready Made Content	✓	

- BFC reviews the Training & Development Roadmap in consultation with the company and internal trainer and explores areas of collaboration.
- BFC develops bespoke training content to complement existing training intervention.

OUR SERVICES

LEARNING & DEVELOPMENT CONSULTANCY

BFC's core competency stems from our deep understanding of the competency based HR systems and support our clients' development into high performing organisations.



We support companies in :

- Conducting training needs analysis
- Developing learning roadmaps
- Developing talent management plan
- Developing leadership progression framework
- Establishing succession planning framework
- Providing executive coaching

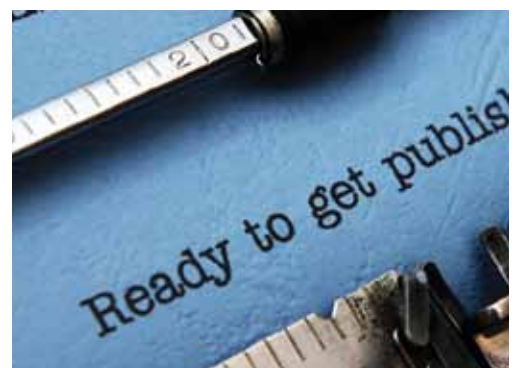
TRAINER'S ASSIMILATION PROGRAMME



Trainer's Assimilation Programme (TAP) is a 2-day workshop that equips corporate professionals, managers and executives (PMEs) with the understanding of adult learning principles, classroom management skills, and essential facilitation skills to deliver training at the workplace. TAP provides hands-on practical approach towards engaging learners, facilitating discussions and conducting learning de-brief sessions.

CONTENT LICENSING PACKAGE

Content Licensing Package (CLP) is a unique content support to help company deliver their own training using ready made content. Your nominated trainer will undergo a train-the-trainer workshop and be supported with post workshop coaching sessions to enable them in delivering the training effectively. The licensed content includes presentation slides, trainer's guide and learner's workbook.



BUSINESS FUTURE CONSULTING

ABOUT US

Business Future Consulting (BFC) is a Singapore based, regional focused, learning and consulting firm that specialises in assisting companies to develop internal learning capabilities to facilitate the insourcing process of the Learning & Development process.

OUR APPROACH

BFC believes that learning and development is a strategic process and there are always a desired outcome or business impact to achieve. We provide an approach that would translate the measurement of training impact.



5

Return on Training Investment

The financial benefits of training can be measured from improved performance such as increased productivity, labour savings, reduced wastage and improved employee retention. BFC assists you to quantify training impact and determine the return of training investment.

4

Business Objectives

High-performing organisations constantly evaluate their business goals to review performance and competencies gap against their corporate strategic goals and department goals. BFC works closely with key business stakeholders to ensure training intervention contribute to the improvement of business outcome.

3

Application & Implementation Objectives

BFC works closely with you to identify the key desired workplace behaviour and the appropriate training intervention. BFC will partner you to implement and evaluate the manifestation of the desired behaviour at the workplace.

2

Learning Objectives

It is essential to measure and assess the change in mindset, increase in knowledge or skills enhancement. BFC assists you to identify the knowledge, skills or attitude required to improve the individual's productivity at the workplace.

1

Engagement Objectives

To facilitate learning effectiveness, the intervention needs to be relevant to the workplace needs of the employees. BFC assists you to plan, identify and make recommendation to achieve the learning outcome.

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