



# Training and Development

- Training and developing is essential to ensure organisational success
- You can maximise the potential of your staff by investing in training and development
- High performance comes from competent and engaged staff
- Our training course are designed to develop both the knowledge and the motivation of staff to maximise the value they can bring to your organisation

## What we offer

### Tailored management training

- ✓ Training workshops designed around the needs and culture of your organisation
- ✓ Popular topics include:
  - Performance management
  - Appraisal skills
  - Handling disciplinarys and grievances
  - Managing absence
  - Coaching skills
  - Recruitment and Selection

### Management development programmes

- ✓ Development of more in depth development programmes built from learning activities such as psychometric questionnaires, individual coaching sessions and workshops
- ✓ Empowering your staff through the facilitation of Away Days

## Why choose us?

- ✓ Qualified experienced HR professionals
- ✓ Highly interactive approach encouraging learning
- ✓ Dedicated consultants to ensure continuity
- ✓ Bespoke courses and workshops
- ✓ On site or at our premises



### **"HRSP have played a vital role"**

HRSP have been our HR partner for over three years during which they have played a vital role in supporting me and the trustee board to drive significant organisational change as well as developing and embedding excellent HR practice in the new organisation.

*Fiona Blacke, Chief Executive, The National Youth Agency*

**Call us for  
more information**

**Visit our website for  
further testimonials**

Tel: 01403 240205  
[www.hrservicespartnership.co.uk](http://www.hrservicespartnership.co.uk)

How can I improve skills?  
 HOW DO I INTRODUCE A NEW PAY STRUCTURE?  
 What is the process we need to follow?  
 How can we adapt?  
 WHO CAN I TURN TO?  
 We need a strategic approach?  
 We haven't got the time!  
 HOW DO WE UPDATE OUR STAFF POLICIES?  
 HOW CAN WE DO THIS LEGALLY?  
 What do my staff really think?  
 What is the risk?  
 WHO CAN I RELY ON?  
 Why are some staff always calling in sick?  
 How can I reduce recruitment costs?



### The Right choice HRSP

We definitely made the right choice in choosing HRSP and would have no hesitation in recommending them.

Tracie Colin-McKenzie, Trustee,  
 Worthing Women's Aid.

### "A professional and efficient service in a friendly, pragmatic way"

I have worked with HRSP during my time as CEO of several charities and would not hesitate to recommend them to others. In my most recent role as CEO for Samaritans we have used HRSP to provide support to our branches regarding employing staff and also to provide independent advice and support to our busy HR team at the Central Charity. HRSP quickly built up good working relationships with the HR team and staff and soon grasped an understanding of our complex structure and unique way of working. HRSP have provided a professional and efficient service in a friendly, pragmatic way.

Catherine Johnstone, CEO – Samaritans

### "Tailored their service and advice"

"On being appointed, the HR Services Partnership very quickly understood the ethos and culture of our organisation and tailored their service and advice accordingly. In my experience of a range of HR service providers, their help in bringing our HR policies and procedures in line with good practice and regulatory requirements has been second to none. In addition and equally important, working with all members of their team has been a pleasure".

Adrian Maunders, CEO, English Rural Housing

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