

# SCC's Training Methodology

(An Approach Document)



Dear L & D Head / Executive,

This document presents, in a detailed way, how See Change Consulting (SCC, henceforth) approaches "**Classroom Learning / Training – CLT - Sessions**".

## The steps involved in this process:



### Discover

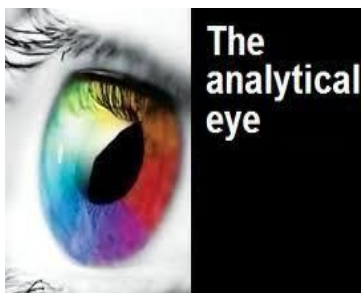
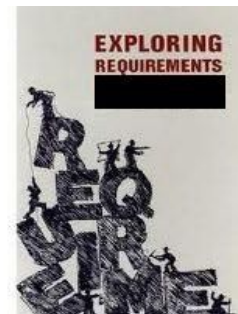
The Discover phase includes these stages:

- \* Explore customer requirements
- \* Analyze gathered information
- \* Create a Winning Training plan

### Explore Customer Requirements

In this stage:

- \* We learn about the training and knowledge transfer issues that will drive the training inputs.
- \* We review existing training inputs, if any, and get familiar with the overall desired objectives.
- \* We interact with the client's Learning Skills Team and Training Co-ordinators (available or to be identified).



### Analyse Gathered Information

We arrive at:

- \* Complete understanding of the training materials that are to be created.
- \* Identify specific client requirements (e.g., particular soft-skills that might be necessary).
- \* Other factors that will impact how the training materials are created & delivered.

### Create a "Winning Training Plan"

- \* Description and delivery of objectives
- \* Provision of a stable structure, consistency and a predictable training plan.
- \* Ways to deliver training in shorter training cycle times, higher work quality, increased predictability and reduction in overall training costs.



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## What else happens from SCC's side?

- \* Creating Sample – To ensure that SCC & the client are on the same page, including showcasing a preview, if need be.
- \* Build Phase – SCC, in collaboration with those actually providing or hosting the training, creates and assembles the various elements of the training deliverables.
- \* Delivery Phase – This includes – a) File preparation, b) Editorial processing, c) Final production & d) Delivery to client

## What does SCC take pride in?

**The cost of going with the wrong vendor can be very high - in terms of money, time, and frustration. Here are some criteria to show why SCC should be chosen as the vendor of your choice.**

- \* We offer an end-to-end solution
- \* SCC has the team capable of understanding your exact requirements
- \* SCC's Facilitators (ECs) can communicate effectively to the end users to achieve the desired objectives
- \* SCC ensures that you, if chosen, will have very less managing to do
- \* We, on need basis, can build in specific client reviews into the process



- \* SCC is very easy to do business with
- \* SCC brings the latest & cutting edge class room learnings & techniques
- \* SCC always attempts to improve continuously the performance of your people
- \* SCC has "The solution" you've been looking for
- \* Our customized programs are practical, relevant and engaging

**How do we do this? Simply put, we transform your business by transforming the individuals who make up your business.**



## The Top Benefits YOU get by running programs through SCC:

- \* Programs are "Result Oriented"
- \* They are well researched
- \* They can be "Self-implemented" over a period of time
- \* Customized- not a one-size-fits-all approach to programs
- \* Sustained – short and long term results
- \* The correct batch size for each module

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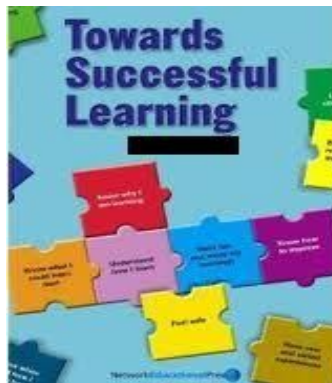


Summary

- 1) We shall create programs that work for you.
- 2) Customize courseware for Maximum ROI.
- 3) Integrate with your learning management systems to the best of our ability.
- 4) Providing learning reinforcement - based on your requirements.
- 5) Adjusting to your Learning Cycle.

## We follow these 10 Points to ensure Successful Learning

- 1) Provide real life examples, programs, and scenarios to prepare participants for their actual work environments.
- 2) Break down complex soft-skills details to simple examples and everyday language.
- 3) Provide experienced consultants with strong communication and classroom management skills.
- 4) Offer a fun and dynamic classroom environment to facilitate learning.



- 5) Constantly upgrade and change our training modules to include new features.
- 6) Offer a Mentoring environment to prepare participants for further skill development.
- 7) Deliver quality modules.
- 8) Emphasize good techniques and processes to avoid pitfalls.
- 9) Listen to our clients so we offer customized and flexible training that meets our clients' exact needs.
- 10) Deliver High quality training in the industry.



Do we need to say more?

**For Effective Mind Ignition – Call SCC.**

WHAT  
ARE YOU  
WAITING  
FOR?

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