

Skillpod
to boost
performance



Why create a learning journey

The Smartskills Learning Journey focuses on helping mid-size businesses to develop a learning environment that effectively supports every employee at work while helping the business to achieve growth.

With quality learning and development a good learning environment as the potential to:

- Support recruitment and retention:
 - According to LinkedIn 94% of employees will stay longer with a company that invests in L&D
- Increase profits by up to 24%
- Create a progressive framework in which employees and business can grow.

94%

of High Impact Organisations deliver L&D that aligns with the goals of the organisation.



Who we are & what do we do

The Smartskills Learning Journey begins as a consultative process to benchmark you and your team's appetite for a learning culture then moves forward to suggest the training that is needed and creates an implementation plan from the survey information your team have requested.

Skillpod is NZ-owned company that specialises in creating quality learning and development opportunities for mid-size companies and their people. We do this through award-winning elearning and blended learning (a combination of elearning & face to face) environments.

Our specialist team work with you to build pathways that match your business and staff needs to create a competency framework, helping provide direction and momentum for your team and your business.

And we are with you all the way to guide and assist you through the process.

Who is using Skillpod



Te Kawa Mataaho
Public Service Commission



Inland Revenue
Te Tari Taake

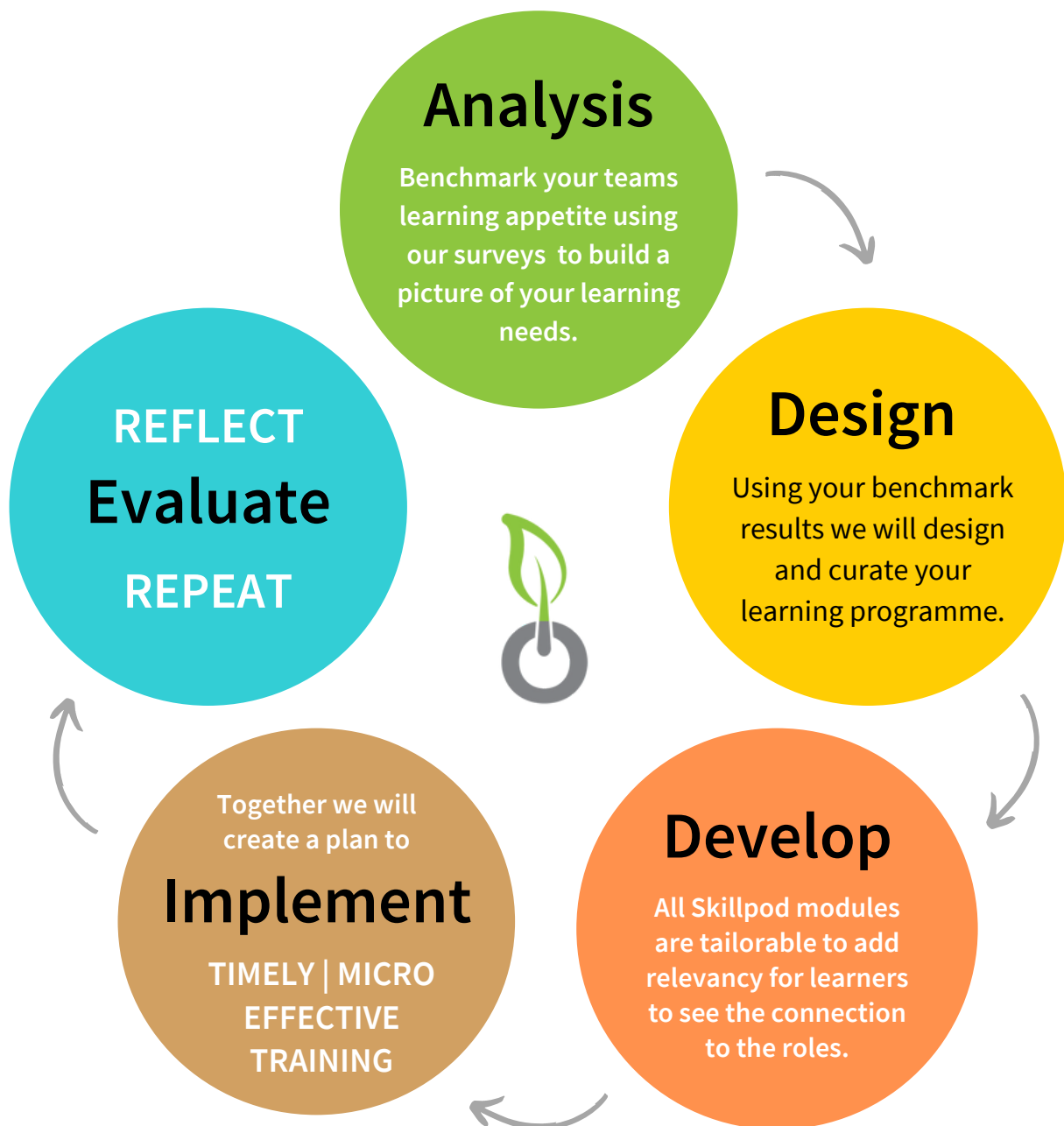


**MINISTRY OF SOCIAL
DEVELOPMENT**
TE MANATŪ WHAKAHIATO ORA



Smartskills Learning Journey

A Smartskills journey is different for each company but always includes these stages



How will I benefit?

The capabilities and skills of your team are the bedrock on which your business success is built, and in the increasingly dynamic business environment you need to develop your people to stay ahead in the game.

L&D investment is not just cashflow positive, it's an investment to forestall other business costs, such as retention and recruitment, whilst also improving team dynamics, innovation, and future proofing your business.

A professionally developed L&D programme will:

- Build these critical work and communication skills to stay viable
- Show employees you care about their professional growth and their future within the organisation
- Provide a progressive and forward looking internal brand image
- Delivering timely, short and effective training
- Be developed by 'subject matter experts' with experience building programmes that get results



**The Smartskills Learning Journey
is aligned to your business goals
with a clear ROI**

What is involved?

Stage 1: ANALYSIS

Analysis

Benchmark your teams learning appetite using our surveys to build a picture of your learning needs.

Meeting time: 1 hour with consultant and management team

- To determine the training goals you business would like to achieve in creating a learning environment
- After proposal acceptance
- SURVEYS COMPLETED BY TEAM MEMBERS

Stage 2: DESIGN

Design

Using your benchmark results we will design and curate your learning programme.

Meeting time: 1 hour with consultant and management team

- Review survey results
- Define needs of team members
- Explore solutions to match business strategy.

Stage 3: DEVELOP

Develop

All Skillpod modules are tailorable to add relevancy for learners to see the connection to the roles.

Time commitment: Skillpod delivery

- Tailor online modules to your people, place and brand to ensure relevancy for team members
- Learning management setup
- Develop Implementation plan

What is involved?

Stage 4: IMPLEMENTATION



Time commitment:

- 1 hour management meeting
 - In person meetings with staff and managers
 - Team time 4-5 months
-
- Set communication plan for team buy in
 - Establish timeframe for learning
 - Set up, monitoring and follow up procedures
 - Responsibilities and expectations

Stage 5: EVALUATE



Meeting time: 1 hour with consultant and management team

- Review analytics
- Reflect on strategy goals
- Discuss changes required



The key concepts that run throughout these stages are **personal choice, flexibility, personal responsibility** and **agency**. This will be achieved through training that is just in time, in the workflow, easily accessible and bite sized.

Our commitment

From start to finish, we're with you though the Smartskills Learning Journey.

Our facilitators will:

- Guide you through the process
- Work with you to develop a programme that's right for your team
- Help relevant teams and people to be engaged
- Guide and advise on best practise for deep understanding
- Hold people accountable
- Help generate the cultural shift to ensure learning becomes part of your organisations DNA



Get in Touch

OUR TEAM



KIM DOVEY

Founder and Director



CRAIG RHODES

Buisness Development Manager



ERIN NICOL

Interactive Designer



LILLIAN ZHOU

Interactive Designer

CONTACT US

Skillpod is owned and operated by

smartwork
CREATIVE



Website: www.smartworkcreative.co.nz



Email: studio@smartworkcreative.co.nz



Phone: +64 (09) 373 4782

