



SmartSkills

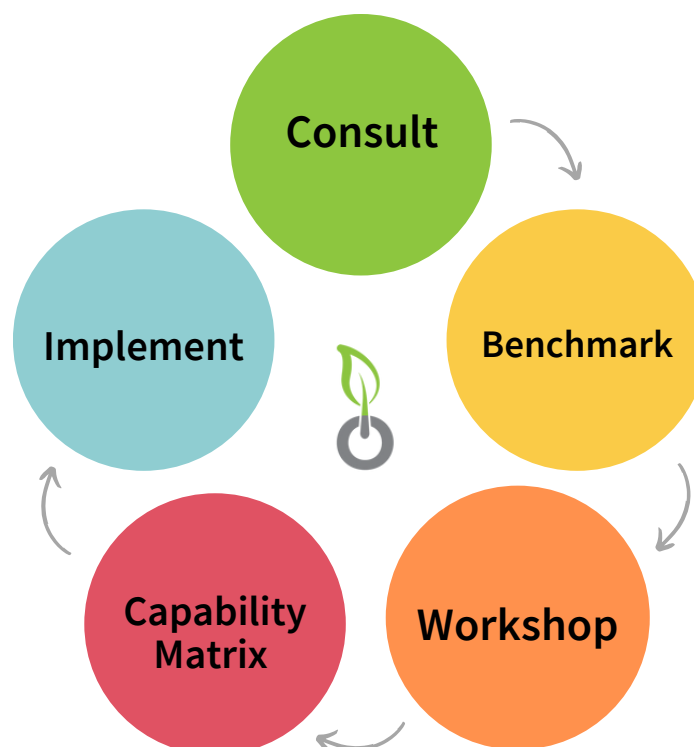
Pick and mix the right tools to support, define and implement your teams professional development strategy.

How does SmartSkills work?

The SmartSkills learning journey is a programme delivered by Skillpod to develop human skills within your business and create an environment where learning happens in the flow of work. The SmartSkills service follows a structured approach, starting with an analysis phase to identify opportunities and challenges.

SmartSkills consultants work closely with you to develop a tailored professional development strategy and capability framework, which outlines the essential skills, knowledge, behaviors, and attributes required for effective performance. The framework is then implemented through a series of workshops, training modules and development opportunities. Throughout the process, progress is monitored, and evaluation interviews are conducted to gather data about the impact on the business.

Smartskills fosters an ongoing relationship with our clients and offers continuous improvement programs to ensure the framework remains effective and aligned with your evolving organisational needs.



Benefits to your business

Investing in Smartskills to develop your learning and development strategy and plan offers benefits to your business, team and clients:

- **Aligning with Business Goals:** A well-defined learning and development plan can be tailored to align with the specific goals and business objectives.
- **Identifying Skills Gaps:** Through a structured process of analysis and assessment, a professional service can help identify existing skills gaps within the organisation.
- **Retention and Engagement:** Providing opportunities for professional growth and development demonstrates a commitment to your teams long-term progression and job satisfaction.
- **Improved Performance:** Investing in the development of your teams skills and capabilities can lead to improved performance and communication across the organisation.
- **Adaptability and Innovation:** A robust learning and development plan can foster a culture of continuous learning and innovation within the organisation.

SmartSkills

With you every step of the way from
the beginning to | the middle to | the end.

SMARTSKILLS SOLUTIONS

Initial Consultation

To determine the right approach to capability development for your business we will meet with you to identify:

- the business strategy and goals
- capability challenges
- potential service offerings and the required level of support

Free

Benchmark Surveys

Every team leader and team member completes the 15 minute online survey to identify the business learning status.

These surveys are templated, and can be amended to suit the goals of the business. Based on the data collected during this stage you will receive a report outlining the key findings.

Price: \$1500 +gst



2 hour Workshop

To initiate a strategic approach to learning and development we will deliver an active workshop that will provide opportunities to think critically and creatively about your strategic plan and how to bring your already agreed values alive into your everyday world.

You'll engage in kōrero, collaborate on ideas, and develop actionable strategies to enhance learning and development within your organisation.

During this workshop you will:

- Unpack your organisational values to develop shared expectations
- Actively participate in identifying the behaviours and attributes need to align your values to your everyday mahi.

Price: \$3000.00 +gst

Capability Matrix

Based on the outcomes of the workshop a capability matrix will be developed. A capability matrix is a tool that maps out the skills, knowledge, and abilities required to achieve the outcomes of a role.

Price: \$2000.00 +gst

The capability matrix provides the basis for identifying microlearning modules to develop the desired knowledge, skills, and attributes.

Module Pricing From \$5.00 +gst per user
for a 12 month subscription

Goal Setting

The team completes a goal setting template to identify skills for development and relevant microlearning.

Goal setting can be completed as a self directed activity or during a facilitated workshop.

Optional Workshop Price: \$3000.00 +gst

Implementation of learning

Tailored microlearning is now available for completion in the flow of work.

Review | Reflect | Repeat

Goal setting is revisited to reflect on progress, identify next steps and celebrate success.

Data is gathered to identify any cultural shifts that may have taken place and develop the organisational next steps to ensure learning becomes part of the business DNA.

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

Price: \$2000.00 +gst



Align learning to the motivations of the learner

Recent research identifies that organisations who embed learning as part of their everyday experience have better growth, transformation, productivity and profitability.

Understanding the importance of **WHY**

It all comes down to trust. We learn best when we trust the provider of knowledge and understand our why.

This is why 'why' is so important:

- Why are we (the business) delivering this training – what's in it for us?
- Why is this training the right thing to solve our business problem
- What will we (the learner) get from doing the training?
- Why do we (the learner) want/need to add to this knowledge, skill set or capabilities.
- Why will this benefit me/us?

No two learners will have the same answers to the why that motivates them to learn and deliver change, but you can give them agency over their learning, taking on the benefits of learning as they become clear to them in the context of their lives and career goals.

What else we can offer

IMPLEMENTATION DESIGN & MENTORING

The devil is always in the detail and we know our modules the best so we can support you to implement this training with their team.

- Mentoring to help you build a communication plan and break the learning down to help your leaders and team members make the most of the training experience.
- Smartskills helps businesses from beginning to end by identifying their learning needs and creating a learning environment where learning happens in the flow of work.

BESPOKE DEVELOPMENT

There's a team of Smarties in behind Skillpod that are award winning experts in building exceptional learning. We can either help you merge some of our templates or build a course from scratch to deliver the outcomes that you are looking for.

WORKSHOPS & KEYNOTES

Help your people understand the value of having a just-in-time learning environment at their place and the important role this can play in achieving strategy, building culture and preparing for the future. We are available for in-person and online events that can be tailored to your theme or industry need.

TOOLBOX

Whether it's hazard identification, near misses, safe ladder use, or other safety topics, we have a toolbox for it! Lead out the toolbox using the step-by-step supervisor instructions and provide your team a handy reference guide — all from your device.

Pricing available on application.



Start with Skillpod

We believe that everyone has the potential to be great at their job, and our mission is to unlock that potential. Whether it's through interactive workshops, engaging online courses, or personalised coaching, our goal is to make learning enjoyable and effective.

Our team is passionate about what we do, and we're always here to support you every step of the way. We're excited to partner with you and help your team thrive.

CONTACT US



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