

## A new way of working, a new way of learning

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At Phoenix Training and Development, we recognise the serious impact that the recent spread of the Corona virus is having globally, at an individual health level and to businesses trying to operate in increasingly difficult circumstances. Indeed, we are no different.

For the foreseeable future therefore, all our workshops and programmes will be delivered 'virtually' ensuring:

- **No need for travel and no need to work together in a training room**

Furthermore, everything will be accessible via laptop, desktop, tablet and mobile phone ensuring excellent connectivity irrespective of where our participants are based.

### **New Approach**

We have also recognised the need to overhaul our core services and provide a more flexible, targeted and cost-effective approach that truly brings learning into the workplace – wherever that is now.

In practical terms, this means removing the restrictions of traditional workshops and programmes in terms of dates, duration and viable group sizes. Our new hourly service enables access to learning and development whenever it is required. No need to wait for a suitable day, no need to wait for the right number of participants and no need to commit to a workshop or a programme – just support when it is most needed.

Tell us what help you need and we'll begin working together as soon as possible - expert training, coaching and guidance delivered via the best technology available.

This service is available to both individuals and groups at times that suit you.



## **Programme design**

We have been using our online learning transfer platform – PROMOTE® - for several years which has already removed an over reliance on the 'classroom' and has enabled us to create interactive, modular programmes with a range of tasks and activities for participants to complete independently.

In most cases therefore, we will adapt what we do in the classroom to create virtual versions of the workshop element of our programmes.

To create the best possible learning experience, this essentially means creating slightly shorter, bite-size chunks of learning and delivering them to smaller groups if possible. Interaction with participants is also ramped up in between each 'module' ensuring that engagement and commitment remains strong throughout.

We will adopt the same principles to any stand-alone workshops, giving clients the opportunity to use our PROMOTE platform where appropriate and modifying the format to create sessions that really work effectively, utilising the best technology available.

We will also continue to develop our eLearning offering over the coming weeks and months all of which will be made available to clients. The eLearning will not replace the facilitated sessions, but it will add another level of information which is at your fingertips throughout our programmes.

