

Catalyst Consulting

Shifting Training Paradigms

Global Financial Services company selects Catalyst Consulting to design and deliver new 'blended' Lean Six Sigma training. Switching to a 'blended learning' model has combatted the costs and limitations of traditional classroom training methods.

Talking to the Vice President provides more evidence that customers require far more flexible, cost effective and innovative training models.

An international Financial Services company needs to invest in its people and operations – building capability in problem solving, process management and leadership, and Lean Six Sigma is a proven method.

The challenge however, is to effectively deliver this training for people that are globally dispersed and working in business critical roles.

"We needed to train a number of business leaders around the globe. We needed something really flexible and scalable and engaging."

The costs and limitations of traditional classroom training methods forced the bank to look for alternative solutions.

After researching the market, the business selected Catalyst Consulting to deliver a training solution, which combines a variety of delivery methods including eLearning, webinars and coaching, and showcases the company's best kept secret – The Business Improvement Zone (BIZ).

BIZ is just one component of a successful 'blended' approach for developing high performing leaders and practitioners. It is an online resource of rich video content, designed for ease of learning and available on-demand.

"Death by Powerpoint is no way to inspire people to learn; no matter how interactive the slides are, it's still Powerpoint. The bite-sized videos are absolutely key to the value proposition for us."

Catalyst's mixed-media programme uses premium content developed over years of delivery both in-house (since 1995) and to the public (since 2004).

As well as gaining access to BIZ, every delegate has been issued with a comprehensive set of materials and widely acclaimed publications.

The eLearning component has provided the bank with ultimate flexibility for delivering training whenever and wherever it's required.

To maintain the momentum of self-paced learning, a series of webinars and other networked learning interventions have been designed and delivered by Catalyst. They provide direct access to instructors and mentors to reinforce the learning and enable best practice sharing through peer-to-peer (P2P) networks.

The virtual P2P communities have proven to be fertile ground for ongoing coaching, learning and development and collaboration across the business.

"It's not about taking the learning out of the classroom, it's about bringing the classroom to the learner, giving them the resources and connectivity they need to drive the change philosophy throughout the organisation."

"Some of the biggest benefits that have come from this new training model is enabling people to work together, breaking down barriers for collaboration and knowledge sharing."

On changing attitudes & behaviours:

"We are creating change from the grass roots of the organisation. Our people tell us that the training has changed the way they view the organisation and the work to be done. Their perspective is much wider and more customer focused."

Affecting Change

On freeing up resources in the business:

"The in-house experts have been freed up to provide more mentoring and coaching support rather than delivering the training content. They have more time to work on project support and removing barriers in the business for making change."

Expert Availability

On making improvements in the business:

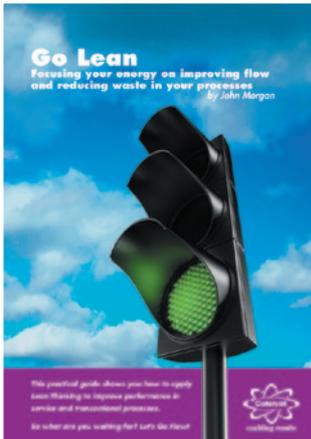
"Working collaboratively to complete Green Belt projects has revolutionised the Green Belt programme. As a result, more projects are getting completed and our people are working together more effectively across the organisation."

Enabling Results

For more information about Catalyst Consulting please call us on +44 (0) 845 345 2282, visit our website at www.catalystconsulting.co.uk or e-mail us at info@catalystconsulting.co.uk



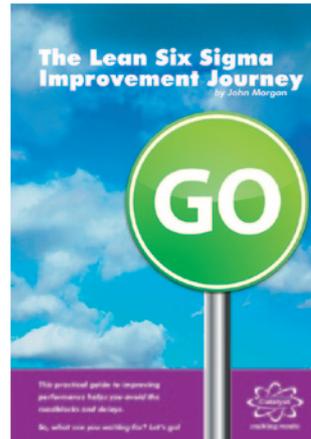
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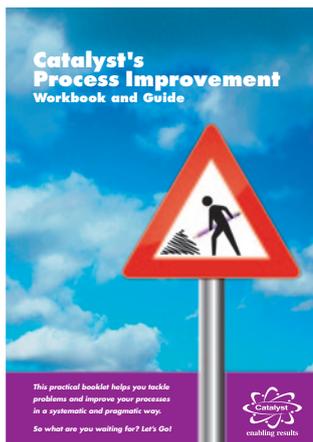
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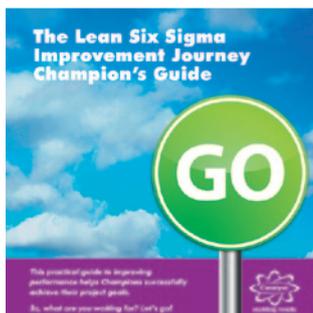
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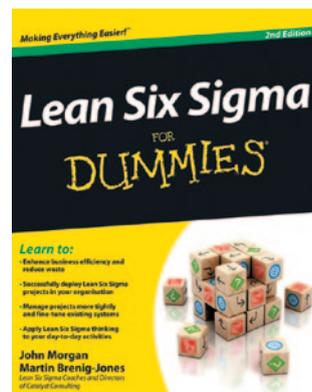
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