

STRATEGIC CONSULTING

DEAKINPRIME BELIEVES IN PROFESSIONAL AND PERSONAL DEVELOPMENT THROUGH EDUCATION.

Positioning employees to reach their potential requires a strategic approach to developing and managing talent and capability.

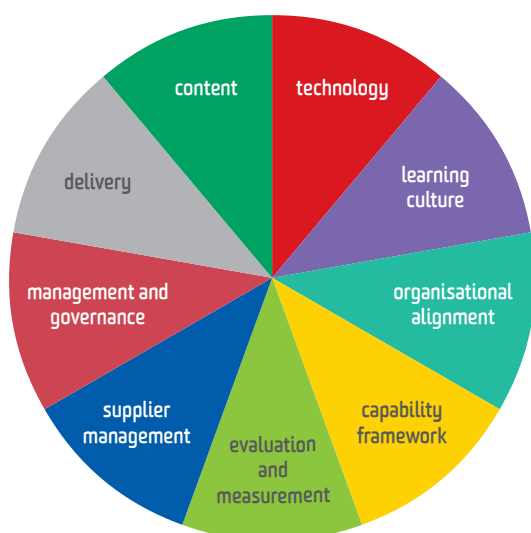
Now, more than ever, activities for workforce participation and effectiveness need to reflect an integrated approach to developing talent. Without a holistic approach, an organisation can miss out on the opportunity to make the most effective use of critical business skills and knowledge.

STRATEGIC BENEFITS

DeakinPrime uses the Nine Dimensions of Leading Practice to work with clients in the areas of:

- evaluating learning and development for the organisation and the individual
- recommending and focusing on human resource management and encouraging a sustainable competitive advantage
- identifying organisational principles for effective corporate alliances and institutes
- recommending enablers for integrated and effective professional development pathways
- placing leadership development and talent management within broader human resource practices
- assessing and benchmarking learning and development practice.

NINE DIMENSIONS OF LEADING PRACTICE



WHY DEAKINPRIME?

DeakinPrime's mission is to enhance the capability and performance of leading organisations through integrated corporate education and development solutions.

To make this happen, DeakinPrime works with its clients to understand their strategic objectives and offer informed advice supported by a robust, well-researched methodology.

Similarly, we can provide support and assistance from seasoned practitioners to implement initiatives that enhance workforce capacity and capability.



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DeakinPrime's Nine Dimensions of Leading Practice are outlined in detail below:

ORGANISATIONAL ALIGNMENT

- Effective organisational alignment ensures that learning and development strategies are aligned with the overall business strategy of an organisation.

MANAGEMENT AND GOVERNANCE

- Leading practice organisations create and maximise governance structures, processes and tools to help the organisation assess learning priorities, make funding or budgeting decisions and hold groups accountable.
- Learning and development organisational structures, processes and decision-making relate clearly to the organisation's hierarchy of decision-making processes, spending parameters and quality systems with systematic senior management engagement.

LEARNING CULTURE

- Organisations with successful learning cultures tend to have strong leaders who consistently emphasise the development of the organisation's people, processes and tools. A culture of learning and development is supported everywhere—on the job, in training sessions, over the internet and among peers.

CAPABILITY FRAMEWORK

- Leading organisations use a capability framework to underpin all basic human resource functions to ensure the organisation's people capability requirements are identified and its human resources maximised.
- This framework needs to link to the business planning process and be reviewed as part of any organisational change. Roles within the organisation are clear and linked to business strategy, core values and business needs.

CONTENT

- Leading organisations ensure that learning objects are clearly linked to organisational capability requirements, reducing duplication of spending on the same content and more effective use and reuse of material.
- Learning content management and development support the management of knowledge and associated networks in an organisation. Learning objects are designed to help learners achieve performance outcomes, and are managed and reviewed on a regular basis by business and subject matter experts

DELIVERY

- Leading organisations ensure the right mix of delivery options to meet business needs. To be most effective, the delivery options should align with an organisation's culture.
- Formal and informal learning opportunities incorporate innovative practice, targeted selection, consistent implementation and continuous review.

TECHNOLOGY

- Leading organisations ensure technology is used thoughtfully to provide a single point of access to robust learning practices.
- Technology reinforces learner control and has a deliberative structure to enhance learning. Learners know where to go and what to do to address all their learning and development needs and understand how this fits in with the broader capability requirements.

SUPPLIER MANAGEMENT

- Leading organisations ensure efficient delivery of training while developing relationships oriented towards more efficient and effective services.
- These goals can be achieved by reviewing processes to ensure suppliers continue to provide the skills and expertise required by the organisation.

EVALUATION AND MEASUREMENT

- Leading organisations use standardised evaluation and measurement practices to review and refine learning activities, ensuring alignment with business strategy and return on investment.
- Evaluation mechanisms measure the impact of intervention on various desirable business outcomes or benchmarks and, based on these results, use a system that ensure continuous improvement.

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INSPIRING WORLDLY IDEAS.