Fact Sheet: *About us*

What are we up to?

International Treasury Services (ITS), through harnessing its vast experience in delivering training programs and developing its innovative proprietary software – Managed Learning, is capable of implementing the following initiatives:

1. Advanced needs analysis

Benchmarking

- Assessing employee groups to identify any gaps between current skill sets and that required of their current and/or future role.
- Mapping any employee's skills gap to structured learning paths, resulting in personalised development plans for each individual.
- Providing L&D with a thorough 'training demand forecast' for their organisation – creating a strong basis for planning ongoing curriculum.

Catalogue waitlisting

- Extensive catalogue-based needs analysis allows employees to browse through course content at their own pace. L&D is then given a clear view of who is interested in what subjects or topics.

2. Managing blended curriculum

In tandem with our training delivery activities, we use the Managed Learning platform to track an employee's progress through various elements of the curriculum, including:

- Pre-course E-learning
- Face to Face learning
- Pre and post course assessments

3. Marketing and managing training programs

- Simple and intelligent Course catalogue allows both training providers & L&D departments to propagate their catalogues to their respective customer base and facilitate the enrolment process.
- Our software allows the training provider or L&D dept to manage elements of the training course with very little overhead.
- Data from the 'needs analysis' exercise is used to target appropriate groups with training events.

1. **Expansion of subject matter expertise**

   ITS's training capability is rapidly expanding across all areas of Financial Services! This feeds directly into Managed Learning's database of Development Paths, training events and competency benchmarks.

2. **Continued innovation**

   Managed Learning continues to grow as a Learning Platform, with constant improvements to its ability to benchmark skills, manage curriculum and bring training programs to the market.

What other firms are up to

1. **Needs Analysis**
   - Most organisations use face to face conversations with senior managers as their main 'needs analysis' exercise. This severely limits the scope of analysis and does not sufficiently address some key drivers of training, being:
     - identifying and closing individual and group wide skills gaps
     - Meeting individual interest in personal development
   - Many organisations also face a slow and cumbersome process of translating analysis outcomes into physical training programs.

2. **Benchmarking / Skills assessment**
   - Organisations should be measuring employee skill gaps and development needs during recruitment, on-boarding, and periodical reviews. Very few organisations do this, and those that do often engage in expensive and inefficient consulting exercises with external firms to achieve these outcomes against a very small percentage of their workforce.

3. **Marketing & Managing training programs**
   - To facilitate the enrolment process, some organisations use Lotus Notes based enrolment tools which are cumbersome and not readily accessible by most people in the organisation.
   - Most training programs are managed through systems and tools such as excel spreadsheets that may limit the firm's ability to upscale their training activities and to report on the strategic outcomes of such training.
   - Most L&D departments do not gain insight into the return on investment (ROI) of training activities. Those that attempt to do so rely only on employee feedback, which does not provide a sufficient measure of content absorption, performance or return.

What next?

The Managed Learning service caters to an expansive variety of needs across organisations of all sizes. Whether you're only looking to harness one small piece of Managed Learning functionality, to implement the entire service across your enterprise, ITS has a package ready to suit your unique needs!

If you would like to know more, contact us at info@managedlearning.net and we'll come in to discuss your needs with you in detail and help structure an arrangement that adds the most value to your organisation.

Contact us now and don't miss this important opportunity!