

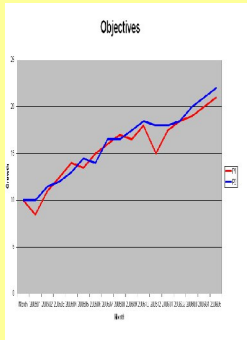
Elan: Learning and development needs analysis

- Target and prioritise resources
- Develop your people to support business objectives
- Motivate them to achieve results
- Built on smart and secure technology
- Simple and easy to use
- Cost effective

Contact Us

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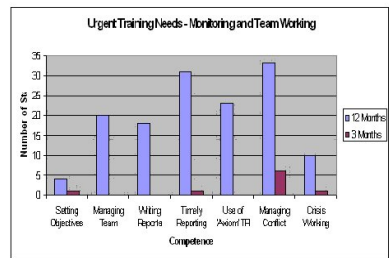
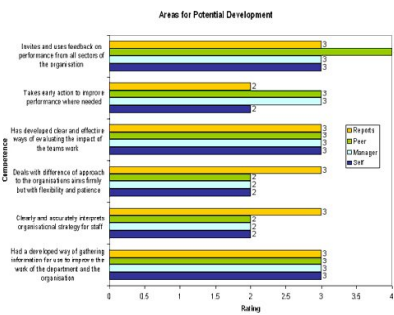
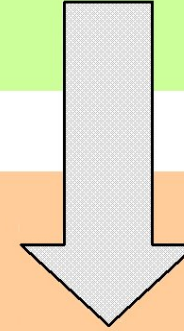
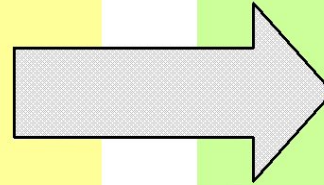
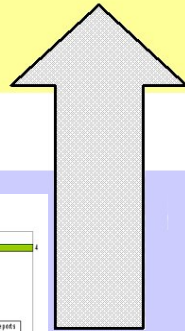
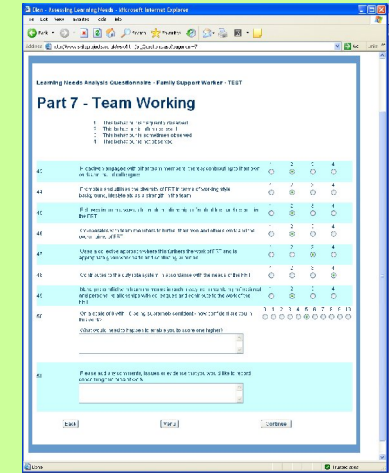
Business Objectives and Core Skills



You identify the important skills, knowledge, behaviours and values that make the most impact on the performance of staff in your organisation. This may already be expressed in terms of professional competencies, best practice or National Occupational Standards. Our experts can work with you to help formulate the key competencies that your organisation needs. This can include all aspects of desired performance, including "fuzzy" skills such as Emotional Intelligence and team working.

Your Elan web service.

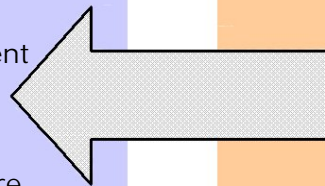
We turn your competencies into development and appraisal-type questionnaires that your staff will find easy to understand and use. We do this in a secure, on-line environment, branded for your organisation and reflecting your values. Questionnaires are tailored to individual roles and jobs. We e-mail all staff and managers involved, giving them their own unique reference to allow them to sign-in to Elan. You can monitor progress and run reports.



Reports

Clear and accurate reports at all levels:

- The most relevant training & development needs
- Pinpoint the highest priorities
- Focus resources where they are needed most
- Quickly and easily measure the success of training and development programmes
- Define your own reports



Conversations with Staff

Each staff member completes a questionnaire. We recommend that they review their responses with their line-manager before submitting the final version, and that timescales for completion are agreed. They will welcome the opportunity to discuss their own personal development in this way.