



**SCANDINAVIAN ACADEMY**  
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# Course: Continuous Employee Development & Empowerment

Code	City	Hotel	Start	End	Price	Language - Hours
477	Munich (Germany)	Hotel Meeting Room	2024-12-09	2024-12-13	5450 €	En - 25

## Why Choose this Course?

This course will introduce participants to the important areas of Continuous Employee Development & Empowerment. Continuous Employee Development utilises a wide variety of methods, including individual career planning, classroom training; distance learning; mentoring; coaching; talent management and participation in learning seminars.

Continuous Employee Development & Empowerment is a management practice of sharing information, rewards, and power with employees so that they can take initiative and make decisions to solve problems and improve service and performance.

### This course will feature:

- Understand the importance of empowerment
- What is meant by the terms 'coaching', 'training', 'learning' & 'mentoring' and how they differ
- Learn practical motivational workplace coaching techniques
- Practical skills for career development
- Develop a continuous development culture

## What are the Goals?

By the end of this course, delegates will be able to:



- Examine a variety of techniques and methodologies for continuous employee development
- Understand the concepts of empowerment
- Discuss the case for empowerment in your organisation
- Utilise motivational coaching techniques
- Develop practical mentoring skills

## **Who is this course for?**

**This course would suit anyone who is interested in continuous employee development & empowerment. It is suitable to a wide range of professionals but it will greatly benefit:**

- Human Resource Professionals
- Managers and Leaders who want to empower their teams
- HR Business Partners
- Learning & development professionals
- Personnel and administration staff
- Talent management staff & practitioners
- Anyone involved in coaching or mentoring
- Nationalisation personnel
- Managers and team leaders involved in staff development

## **How will this be Presented?**

This Programme will be presented in a with a very interactive presentation style. Individual and group activities, will intersperse the sessions. DVD and case studies will highlight the major teaching features. Role-Play and feedback will also be utilised to ensure goals are achieved.



# **The Course Content**

## **Day One**

### **The Learning Organisation & Individual Learning Strategies**

- What is learning?
- Creating a learning organisation
- Learning Strategies for Creating a Continuous Learning Environment
- Individual Development Plans
- The importance of learning styles
- Individual SWOT plans - practical exercise

## **Day Two**

### **Employee Empowerment**

- Principles of employee empowerment
- Benefits of employee empowerment
- Empowering employees with transformational leadership
- Cultural influences and constraints on empowerment
- Communication systems to promote empowerment
- Empowerment case study

## **Day Three**

### **Coaching for Development**

- Coaching as a development tool
- Distinguishing between coaching and other interventions



- Key Coaching Skills
- The Coaching Cycle
- Skills for Motivational Coaching
- Plan and run a coaching session

## **Day Four**

### **Mentoring Programmes & Talent Management**

- Ground rules for a mentoring relationship
- Most commonly used techniques among mentors
- Mentoring relationships: formal and informal
- Introduction to talent management
- Talent management systems
- Differentiating succession management & talent management

## **Day Five**

### **Putting it All Together**

- Develop a continuous development culture
- Identifying the 'disempowered' workforce
- Arguing the case for empowerment in your organisation
- Becoming a learning organisation
- Personal action planning
- Certificate presentation and course evaluation



**The Scandinavian Academy for Training and Development employs modern methods in training and skills development, enhancing the efficiency of human resource development. We follow these practices:**

• **Theoretical Lectures:**

- We deliver knowledge through advanced presentations such as PowerPoint and visual materials, including videos and short films.

• **Scientific Assessment:**

- We evaluate trainees skills before and after the course to ensure their progress.

• **Brainstorming and Interaction:**

- We encourage active participation through brainstorming sessions and applying concepts through role play.

• **Practical Cases:**

- We provide practical cases that align with the scientific content and the participants specific needs.

• **Examinations:**

- Tests are conducted at the end of the program to assess knowledge retention.

• **Educational Materials:**

- We provide both printed and digital scientific and practical materials to participants.

• **Attendance and Final Result Reports:**

- We prepare detailed attendance reports for participants and offer a comprehensive program evaluation.

• **Professionals and Experts:**

- The programs scientific content is prepared by the best professors and trainers in various fields.

• **Professional Completion Certificate:**

- Participants receive a professional completion certificate issued by the Scandinavian Academy for Training and Development in the Kingdom of Sweden, with the option for international authentication.

• **Program Timings:**

- Training programs are held from 10:00 AM to 2:00 PM and include coffee break sessions during lectures.