



SCANDINAVIAN ACADEMY
For Training and Development

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Course: Continuous Employee Development & Empowerment

Code	City	hotel	Start	End	price	Hours
477	Tbilisi (Georgia)	Hotel Meeting Room	2024-09-16	2024-09-20	4950 €	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.