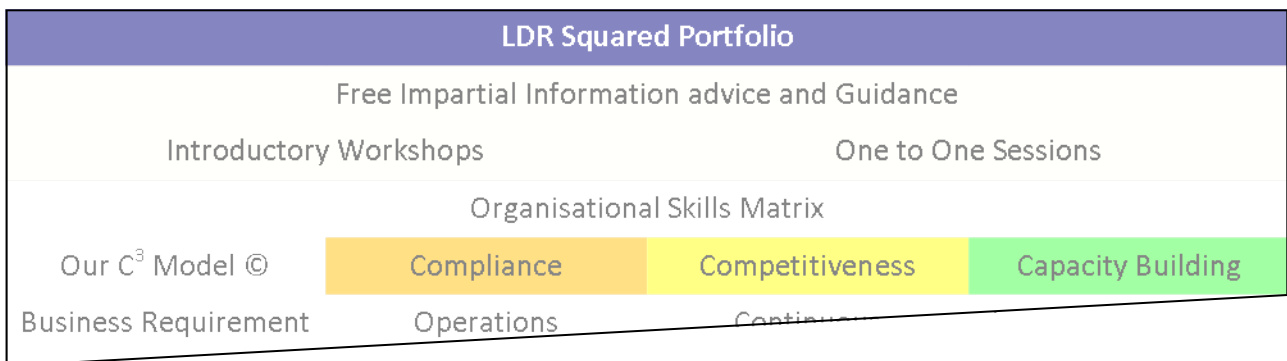




Learning Development Research Regeneration

- **HOLISTIC**
- **BESPOKE**
- **REAL RETURN**
ON INVESTMENT



A Strategic Approach to Organisational Human Resource Development

Compliance

All organisations have something that they have to comply to, Banks have the FSA, Pharmaceutical companies the FDA & MHRA, Manufacturing companies have GMP, even those that may not have such strict regulators have quality standards to achieve and comply to. If a holistic training programme does not look at issues of compliance then it can lead to breaches of compliance which can have devastating consequences.

We have identified the key ways in which a training programme can address the issues of compliance. This can be job specific training to ensure competent people on the front line and/or the leadership and management team to insure good working practices and effective, compliant leadership.

Competitiveness

After 'walking the job' and understanding your business we are able to deliver training programmes that embed the skills that will help your staff improve the competitiveness of your organisation. Through the principles of workplace organisation, continuous improvement (Kaizen) and visual management we can deliver competitiveness training that is applicable and in the context of your organisation.

Our aim in these programmes is always to give your staff the knowledge, skills, and support too implement improvement activities which improve quality, reduce cost, reduce lead time/ improve timely delivery, and/or ensure safe working practices.

Capacity Building



We believe in leaving a legacy within any organisation that we support. We are different to consultants, and that is because we feel that to provide a value for money training programme it must embed the skills within an organisation to maintain any improvements.

Through providing understanding and skills in coaching and mentoring and training/ assessing, we are able to support an organisation in:

1. retaining and recruiting new employees,
2. reinforcing any existing and future training courses and help embed and apply understanding and skills
3. developing trainers and assessors to bring training in-house and produce company specific accredited training programmes



A Strategic Approach to Organisational Human Resource Development

| LDR SQUARED PORTFOLIO | | | | | |
|---|--|---------------------------------|--|----------------------------------|---|
|  | Free Impartial Information Advice and Guidance | | | |  |
| Introductory Workshops | | | One to One Sessions | | |
| Organisational Skills Matrix | | | | | |
| Our C ³ Model © | Compliance | Competitiveness | Capacity Building | | |
| Business Requirements | Operations | Continuous Improvement | Leadership and Management | Coaching and Mentoring | Training |
| Level 8 | Strategic and Executive Management | | | Executive Coaching and Mentoring | |
| Level 7 | | | | | |
| Level 6 | Management | | | Coaching and Mentoring | |
| Level 5 | | | | | |
| Level 4 | Job Specific | Business Improvement Techniques | First Line Manager | Coaching | Learning and Development |
| Level 3 | | | | | |
| Level 2 | | | Team Leading | | |
| OTHER SOLUTIONS: | | | | | |
| MANAGEMENT TEAM DEVELOPMENT | | | | | |
| STRATEGIC PLANNING | | | | | |
| EXECUTIVE COACHING AND MENTORING | | | | | |
| MANAGEMENT CONSULTANCY | | | | | |
| CONFERENCE AND TRAINING FACILITIES | | | | | |
| ENVIRONMENTAL AND ORGANIC PRODUCTS AND SERVICES | | | | | |
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