Customized Training Programme

Programs custom-made to your business needs & knowledge-skill gaps in your teams

So far trained 3000+ working professionals in 30+ organisations

Personalised & flexible training courses delivered by our experts at a time and location that suits you

- **Flexibility**: We deliver courses at your premises or online, to your specifications
- **Privacy**: You can discuss sensitive subjects, such as competitor issues or challenges within the business
- **Tailored**: We can help you identify relevant training for your needs, or work with you to develop bespoke solutions.
- **Expertly delivered**: We deliver training in line with RICS guidance, best practice and international standards.

Customized Training delivered across various themes and topics

- Brokerage Transactions and Services
- Real Estate Sales and Marketing
- Project Management
- New Rules of Measurement (NRM)
- Real Estate Valuations based on IVSC / Red Book
- Construction Methodologies
- Project Finishes and Facades
- Corporate Real Estate & Facilities Management
- Contracts & Claims Management
- QS & Cost Management

Training Need Analysis
Unsure of the training needs in your organisation?

We can help with a Training Needs Analysis (TNA)
- A TNA is the analysis of gaps in knowledge/skills/abilities and identifies what company employees will need to learn in order to be fully competent in the jobs they are doing now and will be doing in the future.
- It is the primary stage in the training process, which involves a procedure to determine whether the training will indeed address the identified problem.
- A fundamental tool to help prepare a training plan and will provide you with information on which to base your Organization's training plan.

TNA will help you in the following ways
- Identify gaps between current and required levels of knowledge, skills and abilities
- Identify what the general content of training should be
- Form the foundation of a training plan
- Provide a baseline for the evaluation of a training plan
- Ensure that appropriate and relevant training is delivered
- Maximize use of scarce resources
- Ensure the continuing motivation, interest and satisfaction levels of participants

Our TNA Methodology
- For each position, a questionnaire is drafted with weightages of subject areas
- Two simulations are done for each position – and training needs are deciphered in both situations
  - Where 20% responses are negative
  - Where 40% responses are negative
    The following responses are considered negative
    - Strongly disagree
    - Disagree
    - Implementation deficiency
- Subject areas with above 25% negative responses are understood as training need areas

Recent examples of customized training for large organizations