

Learning and Development

Overview

Cambridge Flexible Learning [CFL] is co-ordinated by Anderson Associates (Cambridge, England). We specialise in Learning and Development (L&D) consultancy and in the flexible delivery of L&D programmes in Business, Management and Leadership.

Ethos and General Approach

We see the world of today, and more especially of the future, as characterised by the need for business/management and learning/development to be:

Available to all who wish to advance their careers	✓
International, if not global, in its perspective	✓
Provided in a rigorous fashion	✓
Tailored to meet the real learning needs and demands of individual participants and of organisations	✓
Flexible.	✓

In response to these demands we have defined what we believe to be the core requirements of business/management/leadership learning and development. These features include:

Analysing real learning needs via our consultancy firm's cognitive mapping technique	✓
Developing professional programmes in flexible formats from hard copy to e-learning	✓
Allowing individuals to complete segments or courses according to their needs by e-learning and/or face-to-face seminars	✓
Utilising experienced and well qualified mentors and tutors to support both open/e-learning and face-to-face inputs.	✓

To summarise we believe strongly in a flexible approach to development and in providing learning opportunities to the individual, team and organisation.

Aims

To develop the human resource capability of an organisation in a cost effective manner that will lead to excellence across all business functions and managerial processes.	✓
To develop individuals to meet their personal and professional needs.	✓
To empower potential and actual leaders and managers.	✓
To facilitate a distinct competitive advantage through a skilled and knowledgeable workforce that is motivated to succeed.	✓

Processes

L&D Consultancy

1. Learning Needs

Using our MAP inventory, a cognitive mapping technique, we can determine or co-determine the learning needs of your team leaders, supervisors, middle managers and senior management.

2. Design and Development

The MAP inventory allows a 'mapping' process against your existing competency and training programmes to provide integrated L&D solutions.

3. Audit and Evaluation

As you are aware, L&D can be expensive and it may be difficult to determine if you are obtaining your monies worth. L&D departments often come under pressure from the board, not to justify their existence, but to justify the money being spent and the opportunity costs involved in developing people. Again, L&D in some organisations needs closer integration not only with developing resource capacity and capability, but to link it clearly to organisational performance.

L&D Delivery

- We can provide e-learning solutions via our Virtual Learning Environment.
- Face-to-face seminars can be utilised to provide Blended Learning solutions.
- Mentoring and self-developmental programmes can be offered.

To summarise, through our Consultancy and/or through our delivery, we work closely with your existing L&D staff resources to facilitate and consolidate L&D in your organisation.

Value Added

As an experienced L&D professional, you are more than aware of the benefits of L&D, so we will focus on the “added value” from CFL.

Individual Participants

Working with us <u>demonstrates organisational commitment</u> to the staff member. So often organisations develop high fliers and the backbone of the organisation is ignored.	✓
This commitment will be reciprocated by <u>motivated employees</u> .	✓
<u>Skill sets</u> will be defined and developed.	✓
Personal and professional development are enhanced.	✓
The learner-centred approach is <u>character building</u> and leads to higher levels of <u>confidence</u> .	✓

Organisations

The consultancy provides independent and objective analysis and advice.	✓
The hefty design and development costs are reduced.	✓
Lower unit costs of our e-learning are passed onto the client.	✓
Flexibility of delivery means a Virtual Learning Environment [VLE] available online 24/7 – particularly useful for shift workers or for those working on projects or abroad.	✓
We have a wealth of experienced consultants, tutors and mentors.	✓
Delivery is flexible and can be altered according to client needs.	✓
Organisational capacity and competence are increased.	✓
Our work is cost effective.	✓

