PERFORMANCE LEARNING

82% of global employees feel that their skills and knowledge base need to evolve and grow.*

With ICAS’ innovative performance learning your workforce will receive development and resilience training while simultaneously bolstering your company’s grit, growth and productivity.

Our training promotes organisational success through people-focused solutions delivered in a blended model - allowing for e-Learning; interactive action learning; self-directed and micro learning.

All interventions are designed to deliver measurable results. Identifying the performance gap and ‘what success would look like’ to the client are the very first steps in the Performance Learning development process. The interventions are based on sustainable learning, which is modelled to provide consistent benefits well into the future. We train your employees in skills that are business critical through a blend of short, sharply focused learning interventions. Our material has been developed specifically with your employees, leaders, and teams in mind, with a strategic focus on developing and enhancing your workforce’s GRIT and Emotional Intelligence (EQ) as well as your employees’ personal development and leadership skills.

*Source: 2015 Kelly Global Workforce Index
EMPLOYEES
When removed from their team, employees must be able to cope with continuous change in a healthy and sustainable way. On offer to employees is GRIT training (ultra-resilience training), Emotional Intelligence training (EQ) and personal life skills, which will benefit their whole family. Self-leadership, understanding accountability and self-motivation are also offered.

TEAM
Team coaching is beneficial for group work and alignment. Teams are trained in: GRIT, the team acts as a support group for members during continuous change while developing team GRIT. Emotional Intelligence (EQ), EQ development taken beyond individual growth. Self-empowerment, learning to add value, clarify direction and influence their environment. Team development helps your employees build skills versatility, which is critical in a changing environment.

LEADERS
Influencing is at the core of leadership and is about the use of positive power. This power is the ability of a leader to achieve results through people whilst building and maintaining sincere relationships. Leaders are coached in GRIT (managerial ultra-resilience) and Emotional Intelligence (EQ). Achievement coaching and Intuitive Mentoring are also available.
Performance Learning brings about, and retains, a measurable improvement in on-the-job behaviour and work performance. ICAS’ particular blended learning approach ensures a sustainable method of coaching. e-Learning, interactive workshops, face-to-face coaching, nuggets and the FAST learning method are used.

These ensure that our modules are immediately understood and highly impactful well into the future.

It also:
• Pays for itself within 100 days.
• Showcases 60 different programmes off the shelf.
• Utilises e-Learning and gamification features.
• Has an easily accessible LMS system.

Our Distinct Approach

Learning outcomes, performance standards, and learning assessments are developed according to the levels of learning required. The outcomes are designed and classified according to the FAST Levels of Performance Learning:

<table>
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<th>Learning Design</th>
<th>Description</th>
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| **Foundation**           | • Awareness  
                           • Knowledge  
                           • Understanding  
                           • Becoming familiar and acquainted  
                           • Gaining factual information  
                           • Comprehending meaning and implications |
| **Application**          | • Conceptual skill  
                           • Practical skill  
                           • Behavioural skill  
                           • Analytical, interpretation, and problem-solving  
                           • Hands-on use of technology and tools  
                           • Communication and interactive ability |
| **Self-development**     | • Attitudinal & Motivational  
                           • Beliefs, assumptions, values, and self-empowerment |
| **Tuning**               | • Experience development  
                           • Mentoring & Coaching  
                           • Action and results fuelled learning  
                           • Integration, synthesis and developing others |

"NOTHING DRIVES PERFORMANCE BETTER THAN PERFORMANCE ITSELF."
Author of ‘Rapid Results: How 100-day projects build the capacity for large-scale change’
ROBERT H SCHAFFER
How does it work?

Our Performance Learning consultants have a wealth of experience, including subjects within the learning, human resources, psychosocial, and organisational development fields. We assist clients to identify where, and how, learning can bridge a performance gap, and then we do it with precision. While the concept of e-learning may be internationally established within all growing businesses, at ICAS we have taken a unique approach to this essential business practice. Our design favours productivity impacts within a fully blended model. While some learners require face-to-face training, our performance enhancement tools include a game-ified approach and micro-learning deployments (nuggets), which ensure that learning is sustainable with highly beneficial effects that will impact your company’s success well into the future.

We are digitally enabled to the degree that our offering makes self-directed and self-adaptive learning possible. Programme users are able to access the services via any electronic device, mobile or otherwise. This makes the learning relevant to the performance issue at hand. It becomes individualised, the learning path is highly flexible and responsive, and the implementation cost is significantly reduced.

Through this approach we can monitor progress and compile detailed reports on user uptake and performance. The cost of running training and having delegates attend a workshop is also dramatically cut by 60-70%. Training in an organisation should not be viewed as an optional extra, but rather as an essential, ensuring that your workforce is performing at its best and growing from strength to strength.

A Unique Solution with a Measurable Impact

Learning Management Systems (LMS) are pioneering learning and teaching across the globe. The ICAS LMS is no different; covering the administration, documentation, tracking, reporting, and delivery of educational and training programmes.

Technology

Utilising cutting-edge learning theory combined with multi-platform technology, your workforce is more accessible to training than it has ever been.

Quality

Our offering is customisable; meaning that an organisation’s specific performance gap is precisely, and uniquely, targeted.

Experience

We have access to a wealth of experience within the learning, human resources, psychosocial, and organisational development fields.

Value Proposition

All programmes are designed to measure the success of their outcomes. The impact of our sustainable learning solutions is quantifiable.