



The cost conscious way to build skills in your business:

Smartsource

Mission impossible?

How do you develop your staff in these harsh economic times? It's a difficult challenge. On one hand purse-strings need to be tightened and costs controlled. Yet the need to invest in your staff remains, helping you to keep ahead of the competition and achieve business goals.

Many opt for the axe, slashing some or all of their investment into training and development and focusing their attention on today rather than tomorrow.



Long-term consequences

Studies suggest the long term consequences of this approach can be damaging: stagnation of skills and knowledge, reduced productivity which hits the bottom line; failure to hit targets; ultimately the risk of a declining company.

So how to achieve business results through staff development at the same time as managing costs?

Increasingly organisations, of all sizes and in both the private and the public sector, are outsourcing (smart sourcing we call it) all or some of their training related functions, including administration and coordination, training needs analysis and delivery.

They tap into experienced specialists on a part-time basis who can provide top quality training at lower overall cost. Sometimes this complements their in-house resource or, with smaller companies, provides expertise where no dedicated resource exists.



Why Impact Associates?

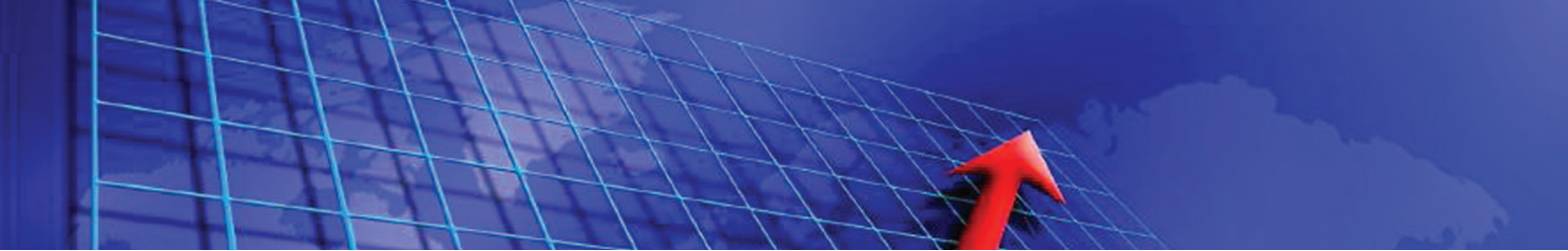
Our team operate seamlessly within your organisation, helping you to grow through learning and development programmes.

We start by working with you and your staff to understand your business objectives and the required training to help you meet them.

We then create an action plan which, once endorsed, we manage through implementation to the agreed budget so there are no nasty surprises.

Of course you retain control but part of our skill is to keep close to you and provide suitable updates whilst getting on with the tasks at hand.

You will be assigned a single point of contact for the relationship and we will work within your location(s) or remotely, depending on the activity and your preferences.



We can deliver a broad range of training ourselves (e.g. management, communication skills, performance management) – and where technical training is required then we can tap into our extensive network to bring in specialist expertise.

Benefits

Businesses have reported that by smartsourcing part or all of their training activities they have been able to:

- Reduce their fixed costs and overheads;
- Increase their return on investment from training activities;
- Reallocate existing resource to core business activities;
- Enjoy blue-chip training and coaching at a fraction of market rates;
- Suffer zero impact from holidays and sickness;
- Access funding streams;
- Increase the efficiency and effectiveness of their training and development;
- Achieve business objectives



Rates

10 days per annum – £4,500 plus VAT
20 days per annum – £8,500 plus VAT
30 days per annum – £12,000 plus VAT
40 days per annum - £15,000 plus VAT
50 days per annum – £17,500 plus VAT

About Impact Associates Limited

“We are a team of specialists who provide a diverse range of training, coaching and development services to organisations of all sizes and types.

We have a proven track record in making a positive impact on the people, teams and businesses that we work with because our specialists have long and successful backgrounds. We speak the language and our work is informed by experience at the sharp end.

Whether it’s training, coaching, mentoring, or project work our output is always professional and influential.”



John Carter,

Director of Impact Associates
- ex-head of learning and communication at Marsh Insurance Brokers in Norwich.



Impact Associates

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