

WHY IS TRAINING REALLY IMPORTANT?

Training involves the acquisition of knowledge, skills, and competencies, but for training to be truly successful, it is often the way in which information is learned that sets training programs apart.

If you value providing your employees with the Training they need to deliver the results that you both want then we can help you succeed.

At the Kirwin Group our Training methods are what makes us unique. We consider Training and Development to be an ongoing growth process for our participants. We impart practical hands on tools and learning that allow participants to walk out of our sessions and immediately apply their knowledge to their own work environments.

The best part? We do so while maintaining a cost effective program; being entrepreneurial ourselves, we understand the need for training on a budget without compromising quality.

Please contact us at info@kirwingroup.ca so we can partner with you to identify the best training programs to suit your organization needs.

LEADING A TEAM – Training Modules

- Leadership
- Talent Management: Growing from Within
- Communicating for Results
- Building Conflict Competent Teams
- Leading Through Change
- High Performing Teams
- Coaching

MANAGING A TEAM – Training Modules

- Recruitment 101
- Job Descriptions Made Easy
- Performance Management: A process not an event!
- Decision Making for Managers
- Effectively Managing a Team and a Function
- Recognizing and Rewarding Employees

EMPLOYEE DEVELOPMENT – Training Modules

- Personal Leadership
- The Whole Brain: Thinking Style Preferences
- Enhancing our Communication
- High Performing Teams
- Decision Making
- Planning and Time Management
- Managing Yourself through Change
- Effective Meeting Management
- Effective Presentations
- Performance Management: A process not an event!
- Project Management: The basics
- Conflict Resolution

The Kirwin Group is a fast growing HR Consulting practice that services the HR needs of small to mid-sized entrepreneurial businesses. We partner with our clients to provide them with proactive, tailored HR solutions to meet the growing needs of their business.

Here's what we can do for you...

- On-site HR Support
- HR Planning
- Organizational Structure & Design
- Recruitment & Selection
- Performance Management
- Training & Development
- Executive Coaching
- Compensation Design
- Job Analysis
- Rewards & Recognition
- Policies & Procedures
- Succession Planning
- Interview Coaching & Preparation
- Job Search & Resume Advice

To learn more visit www.kirwingroup.ca

Testimonials

The value of investing in employee training and development cannot be underestimated. Fortunately, the Kirwin Group makes employee training easy, affordable and tailored to our specific needs. From all-company sessions on goal-setting, communication and conflict, to management sessions on coaching and leadership, the Kirwin Group has it all. We began using this service in late 2008 and the feedback across the company and the country has been phenomenal! Whether in person or via webinar, the Kirwin training services have provided great value and improved not only our competencies, but morale as well.

*Tara Stubensey
Vice President Operations
Genuine Health*

We had a good organization, but knew we could make it better. We brought the Kirwin Group into facilitate us through a change process to foster an environment of trust, growth and agility. Our organization quickly developed a trust with the Kirwin Group that opened all sorts of opportunities and really helped our employees live in a world of possibility. We have worked with the Kirwin Group in a number areas during the change process such as performance development, talent management and training and development. The in-house training has been excellent as our employees have developed new skills through practical hands on programs such as Personal Leadership, High Performance Team, Time Management, and Whole Brain. The excellent facilitation mixed with the practical and rich content has made us a better organization and most importantly we have had fun in the process!

*Bo Wandschneider
Associate Director
University of Guelph*