

# Profile

## People Development

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Nicholson Consultancy Ltd is an independent training and management consultancy , registered on the NEESPR. One of our key areas of training is People Development and we have worked successfully with public and private sector organisations delivering programmes on:

### HR Management

- Interviewing Techniques
- Appraisal Training
- Recruitment & Selection
- Grievance Training
- Policies & Procedures
- Staff Relations
- Managing Change
- Absence Manager

### People Management

- Supervisory Skills
- Effective Team Building
- Working across Teams
- Effective Team Meetings
- Team Briefings
- Motivating your Workforce
- Solving Performance Problems
- Effective Discipline
- Handling People with Confidence

### Personal Development

- Managing Conflict
- Time Management Skills
- Managing Stress
- Assertiveness Skills
- Communication Skills
- Influencing & Negotiating Skills
- Handling Feedback

### Why use Nicholson Consultancy?

One of our strengths is our ability to develop and deliver a training programme which has been tailored to your organisation's needs. We first establish your plans and aims, visions and values for the organisation or department; we look at your processes and agree with you how you would like to implement training. We offer on- or off-site delivery; workshops; training in groups; 1 to 1 coaching - whatever fits best with your needs. All training is delivered to you by our experienced business professionals with a practical, real world, "no jargon" approach.

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As a management consultancy, we have helped implement many successful programmes of change to a wide range of organisations and understand the implications and consequences of such programmes. We have a great deal of experience of integrating new processes and motivating staff through positive and practical training.

### **Can Nicholson Consultancy provide any other services?**

Nicholson Consultancy also provides full telephone and email support for the duration of the contract.

We offer training and consultancy in these other areas:

- Business Strategy
- Business Development
- Operational Excellence
- Lean Office
- Lean Manufacturing

### **How to Contact Us**

For further information on any of the above, contact Carol Hogg on 0191 492 8210, or visit [www.nicholsonconsultancy.com](http://www.nicholsonconsultancy.com).

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### **Nicholson Consultancy Ltd**

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