

# The Ancora Learning Difference



## Why Choose Ancora Learning?

### Training for Profitability - A Cost Effective Solution

One of today's key business priorities is to accurately identify the challenges - that when resolved - can lead to increased profitability. Whether they centre on performance, people, skills, process or strategy, Ancora Learning can assist you to determine your organisation's greatest challenges and provide positive, results based outcomes.

What's more our unique approach provides you with a cost effective solution to your business challenges by offering a wide range of training options, tailored to suit your needs and delivered by specialists in their fields.

### Genuine Tailoring – Real Results.

Ancora Learning provides a wider choice of learning solutions to meet your organisations training goals and objectives. Ancora Learning will work collaboratively with your business leaders, L&D and HR team to genuinely tailor a program to suit you. Based on the results of a comprehensive assessment of your requirements we will custom design a program that seamlessly fits your organisation on a practical and tangible level.

### Flexibility and Choice

Whether you require ready to use programs, extension of existing programs or customised training to suit your organisation's individual needs, Ancora Learning offers flexibility and choice. What's more you can choose the mode of delivery from instructor led, coaching, e-learning or a combination to suit you.

### Focus on Results

The Ancora Learning model creates synergy between people, process and business strategy. Our learning and development solutions build on your organisations efficiency and effectiveness, delivering improved technical, management and leadership skills as well as process improvement and strategy development. This ultimately improves performance and your organisation's bottom line.

### Experience, Range and Expertise

Ancora Learning has delivered a comprehensive range of quality training programs and highly regarded training tools to numerous clients across a variety of industries. Our ready to use or customised programs are delivered by a team of accredited facilitators, trainers, coaches and consultants who are specialists in their fields. Ancora Learning can expand on your current training method or deliver a new learning approach in any of the following areas:



# Ancora

## LEARNING



### Leading & Developing People

- The New Team Leader
- Frontline Management
- Effective Performance Appraisals
- Performance Management
- Leading with Emotional Intelligence
- Giving & Receiving Feedback
- Coaching Skills for Managers
- Conflict Resolution
- Managing Organisational Change
- Leadership Programs

### Sales, Marketing & Customer Service

- Customer Service Excellence
- Building a Customer First Culture
- FISH ®
- Understanding the Sales Cycle
- Healthy Sales Paradigm
- Values Based Selling
- Managing Your Sales Pipeline
- Selling with Emotional Intelligence
- Networking for Success
- Account Management

### Team Development

- Accelerated Teaming
- Meetings that Work
- Six Thinking Hats ®
- Team Development
- Virtual Teaming
- Becoming a High Performance Team

### Business & Finance

- Strategic Planning
- Introduction to Project Management
- Advanced Project Management
- Introduction to Operations Management
- Finance for Non-Financial Managers
- Innovation at Work
- Continuous Improvement

### Recruitment & Retention

- Recruiting Your Team
- Behavioural Interviewing
- Becoming an Employer of Choice
- Talent Management
- Induction Programs
- Graduate Programs

### Individual Performance

- Being a Teamplayer
- Effective Presentations
- Planning, Prioritising & Time Management
- The 7 Habits of Highly Effective People ®
- Developing Your Emotional Intelligence
- Understanding Different Work Styles
- Achieving Life Balance
- Managing Your Career
- Train the Trainer
- 360° Feedback

### Communication

- Influencing & Negotiating for Positive Outcomes
- Report Writing
- Business Writing
- Quality Conversations
- Understanding Diversity

### Coaching & Mentoring

- Business Coaching
- Executive Coaching
- Small Group Coaching
- Sales Coaching
- Mentoring in the Workplace

## The Tools for Success

Ancora Learning's unique learning model is based on an extensive range of diagnostic tools and assessments. They identify opportunities and specific development needs for tailored individual, team and organisational solutions, delivered in an interactive, positive and engaging environment. Some of our most popular programs use:

- Herrmann Brain Dominance Instrument (HBDI)
- Organisational Culture Inventory (OCI)
- Team Management Profile (TMP)
- Life Skills Inventory (LSI)
- Lominger Leadership Capabilities
- Strength Deployment Inventory (SDI)
- Myers-Briggs Type Indicator (MBTI)
- Belbin Team Inventory
- DISC
- Facet5
- 4Mat
- Genos EI

## Ancora – Defining Learning

The Latin word Ancora means “to anchor” – and it's on this definition that our unique learning model is based - and what sets Ancora Learning apart as a leader in its field.

Ancora Learning utilises various renowned and highly effective learning frameworks, tools and models. This not only ensures delivery of relevant training but **retention** of learning. Therefore each participant is provided with the ability to continually build on their knowledge and skills, which they can refresh and re-visit the theory when required.

This ability for staff to “**anchor back**” to their learning creates improved individual and team performance. This leads to a perceptible and long-term cultural shift, increased productivity and enhanced organisational or departmental performance. What's more it results in a tangible return on your learning and development investment.

For more information on how Ancora Learning can help you phone **1300 ANCORA** or visit our website at [www.ancoralearning.com.au](http://www.ancoralearning.com.au)

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