

## **Web Tools**

Our web based tools sustain best practice and performance improvement and retain this knowledge within the organisation. Web-based learning provides a just in time approach to tailored self-development.

We have a full range of Performance Support Tools to complement our workshop programme that can be used in conjunction with training or standalone. Once a new skill is learnt, it can be applied systematically and consistently across a team or organisation, every day, by using web tools. The database ensures that teams learn from each other and from the past -creating a continuous learning culture that encourages self-learning and initiative.

## **Blended Solutions**

Behavioural skills like influencing and empathy, for example, will always be learned most effectively within a training workshop environment.

Most of our clients are adopting a blended solution with input provided through tailored workshops designed by Business Solutions followed by sustained application through our web tools.

For some topics, large organisations are using web tools, accessed through their intranet, as a cost-effective means to train people below management level. Many of their people at these levels have not, until now, had the same access to high-level training as Managers. A blended workshop plus web tools approach is being used for Directors and Managers.

## **HR Solved!**

HR Solved! provides a web based solution to develop high performance teams. People Performance Tools such as Appraisal, Personal Development Plan, Career Development Plan and Coaching Planner help to build core capabilities and align individual objectives and activities to the needs of the business. Individuals complete their own documentation, encouraging ownership, while Managers have access to progress at any time.

Online tools and techniques are presented in an easy-to-use format that ensures consistent implementation of best practice at all levels of the business.

## **Performance Support Tools**

Each set of tools supports the performance of the organisation on, for example, Business Planning, Strategic Growth, Professional Development, Project Management, Change, Maximising Contribution, Knowledge Management and Process Re-engineering.

Please contact us by phone or email [Development@BSol.co.uk](mailto:Development@BSol.co.uk) to discuss or arrange a demonstration.

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