



## Welcome to Fuse Learning

### Introduction

Fuse Learning provides a range of specialist services to support the Learning and Development and HR functions within public, private and not-for-profit sector organisations. These include consultative learning and development services; leadership and management development; board-level coaching; personal productivity; temporary and interim recruitment; and return-on-investment in learning.

In addition we provide a range of services developed to meet particular requirements, including some specifically for clients in the NHS.

We take a 'holistic' approach, embracing the provision of services which empower organisations to link their investment in people, in all its forms, to their corporate objectives and ensure that their staff are equipped to contribute effectively to a modern, strategic working environment.

### Learning and Development

Our tailored learning and development programmes, sessions and interventions cover soft skills, leadership, HR and management development, with a particular emphasis placed on combining individual needs with critical organisational objectives to ensure a demonstrable return on investment. In addition we provide specialist technical and IT applications training across a range of popular technologies and IT management methodologies.

We believe the best way to meet the objectives of both delegates and clients is by working with all parties to understand the issues and then creating appropriate, tailored solutions.

### Leadership<sup>2</sup>

Never has there been such a need for high quality leadership in both the private and public sectors. Many experts agree that developing and maintaining strong, effective leadership is essential as we begin to address the challenges of the post-recession phase.



The Fuse Learning Leadership<sup>2</sup> approach is based upon the belief that excellent leadership is fundamental to a sustainable organisation - leaving enduring legacies through consistent, ongoing development and incremental behaviour change - but must deliver a tangible, measurable Return on Investment in order to be an effective use of resources.

Our leadership consultants have extensive experience helping organisations to define and implement clear, manageable and scalable development strategies that can keep pace with constant change.

## **Evaluation and Return on Investment**

In times of financial constraint the need to justify expenditure – including expenditure on employee training and development – becomes even more marked.

Attempts to justify investment in training by evaluating the benefits to the organisation or attempting to measure the ROI – return on investment – are frequently flawed. This is usually due to the only evaluation undertaken being carried out after the training has been completed.

Our solution is the Fuse Learning Evaluation and Return on Investment in Learning Clinic.

We work with our clients, equipping them with the skills and techniques that enable them to demonstrate how learning and development projects add monetary value to their organisation. We also teach the techniques required to determine how much value it will add. Our approach ensures that clients develop a very strong skill-set in ROI evaluation that can be applied across the learning and development function.

## **Board-level Coaching**

We are aware that some directors may feel they lack the resources necessary to carry out their role effectively. We also recognise that Board members may be reluctant to seek help in developing their skills, or may even feel unsure that they should do so.

The Fuse Learning Board-level Coaching Programme is designed to address the needs of directors and c-level executives, supporting and assisting them as they seek to meet the challenge of their role.

Our coaches work in confidence with executives on a one-one basis, helping them to identify areas where support could be intrinsic to the achievement of their goals.

## **Human Resources**

HR Directors are always under cost pressure because all too frequently businesses do not understand, or capitalise on, the value that true HR Business Partners can bring to an organisation's business strategy.

In response we have developed specific services covering HR Business Partnering, HR Strategy, Performance Measurement and Management, and Developing Learning Strategies.

Our approach aligns HR and business strategy; demonstrates where HR adds value to the business; raises the profile and influence of HR and offers greater career opportunities.



The Fuse Learning senior HR consultant is a world-leading authority in HR strategy, measurement, benchmarking and optimisation. He has been consulting in this field for over 15 years. In addition he is a respected writer and the author of several books on the subject.

## **FuseConnect**

All organisations need to have access to high calibre temporary and interim staff from time to time to cover for absence of key people or to meet other short-term needs.

Sickness, sabbaticals, maternity and paternity leave, unplanned employee departures, delays in recruiting new staff all play havoc with workloads and put pressure on existing personnel. In addition there can be times when specific projects, seasonal demand or other matters call for extra support.

FuseConnect provides high-level specialist administration, project management and management staff on a temporary, interim, or permanent basis in both the public and private sectors and - in an industry renowned for high pressure sales tactics - is respected by clients for its low key, service led approach to recruitment.

## **Profectus – the Stress-free Productivity Clinic**

Never has there been more of a need for everyone to ‘work smarter’ and our Profectus programme is designed with this in mind. It takes a fresh approach to time management and personal productivity – an approach that is simple to adopt and implement and which is proven to work effectively.

Profectus moves away from conventional thinking about managing time. Instead, it embraces modern, flexible productivity principles which allow for the reality of constant change, recognise that most people work better with a cut-off point approaching, and allow each individual to modify their approach depending on their situation, current workload and other factors.

## **Specialist NHS Services**

We are familiar with the structure of the NHS and the various constraints (including financial) under which its component bodies have to work. We provide a number of services that are specific to the NHS, or which are tailored to the particular needs of NHS organisations.

One example is our Information Governance Programme. Information Governance is the means through which the NHS discharges its responsibilities for handling organisational information of all kinds. This information includes personal and sensitive information about both patients and staff.

Information Governance provides a framework to bring together legal requirements, codes of practice and best practice. It embraces legislation including the Data Protection Act and the Freedom of Information Act together with the Confidentiality Code of Practice and a range of guidelines.



## **Our Learning and Development Consultants**

We have an extensive network of carefully selected consultants who can work with people of all levels, from administrative support and technical, through supervisory and middle management to the boardroom.

Fuse Learning believes that there is no substitute for experience, and for this reason all of our consultants have real-world experience implementing the skills and knowledge that they teach in a working environment. This background forms the platform upon which our learning and development methodology stands, ensuring that delegates are imbued with the ability to turn their new knowledge and skills into actions that impact positively on your organisation.

## **Further Information**

More details about Fuse Learning, and the specific services we provide, may be found on our website. Material on the site includes a range of downloadable documents, including case studies. You may also wish to visit our blog ([www.fuselearning.co.uk/blog](http://www.fuselearning.co.uk/blog)) for relevant news and comment.

We would also be pleased to discuss your potential requirements with you and advise you about any aspects of the Fuse Learning service which may be of interest to you. Please do not hesitate to contact us, without obligation:

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