



Welcome to Fuse Learning

Introduction

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

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.

Our approach is based upon the belief that excellent talent development is fundamental to a sustainable organisation - leaving enduring legacies through incremental behaviour change - but must deliver tangible, measurable value in order to be an effective use of an organisation's resources.

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

Learning and Development – Putting People First

Our tailored learning and development programmes, sessions and interventions cover a wide range of essential skills. We place particular emphasis on combining individual needs with critical organisational objectives to ensure a demonstrable return on investment.

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 interventions.

Our highly experienced consultants are able to work with people at all levels to help ensure that learning and development objectives are met in full.

Business-critical Human Resources

HR Directors are frequently in need of support because their organisations may not fully understand, or capitalise on, the value that true HR Business Partners can bring to the business. 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 increased career opportunities

Our principal 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.

Change Management

Allied to our experience in HR development and support is that of working with senior executives in the field of change management. Change is inevitable in the workplace, but achieving change successfully across the organisation can prove challenging. Our change management consultants guide organisations through the process,



developing and delivering strategy, and advising on the key steps that need to be taken at each stage in order to achieve the optimum outcome.

Critical Leadership Development

Developing and maintaining strong, effective leadership across all sectors is essential, as we address the challenges of the post-recession phase and cope with continuing financial pressure.

The Fuse Learning Leadership 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.

Leadership programmes can be comprised of many facets, including succession planning, gap analysis, learning interventions such as coaching, mentoring (internal and external), action learning set style workshops, group learning etc. The experience of our leadership consultants helps us to advise which methods are appropriate and effective for each client.

Our consultants help organisations to define and implement clear, manageable and scalable development strategies that can keep pace with constant change.

In addition we can offer, where required, the design and delivery of ILM endorsed learning and development programmes.

Developing Mentoring Skills

Mentoring enables the transmission of knowledge, skills and experience in a supportive and challenging environment. It is a valuable means of encouraging staff development, but can also be used as part of staff induction or of skills transfer. It can also be utilised at various levels within an organisation, and with diverse groups of people. For example, mentoring programmes might be established for a graduate intake, for senior executives or for women where they are under-represented at more senior levels.

The Fuse Learning approach ensures that potential mentors fully understand and embrace the principles and practices of mentoring – replacing one-way communication with a relationship based on mutual respect where both parties can learn from each other.

As with all of the learning and development programmes we deliver, programme content is tailored to the specific needs of each client, based on an initial consultancy phase

Our mentoring programmes are designed and delivered by a senior consultant who has extensive experience of developing mentors within a variety of industries.

Evaluation and Return on Investment

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

Attempts to justify investment in learning 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 learning and development intervention 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 and how to measure this contribution. Our approach ensures that clients develop a very strong skill-set in ROI evaluation that can be applied across the learning and development function.

FuseConnect

FuseConnect is a service from Fuse Learning that helps organisations in need of high calibre permanent staff, or temporary/interim staff to cover for absence of key people or to meet other short-term needs.

A range of factors, from sickness to sabbaticals and freezes on recruiting new staff can present problems and put undue pressure on existing personnel, with an adverse effect on morale. There can also be times when specific projects, seasonal demand or other matters call for extra, experienced, support.

FuseConnect provides high-level specialist learning and development, HR or project 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.

Specialist NHS and Healthcare Sector 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 are also fully conversant with the significant changes that are taking place, and are likely to take place, within the Health Service. We are, therefore, able to 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 1998 and the Freedom of Information Act 2000 together with the Confidentiality Code of Practice and a range of guidelines.

Full details of our NHS-specific services are available direct from Fuse Learning or via our website.

Our Learning and Development Consultants

We have an extensive network of carefully selected professional 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) for relevant news and comment.

We would 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:

Telephone: 0845 299 0283

Email: enquiries@fuselearning.co.uk

Web: www.fuselearning.co.uk