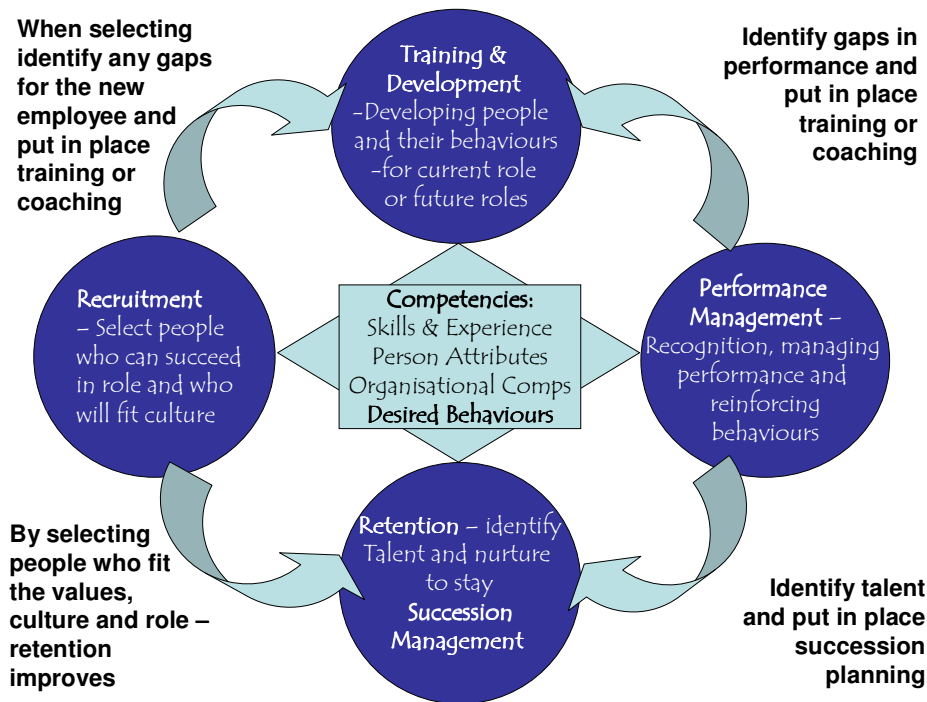


## Training and Development

Training & development are an integral part of a holistic model of human resource management practices:



Training and development initiatives can broadly be broken into the following categories:

### Individual Interventions which include:

- ◆ Coaching
- ◆ Mentoring
- ◆ Study
- ◆ Self development initiatives
- ◆ Succession management

### Group Interventions which include:

- ◆ Development Centres
- ◆ Training Programmes
- ◆ Leadership Programmes
- ◆ Team Building



We have found, and international research supports, the use of some psychometric assessment to assist in the initial diagnosis of the training need or development area greatly improves the success of development initiatives.

Niche Consulting offers the following services for training and development initiatives:

- ◆ Training and development group programmes
- ◆ Executive coaching
- ◆ Team building
- ◆ Psychometric assessment for development
- ◆ Development centres
- ◆ 360 degree surveys