

Your Number One Source
for Totally Targeted Training Solutions!

Customized Contractual Education

***Critical Workforce Competencies
Analysis and Training***



McKimmon*Center*
FOR EXTENSION AND CONTINUING EDUCATION

Customized Contractual Education

Put the power of **customized contractual education** to work for your organization. Get personalized education that brings you targeted, measurable results! Benefit from high quality training specifically tailored to the needs of your employees and organization. For more information go to www.mckimmon.ncsu.edu/acepd/custom.html.

Critical Workforce Competencies Analysis and Training

Building a world-class organization that sets the standard in your industry will require a comprehensive and uncompromising approach to training and development. **Critical Competencies Analysis and Training** is a meticulously designed process to identify and address **job-specific** behaviors and character traits that can be quantitatively proven to impact business goals (profit, growth, market share, etc.).

Complete Analysis and Training Process

This is a complete solution; from defining success to measuring success. Working with resources internal and external to your organization, a clear and achievable strategic plan is designed based on the following process:

- **Conduct Business Analysis**

Conducted by leading organizational development specialists, and backed by the research methods of industrial psychologists.

- **Identify Critical Competencies**

Assessed proficiency levels for these behaviors define the specific training need(s) and determine the baseline for later evaluation of training impact.

- **Determine Training Objectives and Produce an ROI**

All targeted behaviors are linked directly to the identified *Critical Competencies* to ensure the integrity and accuracy of ROI measurement. Measurements take during the business analysis phase are compared to new measurements to determine the impact of improved *Critical Competencies*.

- **Design and Deliver Training**

A wide variety of delivery methods are available, and can be applied to meet the needs of the organization. Live training programs are either delivered by professional facilitators or internal representatives are trained to deliver them. Decentralized eLearning can be delivered on an existing, internal Learning Management System or hosted on a secure external system.

Customized Solutions

This is not simply a process of choosing the right tool for the job. This is a process of creating new tools that set your organization apart. Knowledge and experience from across industries and disciplines is applied to creating a unique solution for your organization. We use **State-of-the-Art Analytics and Training Delivery Techniques**, along with industry-leading analysis tools and methodologies, to produce immediately usable, practical data.

Professional Partnerships

The McKimmon Center's long valued and established brand and resources, the most comprehensive services available have partnered with leading experts in the field of corporate training and organizational development.



David Snyder

Author of the critically acclaimed books, *How to Mind Read Your Customers*, and *How to Hire a Champion* (Career Press, January 2008), *How to Mind Read Your Customers*, David's first book, was listed among the best books of the year by *Sales and Marketing Management Magazine* in 2001, the year it was published and has since been translated internationally. His new book, *How to Hire a Champion* (Career Press, January 2008) outlines the character traits of high performing individuals, and shows how corporations can use best practices in the selection and development of top performers, and how to keep them. David Snyder works with clients nationwide in the implementation of employee assessment, development, and selection models across many industries. His specialty is competency-based management assessment and organizational alignment. He is considered a national thought leader in competency-based approaches to building and developing stronger teams.

Joshua Barricklow

As a professional trainer and training design consultant, Joshua Barricklow works with Fortune 500 companies to develop and deliver education & training solutions in the areas of management, change leadership, professional development, sales effectiveness, new product training, and professional communication.

Joshua has worked with top companies in pharmaceutical and biotech industries, to develop large-scale, industry leading, and sales force training programs. He has work published in both *Pharmaceutical Executive* and *Pharmaceutical Representative Magazine*.

Joshua holds a graduate degree in Management and Organizational Communication and has taught organizational development and communication courses at such universities as Northeastern, Tufts, and Harvard.

He has designed customized models for leadership development and change management that have been adopted by organizations such as GlaxoSmithKline and the Peace Corps. His work for the Peace Corps has been used in economic development programs and training for local business leaders.

Services Can Include:

- Online brainstorming and decision-making with FacilitatePro® software
- Needs assessment to define custom topic development and delivery
- Enterprise-wide training, planning, development and delivery
- Measurable training by professional, industry experienced, certified instructors



Targeted Training

In today's competitive business environment, a highly skilled and productive workforce is a company's greatest asset.

Needs Assessment & Skills Assessment

We can provide tools to evaluate your organization's current and future needs and establish training efforts to meet those requirements. Our staff will work with you to determine the candidates within your company who should attend training and which skills will be most beneficial for each individual.

Quality Control

After the completion of the training, we'll provide you with evaluations to gauge the effectiveness of the topic and the instructor. The summary report is compiled from evaluations completed by participants. A strong record of performance, a long-trusted and established brand of quality, superior content, university faculty and industry-experienced instructors, state-of-the-art facility and the most comprehensive services available result in excellent value for your training dollar.

For more information, and to schedule a time to meet, call:

Andrew Billingsley

Phone: 919.513.5080

E-mail: andrew_billingsley@ncsu.edu

Web: www.mckimmon.ncsu.edu/acepd/custom.html

What Others Are Saying

Customized contractual education coordinated and delivered 7,975 hours of professional training to state agencies in Project Management and Information Technology (IT) Security. Your efforts should be commended in the planning, overall coordination, and deployment of the necessary resources to produce such successful and well-received training.

Janet W. Smith
Vice Chair
Information Resource Management Commission
Raleigh, NC

The Advanced MS Excel training delivered to our group was excellent and concise; the instructor was highly skilled, effective and pleasant with the delivery of the training.

Analyst
State of NC
Raleigh, NC

The delivery of the MS Project Class was very insightful, and beneficial; the class was the total package. Your instructor provided very clear and timely information!

Dave Walters
President
New Atlantic Contracting
Winston-Salem, NC

Customized contractual education is offered by the Office of Assessment, Partnership and Program Development which is a unit of the McKimmon Center for Extension and Continuing Education at NC State University.

NC STATE UNIVERSITY

Customized Contractual Education
Campus Box 7401
Raleigh, NC 27695-7401

Non-Profit
Organization
U.S. Postage
PAID
North Carolina
State University

