

SYNERGISING SUCCESS:

Retaining Talent and Cultivating Productivity Through a Strategic Training Program



The Brain Drain Challenge is currently being experienced by many organisations due to the departure of talented employees.

Lack of support and opportunities for further learning and development is one common cause for their departure, although the reasons may vary.



90%

of organisations offer **learning opportunities** as a strategy to retain employees.



An organisation that promotes **learning & development culture** can boost employee retention by up to **57%**



Effective Learning & Development lead to

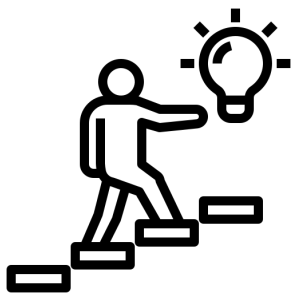
34%

Enhanced Productivity

30%

Positive Business Impact

Ref: Workplace Learning Report 2024 by LinkedIn

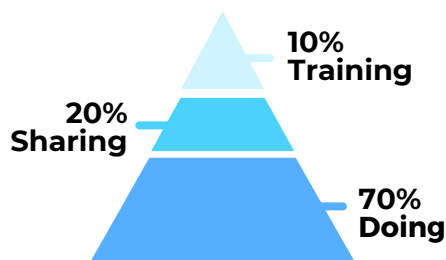


Talents exhibit a persistent **desire for training and development**, both within their **current positions** and in **preparation for future career advancements**, accounting for 72%

Ref: Workmonitor 2024 Report by Randstad

“Organisations should **prioritise providing suitable training programs** for employees to **develop and retain “Talents”**”

Learning Model



Each talent may have diverse preferences for learning methods.

It's important not only to find suitable training programs for their needs but also to provide training for their supervisors or leaders.

Talents often have a **high learning curve** and **desire advanced-level knowledge**.

Providing them with tailored Training and Development programs to unleash their full potential.

On-the-job learning, Coaching and Mentoring, and Project-based assignments are some of the methods to help develop talent and enhance their abilities.

This ensures **effective guidance, coaching, and mentoring**, enabling talents to develop themselves properly and appropriately.

OUR PROPOSED PROGRAM:

INNOVATIVE GROWTH ACCELERATOR PROGRAM

METHODOLOGY:

Innovative Growth Accelerator (IGA) Team

Empowering Innovative Thinking & Boosting Productivity
Benefit from Coaching & Feedback from Internal & External Experts

Encourage employees to initiate new innovations and facilitate collaborative work among them.



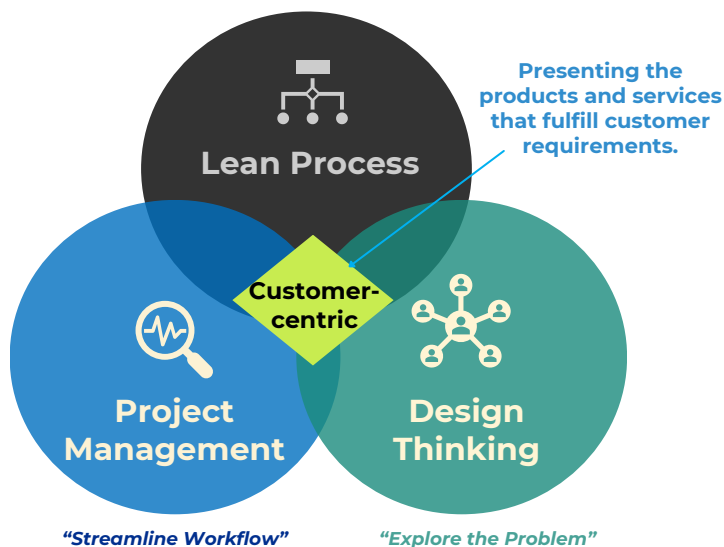
InnovateSync Fostering Collaboration, Leadership, and Project Success

Leadership Team

- **Elevate Leadership:** Enhancing Team Effectiveness
- **Become a Coach & Mentor:** Empower Team Success through Coaching & Feedback

PROGRAM DESIGN:

"Execute the Right Way"



Lean Six Sigma

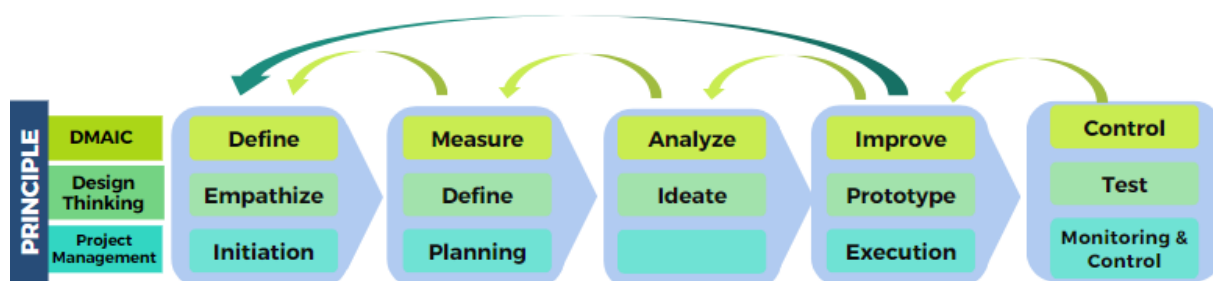
Lean Six Sigma also includes the **"DMAIC"** (Define-Measure-Analyze-Improve-Control) process, which can be applied

- To **initiate idea and prototype**
- To **improve and develop various processes and workflows** within the organisation

and

Design Thinking & Project Management

- **Design Thinking** is used to generate ideas by exploring the problem, identifying gaps, and creating actionable problem statements
- **Project Management** applies skills and techniques to tasks / activities to achieve specific goals



BENEFITS OF THE PROGRAM:



- The program can help participants **develop essential skills for future work** and fully **unleash their potential**
- The program **promotes employee readiness for career growth and boosts their confidence** in their skills, **enhancing employee engagement**
- The program **fosters greater teamwork and collaboration** within the organisation
- The program **enhances leadership skills**, enabling individuals to **effectively apply coaching skills** within the organisation
- Organisations see **clear and tangible results** from participants' training projects, such as **cost reduction, process optimisation, and the emergence of new ideas or innovations** to elevate business operations

WHY BAKER TILLY?



Baker Tilly Consulting Services has extensive **experience** in diverse training programs, **unlocking employees' full potential**



We have been entrusted by numerous organisations for several years, notably improving employee performance through the **'Innovative Growth Accelerator'** program



Participants enjoy the program, which **fosters skill development, positive self-perception, and stronger organisational engagement**



Several projects initiated through this program can be further developed and implemented in a real organisational context to **enhance productivity**

Get in touch with us

to discover the ideal training program that equips your employees with essential skills and enhances productivity in your organisation.

Feel free to consult with us and reach out.



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