



## Golden Leaver Training

**We provide focused HR and employment law training to motivate and up-skill your staff and help you avoid or manage typical workforce problems. We think you will be pleasantly surprised at how little this may cost you.**

### Golden Leaver: Virtual Training Zone

Our Virtual Training Zone is where you'll find time and cost efficient flexible training for all your staff.

Responsible employers are expected to help their managers and wider workforce recognise and respond appropriately to a number of HR issues. This is particularly so when dealing with equality, diversity and bribery. It is no longer good enough to wait until a problem arises.

We understand, however, that it isn't always practicable for staff to take time out of the day to attend specific training sessions. This is why we've created the **Golden Leaver: Virtual Training Zone**.

Our training zone is set up so that your employees can access training at their own work station and with minimum fuss. Courses are designed to be flexible and staff can work through your chosen modules at their own speed and as many times as they like. At the end of each module the employee will complete a number of questions and, when they have finished, they will receive a certificate showing that they have successfully completed the course. That can then be placed on file to record competencies and for annual reviews.

This kind of training will help you claim-proof your organisation. You will be in a better position to convince an employment tribunal that you have taken "reasonable steps" to avoid discrimination happening, or to convince the courts that you have "adequate procedures" in place to prevent bribery. You will also have given your managers increased confidence to deal with internal HR procedures such as grievances and disciplinaries.

### Face to Face & Bespoke Training

Sometimes you'll prefer traditional face to face training specifically adapted to your business. Or you may want more interactive and bespoke training. This may be because you want to address a particular business need, such as trying to bring about a shift in culture and approach, or your employees may have identified areas of weakness where they want additional support, or if you need to show competencies for tenders.

We'll make sure we understand your aims so that we can deliver results focused training sessions. Typical courses that we run include managing poor performance, dealing with disciplinaries and grievances, or how to carry out a redundancy programme.

Whatever your organisation's training needs, we think we can help. Please get in touch to discuss how.

#### Contact us



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