



LEARNING & DEVELOPMENT SERVICES

helping you help your people

Talent Management and Succession Planning



JANE BELL, DIRECTOR OF
LEARNING AND DEVELOPMENT
SERVICES AT BIFM TRAINING

"It's great to be part of a dynamic, growth industry like Facilities Management. There have never been so many opportunities for individuals looking to develop their careers in this exciting field or to acquire new knowledge and professional skills.

But increased choice also means increased complexity.

As an employer it can be difficult to work through the available options and target scarce resources wisely to ensure that you are developing the right skills and talents to support your business into the future."

WHAT ARE YOUR CHALLENGES?

Many of our clients tell us they're facing particular challenges around:

- Recruiting and planning for succession
- Making sure job roles align well with business needs
- Growing management and leadership capabilities alongside professional skills
- Developing innovative and cost effective learning solutions
- Choosing the right qualifications

HOW CAN WE HELP?

Here are just some of the areas where we've successfully helped clients in both the public and private sectors:

- Reviewing existing skills for individuals and teams to support succession planning
- Benchmarking capabilities against industry standards
- Designing bespoke development programmes to help facilitate change
- Improving transferability of skills
- Re-defining roles and performance requirements
- Supporting individuals and teams in choosing qualifications

Our highly experienced team of consultants can help you cut through the barriers and develop individually tailored strategies to support business goals and change programmes. We can work alongside your internal specialists and managers to help you build new standards and design learning programmes that suit your needs and budget.

LOOKING FOR HELP IN OTHER AREAS?

We can support your development needs right across the FM spectrum, so whether you're looking to improve your...

Customer Service

Contract services management

Sustainability performance

Knowledge of technical ('hard') services

Health and Safety

...or other aspects of FM practice, talk to us today: