



**INTELLIMAN**  
*Take the intelligent leap*

## TRAINING PROTOTYPES & MODELS

Your Training & e-Learn Partner



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## ABOUT US

Intelligence Management, or simply Intelliman, is a Sydney based boutique consultancy, which specialises in solving business problems with customised trainings solutions and e-learn content development.

Our mission is to help businesses and individuals to develop their skills and knowledge to enhance their productivity, and ultimately contribute to their success.

## SERVICE OVERVIEW

We offer customized training programs, workshops, team building activities, seminars and webinars to organizations in various industries, as well as individuals looking to improve their skills. We carry sound business acumen accumulated with our experience across the employee lifecycle and translate this experience in understanding the business needs and develop learning solutions.

Our trademark is development of tailor-made trainings by working closely with Subject Matter Experts (SMEs), identifying client needs and developing scenario-based learning experience. Our Consultants partner with the business in identifying the challenges and bottle necks, provide innovative solutions and identify key metrics which need to be improved by upskilling the workforce and facilitating performance issues.

We are ARTICULATE 360 experts and can transform your learning content into an exciting e-learning experience!

***Intelliman can be your end-to-end training and e-learning partner from content development to delivering trainings and administering Learning Management Systems.***

## OUR APPROACH

In pursuit of designing tailored solutions, we let the client express themselves and be understood. We work very closely with the clients, their SMEs and other stakeholders to identify and analyse the enablers & barriers and navigate an improvement cycle achieving set targets and goals.

Intelliman commits to quality content with visually attractive and engaging learning experience. Our calculated approach towards product development can fit wide range of budgets and timeframes.

## SERVICES OFFERED

- Customized training programs for organizations.
- Webinars, Workshops, Team Building activities and Seminars on various topics.
- One-on-one coaching sessions for executives or teams.
- Leadership training for executives and managers.
- Career development training for graduates and professionals.
- Soft skills training for employees and individuals.
- Human Resources & Organization Development solutions and trainings.

## TRAININGS OFFERED TO SUPPORT ORGANISATION GROWTH & SUSTAINABILITY

Intelliman can support and facilitate training and development services across Australia, New Zealand, the MENA region, the Sub-continent and Turkey.

### LEADERSHIP (F-2-F & Virtual)

- Effective and Influential Communication
- Organisational Culture Change
- Managing Performance Cycles
- Building an Inclusive Culture
- Building Trust Across Organisation
- Culture of Wellness Program
- Corporate Retreats

### DYNAMIC ORGANIZATION-WIDE TRAINING PROGRAMS (F-2-F & Virtual)

- Work-Life Balance Program
- Wellbeing Workshops
- Workplace Mental Health Workshops
- Resilience and Positive Psychology Workshops
- Stress Management Courses and Training Programs
- Annual Wellness Programs
- Team Building Activities
- Company Retreats

### e-LEARN PLATFORMS

- ARTICULATE 360
- RISE
- STORYLINE
- POWERPOINT

## Other training topics that can be relevant for LoS are

General Trainings for Interns/Associates/Senior Associates	
1.	Communication Strategies
2.	Influencing Personal Effectiveness to be More Productive
3.	Managing a Project when you're not a Project Manager
4.	Illuminating Team Effectiveness
5.	Presenting with Purpose and Impact
6.	Project Management
7.	Time Management
8.	Persuasive Communication
9.	Innovation and Creativity
10.	Burnout Recovery
11.	Motivation
12.	Creative Problem Solving
13.	Stakeholder Engagement and Relationship Management
14.	Business Ethics
New Manager Programme – Managers and Senior Managers	
1.	Change Management
2.	Assertiveness & Self Confidence
3.	Crisis Management
4.	Project Delegation
5.	Organisational Stress Management
6.	Difficult People Management
7.	Performance Management
8.	Communication that Empowers - Making Feedback less Fraught
9.	Giving & Receiving Feedback
10.	Better Boundary Setting to Stop Burnout
11.	Personal Effectiveness
12.	Strategic Planning
13.	Organisational Planning
14.	Managing Conflicts and Difficult Situations
15.	Stakeholder Engagement and Relationship Management – deeper dive for seniors
16.	Strategic Execution (including programme and project management)
17.	Body Language Basics

Other training topics that can be relevant for LoS are

Leadership Bootcamp	
1.	Influential Leadership
2.	Leadership Coaching
3.	Principled Leadership
4.	Leadership Negotiation
5.	Ethical Leadership
6.	Leadership Confidence
7.	Strategic Leadership
8.	Values led Leadership
9.	Leadership Presentations
10.	Leadership Psychometrics
11.	Personal Stress Management
12.	Compassionate Leader Programme
13.	Influential Leadership
14.	Leadership Coaching
15.	Leadership Negotiation
16.	Cognitive Psychology
17.	Personal Branding

## RETURN ON INVESTMENT (ROI)

Let's work together to Effectively Measure ROI for your Training Cycle

Our experienced consultants will meet with your team and facilitate developing the ROI of your employee training curriculum which can guide your organizations in making informed decisions about the training programs, ensuring they contribute positively to the company's objectives.

To ensure that your training programs are not only effective but also provide a significant return on investment, our team of experts will customize content, utilise interactive and engaging training tools, leverage technology through e-Platforms and blended learning techniques and incorporate feedback loops for continuous evaluation and improvement to the training programs.

Intelliman uses Kirkpatrick's Four-Level Training Evaluation Model to derive customised ROI for your specific training program.

### Kirkpatrick's Evaluation Model



## Metrics to evaluate the Training Cycle

The ROI can be measured through specific indicators related to your goals and objectives and can also be evaluated through the Kirkpatrick's training evaluation matrix.

### Level 1: Reaction

The first step is to evaluate the learners' reactions and responses to the training. In this process, you're trying to understand participants' level of satisfaction and identify any patterns and areas for improvement.

You can collect key indicators such as participation rates, completion rates, and net promoter scores. You can easily gather these qualitative data points through survey questions at the end or during a training session.

### Level 2: Learning

The learning stage's goal is to ensure your training has met its intended objectives, identify the skills that your training can develop within learners, and note any knowledge and/or skills that employees have learned as a result.

You can measure this by observing employees' performance on the job (whether there is an improvement) and noting if they've acquired any new skills. There are many ways to measure at this stage, including peer reviews, assessments, or pre and post-training questions.

### Level 3: Behaviour

Step three assesses the behavioural change (if any and to what extent) due to the training. In this stage, you typically measure if there is an increase in morale, motivation, or employee engagement.

### Level 4: Impact

The final step is to measure the training's impact on business goals and results. This is the level that specifically deals with training ROI. Key indicators at the 'impact' level are increased employee retention, increased productivity, increased sales, customer satisfaction, and improved quality of work. You can measure each of these metrics differently. For example, customer satisfaction can be measured through focus groups of customers and how their experiences changed over time. You can interview managers if they notice a change in employee productivity. Retention rates can be measured using quantitative data over a long period of time.





THANK YOU

### Key Contacts

Intelliman Australia Team: [consumerpartnerships@intelliman.com.au](mailto:consumerpartnerships@intelliman.com.au)

### Working Hours:

Working hours: 0900-1700

Working Days: Monday – Friday

*Looking forward to hearing from you soon!*

*Team Intelliman*

