**Capability Statement – Flagstone Training Consultancy**

Flagstone Training Ltd is a specialist training consultancy that focuses on working with clients in ‘critical’ industries. In these industries, training is a key factor of risk management and operational capability where the consequences of ineffective training extend beyond just financial implications.

At Flagstone Training we specialise in supporting the full training lifecycle and our consultants have held senior positions or completed training transformation projects in critical industries such as Defence, Transport and the Emergency Services. Our specific areas of expertise include:

* **Requirements capture** – we work with clients to help them understand and structure their training requirements. We help determine how training plans contribute to operational performance and, importantly, measure and evaluate training impact.
* **Training analysis** – we are experienced in conducting Training and Learning Needs Analysis. Flagstone Training can employ a variety of methodologies and techniques to suit the unique needs of our clients. We recognise, for example, that some clients value depth and rigour whilst others prize agility and flexibility – and we tailor our approach accordingly.
* **Instructional design** – we have significant experience designing and developing innovative, blended, and effective training solutions. In particular, we help our clients use modern approaches to training methods and media to solve ‘real world’ problems.
* **Training and competence management** – we can advise clients on training management and governance but we are also at the forefront of competence management techniques, particularly in industries where there is a requirement to demonstrate that competence is maintained and regularly assured. Risk-based approaches pioneered by Flagstone Training have delivered significant operational improvements for our clients.
* **Training evaluation** – we recognise that training is a significant investment and that measuring and evaluating training is a key element of the learning cycle. At Flagstone Training we can help link requirements to outcomes by helping the client determine how training interventions can be measured and how ‘returns’ can be evaluated.

At Flagstone Training we differentiate our offering by assigning our in-house consultants according to a detailed examination of client requirements. Our consultants have the intellect to understand and work with a range of clients and the expertise to offer relevant approaches and methodologies – we are also proud of our ability to develop novel approaches to changing environments and requirements. We also offer our clients five ‘promises’, which govern how we work:

* **Quality** – we promise to deliver consultancy of the highest quality
* **Integrity** – we promise to approach our work with honesty and openness
* **Innovation** – we promise to think, challenge, and innovate
* **Collaboration** – we promise to consult with you, not ‘to’ you
* **Choice** – we promise to never forget you can choose