

# FREE LUNCH AND LEARN

## CUTTING THROUGH EXPENSIVE MYTHS IN TRAINING AND COMPETENCY

**THURSDAY 03<sup>rd</sup> OCTOBER 2019**

This workshop is aimed at training and competency professionals who want to build on their knowledge, consider different solutions or think about different ways to address the challenges and opportunities of training and competency.

**JOIN US FROM 12:00 - 14:00 TO FIND OUT:**

### **Presentation 1: Taking Stock of Training to Maximise Resources**

Gain more clarity on what you really need in your business to achieve a trained and competent workforce

- Where should you focus your budget and where can you save money?
- What training and qualifications are legally required?
- What adds value, what is insufficient and what is optional?
- How often should you retrain or recertify?
- On what basis can you make these recommendations?

### **Presentation 2: Key Lessons in Making Your Competency Management System Sustainable**

- Getting off to the right start: how to get your strategy right at the outset
- Key legislation to be aware of and monitor
- Delving further into verification and quality assurance
- Coping with change: integrating or upgrading competence management systems
- How to streamline, future proof and avoid bureaucracy or unnecessary complexity
- Ideas on how to use technology to improve performance
- Establishing criteria for who can assess and who can verify

### **Presentation 3: High Performing Teams: Leadership Competencies and Your Competency Management System**

- The reasons why you need to consider leadership competencies
- What does the legislation require? What do the industry bodies say?
- How can you effectively bring leadership competencies into your competency management system?
- Where should you focus to improve team performance, and reduce risk and incidents?
- What is the balance between technical and leadership competencies?
- How do you link leadership competencies and behaviours to achieve your goals?

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### THIS LUNCH AND LEARN IS DESIGNED TO HELP YOU:

- Know where you can add value, save money and why
- Be confident to provide clear direction on training and competency within your organisation
- Be able to challenge pre-conceptions or potential misinformation in relation to training and competency
- Know where to focus your budget and people to avoid unnecessary costs



### POLARIS LEARNINGS EXPERTISE IN CMS:

During the last 23 years we have helped over more than 100 organisations implement, health check, improve or evolve their competency management systems.

It is hard, detailed work that needs to be driven by a clear strategy. The need to get decisions made at the right time, the need to understand what you are trying to achieve, what your priorities are, and then the need to develop and implement a competency management system that your teams will buy-into and make work.

At the end of the process, you need to have mitigated and reduced risk, created a process to develop and demonstrate the competency of your workforce and you want to implement an approach that also helps you attract, develop and retain the right people for your business.

There is a lot to consider but with the right approach and information, it is very achievable.

### BOOK YOUR SPACE:

#### Polaris Learning:



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### LOCATION:

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- 20 minutes from Aberdeen
- 15 minutes from Dyce

### AQUATERRA TRAINING:

AquaTerra Training is a leading industry specialist in the provision of training for personnel to work safely in difficult access operations and potentially hazardous environments.

Established in 2008, AquaTerra Training delivers a range of accredited, practical courses covering: work at height, confined space, rigging and lifting, transport of dangerous goods and health and safety to an average of 8,000 candidates per year.

Training can be run from AquaTerra Training's state-of-the-art, purpose built training facility in Aberdeenshire or at a location of the client's choice; whether it's an HQ, vessel, installation or satellite site.