



i&b Consulting is a strategic management and organizational development services firm focused on strengthening the capacity of corporations, nonprofit organizations and government agencies..

At i&b Consulting, we offer customized services catering to the human resource management and development needs of an organization at every level. We help you develop value and architect change in ways that support broader financial objectives and business strategies

## LEARNING BITES

Learning Bites are structured, purposeful, actionable and knowledge-based input sessions on a range of management and people development related topics. Bite sized chunks of learning of 2-3 hours in duration increase access to personal development for busy people who can't afford to spend a day or two away from their desk. They can form part of a blended training and development package for staff and therefore fill a niche until now left neglected and unfulfilled by traditional training workshops and programs.



# ORGANIZATION *and* MANAGEMENT DEVELOPMENT

Most corporates and non profits face the challenges of organizational change and development, raising key questions about organization structure, talent management, succession planning, leadership development, and performance management. To answer these questions, the key organizational dimensions of Culture, Structure, People, and HR Systems must be understood. Organization and Management Development is based on the premise that individuals, teams and organizations are systems with infinite potential. The realization of this potential requires an alignment between the values and capabilities of the individual, team or organization and the expectations of the environment in which they operate. i&b's practice addresses this need by delivering reliable and effective solutions in the following categories:

BEHAVIOUR BASED TRAINING  
AND DEVELOPMENT

HUMAN CAPITAL CONSULTING

eLEARNING SOLUTIONS



*"I find the great thing in this world is not where we stand,  
but in what direction we are moving."* —*Oliver Wendell Holmes*

# THE i&b ADVANTAGE

i&b HAS A PROVEN RECORD OF HELPING BUSINESSES IMPROVE PRODUCTIVITY WITH RELIABLE CONSULTING AND TRAINING.

## BEHAVIOR BASED TRAINING & DEVELOPMENT

Training today is not just about delivering the subject matter. It is a science and art that caters to the requirements of an individual holistically. Behavior based T & D approach deals with the individuals Mindsets, Attitudes and Habits to ensure that the learner is equipped to explore and innovate beyond the learning to add value.

We also offer **Outbound Training** which has long been identified as being part of the field of experiential education and uses an experiential approach to physical and mental development.

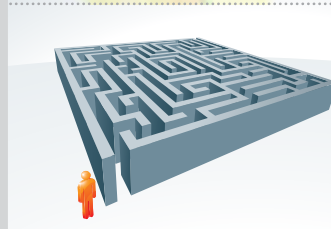
THINKING OUT-OF-THE-BOX | MOTIVATION | TEAM BUILDING | LEADERSHIP

## HUMAN CAPITAL CONSULTING

LEADERSHIP ASSESSMENT AND DEVELOPMENT  
QUESTIONNAIRES AND SURVEYS  
TRAINING NEEDS ANALYSIS  
TRAINING IMPACT ASSESSMENT  
IMPLEMENTING A MENTORING CULTURE  
ORIENTATION/ONBOARDING PROGRAM

## eLEARNING SOLUTIONS

Through an experienced staff of instructional designers and multimedia programmers, we develop courses through a 100% Flash based environment.



## PERSONAL DEVELOPMENT WORKSHOPS

- The Right Attitude- success psychology
- Maximise your Potential
- Communicate with Confidence
- Emotional Intelligence
- Negotiating to Achieve Win-Win Results
- Making a great impression – business etiquette and personal grooming
- Are you ruled by the compass or the clock? Understanding time management and goal setting
- Unlock your potential – a creative thinking session
- I Believe I Can Fly! A motivational workshop
- Think Smart - Habits of Effective People

## PROFESSIONAL IMPROVEMENT WORKSHOPS

- Breaking the Barriers – becoming comfortable with change
- Consultative Selling
- Close that Sale!
- Cultivating the Customer Asset
- The Mantra of Service Magic
- Teaming up for Success
- Creative Problem Solving
- Good to Great: Management Excellence
- Stress Management for Work Life Balance
- Presenting with Panache

## LEARNING BITES

- The Hedgehog Concept: understand what you can be the best at.
- The Art of Feedback
- Different Strokes for Different Folks – Situational Leadership
- Dare to Delegate
- Build Your KASH (Knowledge, Attitude, Skills and Habits)
- Embracing Change – Who Moved My Cheese?
- Fun @ Work – Fish Philosophy
- You've Got What It Takes – Mentoring and Peer Networks
- Stimulating Creativity