



*Focusing On The Extraordinary*

# Training Portfolio

## Development Programmes





# Development Programmes

Our development programmes aim to improve the performance of a group within your organisation, such as a leadership team or a department, regardless of their current knowledge levels or working practices. Whether it is to support strategic change, to up skill resources or to address poor performance, we have the knowledge and experience to design a programme that will meet your objectives.

## Our Approach

We will always invest time and energy into understanding exactly what you need to achieve. Then we will design, not only a cost-effective and engaging programme, but one that delivers a legacy for your organisation.

We will ensure that your company culture and values are reflected in the design and delivery of the programme, and can also support you in ancillary activities such as communicating your programme objectives and results to your internal audiences and measuring your success.



## Is ECMR the right partner for you?

We think that people are our most precious and powerful asset. Would you invest in sophisticated technology and then disregard any requirements for maintenance, enhancements or upgrades and still expect exceptional performance? Probably not.

Why should investment in your people be any different? We can help you make your people the best they can be!

**Contact us now to discuss your requirements**

## What areas can Development Programmes cover?

*From job specific knowledge, through to communication and business skills, we can select content from our extensive Training, Coaching and Mentoring Portfolios as well as designing bespoke content to meet your objectives.*

## The Outcomes

Our development programmes can help to equip your team with a consistent and high quality skills set to better serve your customers as well as enhancing individual or collective performance and creating a cohesive and motivated workforce.



**Focusing On The Extraordinary**

If you would like to more information , please get in touch:  
Email: [enquiries@ecmrinternational.com](mailto:enquiries@ecmrinternational.com) Phone: +44 (0) 20 8133 6087  
Visit: [www.ecmrinternational.com](http://www.ecmrinternational.com)



*Focusing On The Extraordinary*

## About ECMR International

Established by Niamh Ní Bhéara in 2010, our talented team has a wealth of practical business experience acquired directly from front-line roles and senior management positions in multinational blue chip organisations.

ECMR provides a range of employee development and consultancy services, but Niamh's extensive business knowledge and combined with her passion for problem-solving and helping people, has led to an increased focus on mentoring and coaching senior executives and development programmes.

Reflecting the importance Niamh places on relationships, the company was named using the initials of her three nieces and nephew. Although domiciled in the United Kingdom, the company is truly international, working with clients in Europe, Middle East, New Zealand and USA.

## What We Believe

**Relationships:** We believe that building relationships with our clients and partners supports effective communication and trust. That then enables faster and more effective results.

**Communication:** Listening and asking the right questions ensures that we gain an in-depth understanding of what our clients need. Only then are we in a position to start tackling the task of identifying and clearly communicating the right solutions.

**Return on investment:** Our clients contract us not just to provide support, but also to help them create a legacy. We are, therefore, always focused on the value we add – individually or to an organisation.

**Common Sense:** We believe that common sense and a temperate approach goes a very long way in a complex world. A healthy dose of both helps our clients look at issues from a different perspective.

**Results-focused:** We are committed to getting tasks completed within agreed timelines while keeping in mind the long-term goals. This means that our efficiency contributes to our clients' effectiveness.

Email: [enquiries@ecmrinternational.com](mailto:enquiries@ecmrinternational.com) Phone: +44 (0) 20 8133 6087

Visit: [www.ecmrinternational.com](http://www.ecmrinternational.com)

