

Q4. Please fill in the table below for **all HR non-mandatory**
Please see the list below for examples of HR non-mandato

Examples:

- Appraisal (or sometimes known as Performance Management)
- Developing Teams
- Resilience
- Situational Leadership
- Performance management (conduct & capability)



Appraisal Skills

Developing Teams

Stressed out (to include resilience)

High Performing Leaders (to include performance management, situational leadership, communication skills, influencing and motivation, and emotional intelligence)

Bullying and Harrassment

Coaching and Developing Staff

Coaching and Developing Staff

Challenging Conversations
Communication and Teamwork (CAT)

training the organisation has engaged with in the last 12 months.
 ry training.

- Recruitment & Selection
- Time Management
- Bullying & Harassment
- Holding Difficult Conversations
- Coaching & Developing Staff
- Delegation
- Conflict Resolution
- Presentation Techniques
- Communication Skills & Emotional Intelligence
- Influencing & Motivation

Was the course delivered? (In-House or Outsourced)	Date of Course
In-House	9.11.16/15.03.17/22.03.17/29.03.17/11.04.17/19.04.17/18.05.17/23.05.17/31.05.17/01.6/.17/06.06.17/28.06.17/08.08.17/18.10.17 Various Team Development sessions; 20/10/16,8/11/16, 18/10/16, 15/11/16,18/10/16,04/10/16, 15/12/16,27/4/17, 11/1/17, 1/3/17, 25/5/17, 21/6/17, 26/7/17, 8/11/16, 7/12/16, 17/1/17, 18/4/17, 23/5/17 , 17/1/17, 3/3/17, 10/3/17, 24/3/17, 17/3/17, 03/4/17, 31/3/17, 25/5/17,23/5/17, 29/6/17, 26/10/17, 05/10/17, 12/10/17, 19/10/17, 1/11/17,2/11/17, 08/11/17
In-House	14.12.16/13.03.17/21.03.17/04.07.17/09.08.17/20.09.17
In-House	/19.10.17
In-House	05.01.17/12.01.17/24.01.17/25.01.17/06.02.17/15.02.17 /01.03.17/15.03.17/22.03.17/05.04.17/12.04.17/19.04.17/27.04.17/09.05.17/10.05.17/23.05.17/30.05.17/12.06.17/26.06.17/03.07.17/07.07.17/19.07.17/07.08.17/23.08.17/04.09.17/27.09.17/02.10.17/10.10.17/11.10.17/24.10.17/26.10.17/31.10.17/01.11.17/02.11.17
In-House	06/9/17, 20/9/17, 18/10/17, 11/10/17,
In-House	13/12/16, 13/6/17 17/03/2017
Outsourced	23.11.16/07.12.16/14.12.16/17.05.17/27.06.17/16.08.17
In-House	/13.10.17
In-House	14.02.17/19.07.17/13.09.17/05.10.17

Course Fees

(please include spend if delivered in-house, costs incurred from delivering the training ie. cost of trainer, resources etc.)

How was the course delivered?

(Face-to-Face, eLearning, webinar)

No additional costs

Face to Face

No additional costs

Face to Face

No additional costs

Face to Face

No additional costs

Face to Face

No additional costs

Face to Face

No additional costs

Face to Face

Approx £900

Face to Face

No additional costs

Face to Face

No additional costs

Face to Face

**No. of Delegates
on the course**

Length of Training
(Half a day, full day, 2 days etc.)

74 Half a day

561 Various half days and full days

60 Half a day

441 Full day

15 Half a day

29 Full Day

6 Full day

70 Half a day

62 Half a day

Any Savings/Benefits to the course? (Increase staff engagement, staff retention, decreased sickness rates etc.)	If training was Outsourced, please provide name of training provider (Please specify if the training was delivered through ESR OLM)
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increased staff engagement and decrease staff sickness	N/A
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increased staff engagement and decrease staff sickness	N/A
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increased staff engagement and decrease staff sickness	N/A
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progression planning, increased staff engagement and decrease staff sickness	N/A
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development programme for Anti Bullying and freedom to speak up advisors.	N/A
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development to increase empowerment to staff which will in turn improve culture of organisation	N/A
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development to increase empowerment to staff which will in turn improve culture of organisation	Jonathon Thomson
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increased staff engagement and decrease staff sickness	N/A
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increased staff engagement and decrease staff sickness	N/A
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Was a framework used to procure a third party training provider? If so, please state the framework

N/A

N/A

N/A

N/A

N/A

N/A

N/A

N/A

N/A