



## More about iManage Performance Ltd

One page about what we do to change the way others operate.

Hello there...

**iManage Performance Ltd was founded in 2003 and has quickly established itself as a highly credible provider of organisational training services. Here's what we do:**

- 1 Needs analysis and personal profiling.** We carry out learning needs analysis using four alternative approaches: Competence assessment, 360 appraisal, our unique iAspire personality profiling and (good old) interviewing. We believe learning solution design has to start at this point, that way we ensure the client gets what they need.
- 2 Skills training.** Mainly soft-skills, but also other harder skills like Microsoft Office suite. We believe people will change and develop if the desire is right, so that's what we focus on. For our clients that means we offer a money back guarantee on all our training, if people don't change as a result of our events, we say "don't pay us". We offer all our clients support in engendering those changes, and often use our online support capability to complement face to face sessions.
- 3 Coaching the leaders of change.** We work with the leaders of change to enable them to be the catalyst for further change in their teams. Two elements combine to make our approach such a success. We enable change through the removal of things that block it, and we create an environment that produces fundamental and sustainable change. ...and by the way our coaches are credentialed, not just another someone who's read the book and jumped on the bandwagon!
- 4 A free resource for humans.** Because we believe that education should be enhancing, beneficial, even life changing, we put loads of that sort of content on our website. Click on us, for great content, for free.

