



**endor**   
learn and develop

# Practical Ideas

to extend performance

**your learning partner**

Applied Transferable Skills | L&D Consultancy Services |  
Bespoke Solutions | Open Learning | Psychometric Profiles



“The leadership programme really helped us to understand ourselves” Hodgson Sealants

## Welcome to Endor

### Focusing on the human side of work

We are a leading specialist provider of applied transferable skills and deliver practical ideas, tips and techniques to develop the performance of people. Our aim is to strengthen relationships in the workplace and beyond by creating clear, informative and engaging programmes. We design down to earth learning, with a strong emphasis on the implementation of new methods and techniques to improve productivity and enhance relationships. Straightforward, powerful ideas that people can relate to on a personal level.

Established in 2002, we have a proven track record of extending employee capability and commitment for every type of organisation - from emerging SME's and non-for-profit organisations, through to multi-site FMCG national companies.

### What we do:

- Applied transferable skills
- Employee engagement
- Management development
- Collaborative team working
- Facilitation and feedback
- Open learning programmes
- Psychometric testing
- Innovative learning resources

A man with a beard and a woman are shown in profile, smiling and clapping their hands. They appear to be in a meeting or a workshop setting. The background is slightly blurred, showing other people and what looks like a presentation board.

## Innovative learning for the incurably curious

### Creating conversations, making connections

All of our award-winning learning and development projects begin with the end in mind. We work hard to understand your expected outcomes and provide value by making everything we do applicable to your own work environment. We are highly collaborative and recognise that every project we undertake is as individual as the people who make up your organisation. Each management programme, team workshop and applied transferable skills programme is driven by you and can be fully customised to meet the needs of your workplace. The programme content, length, tone and emphasis will all be tailored to reflect your specific requirements.

Our goal is to create an infectious enthusiasm for learning which will impact on performance and be transformed into long term commercial advantage. We actively listen and constantly seek new and innovative ways to provide our clients with fresh and memorable learning solutions. Organisations who select our programmes, see increases in engagement, efficiency and effectiveness.

“Really made a real difference to  
our business” Merrick and Day

“Still having conversations about how beneficial the training was” VANL

# The Transferable Skills Framework

## Impact and Approach

Sometimes it's not what you do, it's the way that you do it. Get others on board to achieve your aims. Maximise differences of approach at work and discover new ways to increase credibility and personal impact.

**Understand Yourself and Others**  
Appreciate individual strengths and differences.

**Under the Influence**  
Enlist the support of others to achieve your objectives.

**Time to Thrive**  
Increase personal effectiveness and flourish at work & beyond.

**Assert Yourself**  
Express what you want directly and openly.

## Manage and Support

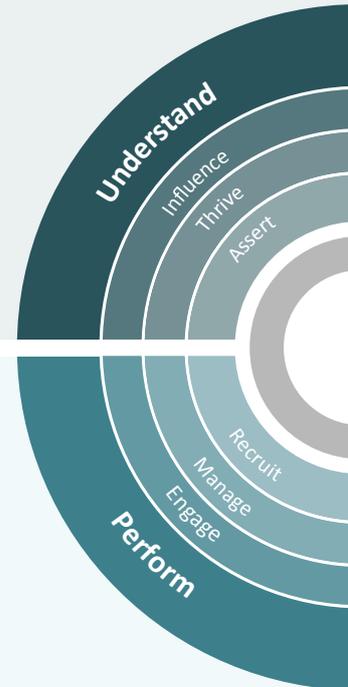
Explore new ways to enable and empower your people to deliver improved results. Identify, motivate and manage talent effectively by selecting transferable skills programmes from this section.

**Performance Matters**  
Share goals, achieve objectives and build contribution.

**Engage and Enable**  
Fresh ideas to build motivation and commitment.

**Manage the Human Factor**  
Deliver outstanding results through your people.

**Recruit Talented People**  
Identify and appoint exceptional staff.



Practical programmes, reflecting the needs of today's rapidly changing workplace

"Excelled at truly understanding our business objectives" Spirit Inns



### Listen Up

Master lifelong listening skills.

### How am I Coming Across?

Make connections, improve dialogue and reduce conflict.

### The Language of Work

Talk the talk and enhance prospects for progression.

### Applied Body Language

The secrets of non-verbal communication.

### The Creative Mindset

Simple methods to ignite innovative ideas.

### Collaborate

Pull together in effective teams and work groups.

### Change, Evolve and Adapt

How to embrace change and support others.

### Constructive Feedback

Excel in the art of the honest conversation.

## Communicate and Connect

Create conversations, drive discussions and establish worthwhile connections.

Excel at the art of interpersonal communication by selecting transferable skills programmes from this section.

## Involve and Inspire

Discover ways to build personal resilience and bolster adaptability at work. How to influence the flexibility of others and how to support yourself and your colleagues during times of organisational transition.

# Flexible assessment solutions

## Reliable insights into capabilities and preferred work approaches

At Endor we are committed to delivering effective learning and development which creates impact. We work as professional partners to achieve your goals by providing an engaging and flexible service which is shaped by the latest approaches and innovative practices. As registered providers of market leading psychometric tests and occupational personality profiles, we offer a number of proven assessment tools - each carefully selected to help reduce risk when making key business decisions. Endor are recognised by the British Psychological Society and are fully accredited to administer, interpret and feedback on a wide range of reliable and validated instruments. We work with OPP, Team Management Systems, SHL Talent Measurement and Thomas International.

We are also the sole UK distributor of the Revelation Development Profile®, providing you with up to practical 100 suggestions to extend performance.



“Engaging and informative”  
York City Council



“Endor’s approach and professionalism is first class” Innovate Logistics

## Our attention to your detail

### Professional standards and quality assurance

All our consultants are members of either: The Chartered Institute of Personnel and Development and/or the Chartered Management Institute. We are accredited to verify work for nationally recognised vocational standards including the Chartered Management Institute awards. Qualified to BPS level A and level B to undertake psychometric testing and interpret occupational psychological inventories. We also hold European Federation of Psychological Association (EFPA) Certificates of Competence. Quality is integral to everything we do and we only commit to a new project when we know we can deliver it to the highest standards. We work to the British Institute of Learning & Development Best-Practice Standards.

**Registered Servicemark Organisation | Enterprise Agency Award | HSBC Small Business of the Year finalist**

Get in touch to discover why leading organisations of all shapes and sizes, including Tata Steel, Chef and Brewer, York City Council, Vion Food Group and Merrick and Day, all choose to work with us.

**CIPD**



**opp**

unlocking potential





# Get in touch

discover learning that lasts

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