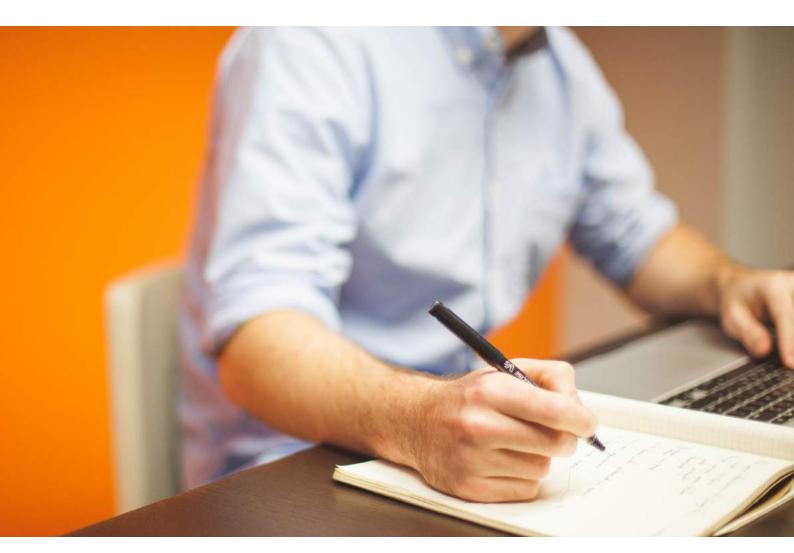Latest information regarding the
B2E Learning Services Offering

LEARNING
SERVICES

Placing human performance at the heart of
business performance

Lead Principal: Tony McNeill

LEARNING SERVICES OVERVIEW

Human Performance is at the heart of Business Performance and Learning is key to Human Performance improvement. B2E Consulting has a wealth of Learning and Development expertise gained over many years of working with Blue Chip companies on important and transformational programmes.

Our consultants have experience right across the learning spectrum, from learning strategy, design, development and implementation.

'businesses are making significant investments to improve their performance to remain competitive'

Businesses need to help their people to learn new knowledge and hone new skills in an effective and efficient manner largely missing from today's common practice.

TYPICAL CHALLENGES

In the modern economy change is a constant. Businesses are making significant investments to improve their performance to remain competitive.
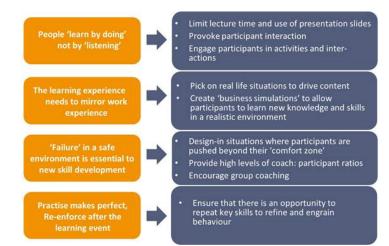
For most, return on investment remains illusive and the root cause can often be traced to their people. The creation of a new computer system and its underlying processes will only fulfil its promise if people have the right knowledge, skills and attitudes to maximise the potential.

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UNIQUE SOLUTIONS

B2E Consulting places strong emphasis on learning design and has deep and specialist experience of creating innovative, effective learning events for a wide range of Blue Chip clients.

SOME KEY DESIGN PRINCIPLES

People 'learn by doing' not by 'listening'	• Limit lecture time and use of presentation slides • Provoke participant interaction • Engage participants in activities and inter-actions
The learning experience needs to mirror work experience	• Pick on real life situations to drive content • Create 'business simulations' to allow participants to learn new knowledge and skills in a realistic environment
'Failure' in a safe environment is essential to new skill development	• Design-in situations where participants are pushed beyond their 'comfort zone' • Provide high levels of coach: participant ratios • Encourage group coaching
Practise makes perfect, Re-enforce after the learning event	• Ensure that there is an opportunity to repeat key skills to refine and engrain behaviour

Research over many years has shown the design principles shown in the above figure to be critical to effective adult learning. 'Learn by doing' within a realistic but safe environment is fundamental to our belief and approach to learning. However, a learning intervention, such as a Workshop is only a start on the journey to embedded behaviours and habits.

We also place a high emphasis on post-event support such as Wikis, blogs, coaching and follow-up sessions.

Tony McNeill is the B2E Consulting Principal leading the Learning Services Offering. Tony is a co-founder of B2E Consulting and has been a management consultant for over 30 years. During his earlier career he led the European ELearning Practice for Accenture doing significant projects for companies like Siemens, Compaq and BT. With B2E Consulting Tony's learning clients include The Dorchester Collection and UK eUniversities.

Service Offerings at B2E Consulting are supported by our community of over 20,000 high calibre, expert consultants.

Our scale allows us to select experts with training, functional and industry experience ensuring we fully understand a client's goals, content and context.

We usually expect to partner with a client to develop a learning event that will be truly effective, different and memorable whilst leveraging our unique business model to ensure quality and value for money.

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CONSULTING
FUELLING TRANSFORMATION. POWERED BY EXPERTS

a "gig economy" consulting company with access to over 20,000 'high calibre' management consultants offering "full service" to interim consulting

Why B2E?

1. Immediate access to quality consultants at significantly lower cost

2. Specialist delivery through a consulting community of >20,000 experts

3. We understand transformation - our B2E team share >200 years top tier consultancy experience

The majority of our B2E Community have come from the top 10 global consultancy firms

Trusted by...

AIG
Linklaters
BAA
LV=
HSBC
Virgin media
Santander
Standard Chartered

>50%

B2E Community has 'Financial Services' experience. (>10,000 Consultants)

Since 2002, our Consultants have worked on ~700 business transformation assignments across a range of areas, technologies and business challenges

www.b2econsulting.com