Welcome to a new world of training: the world of mentored learning.
Reconciling immediate and future individual or collective needs with cost and quality control is something that HR/training managers must face every day.

CrossKnowledge Mentored Learning offers a ‘training centre’ that provides the answer:

- Individual training tailored to fit each learner’s needs.
- Practical applications ideally suited to operational requirements.
- Highly qualified trainers providing participants with what they really need.
- Instantly available training free of the constraints of time, place or minimum take-up.

Welcome to a new world of training: the world of mentored learning.
CrossKnowledge Mentored Learning: an instant response to your employee’s training needs.

CrossKnowledge Mentored Learning means you can provide training on demand focusing on a whole range of themes: management, finance, professional development, and communication, to name but a few. It means you no longer have to wait for months or get together a minimum number of participants before you roll out your training programme.

This solution frees you from the usual constraints of classroom or blended learning, offering the flexibility of 100% distance-learning that is pre-packaged and thus easy to implement.

Offer your staff personalised training directly related to their daily work thanks to the Mentored Action Learning™ method, combining teaching, practical applications and individual follow-ups - all at a very reasonable cost.

ONLINE TRAINING
The learner follows the CrossKnowledge training sessions, which include a set of tools that will help him/her achieve his/her learning goals. Each training unit is immediately followed by practical applications, thus maximising both motivation and assimilation.

BENEFITS FOR THE COMPANY
The company offers its staff high-quality training opportunities created in collaboration with recognised experts. Participants access the training sessions directly from their work station.

BENEFITS FOR PARTICIPANTS
Learners have access to content used in the best business schools around the world. Training is accessible round the clock, seven days a week, which means learners can plan training windows to fit their schedule.

The 5 key principles of Mentored Action Learning™
1. Developing skills on-site over a 3-month period
2. A range of learning methods to facilitate assimilation: e-learning, practical application, follow-up and feedback from trainer
3. Written consolidation exercises for effective learning
4. Before-and-after checking and skills measurement
5. Certification formally recognising skills acquisition
APPLICATION TO REAL CASES
Learners prepare to implement what they have learned by using the preparation and analysis grids supplied. Then they apply the suggested methods to real-life scenarios. As the practical stage immediately follows on from the learning stage, the transfer rate is exceptionally high.

BENEFITS FOR THE COMPANY
The immediate application of what has been learned online means that the training has an instant impact on the participant's work.

BENEFITS FOR PARTICIPANTS
Doing a real job that relates directly to the subject covered in the training session is the best way of ensuring skills enhancement. It means the person makes progress in his or her job in parallel with the training process.

FEEDBACK WITH THE TRAINER
Participants prepare feedback focusing on best practices and areas for improvement. They interact with their trainer, who helps them to progress with a “coaching” style of questioning and practical advice. This interaction is an effective way of consolidating new knowledge.

BENEFITS FOR THE COMPANY
Offering staff individualised support tailored to a particular company setting.

BENEFITS FOR PARTICIPANTS
Individual follow-up and feedback on progress. The trainer/coach is attentive to the learner’s needs and focuses on progress made and areas for improvement.
5 reasons to use CrossKnowledge Mentored Learning

1. Quality resources

Resources used in individual training programmes (sessions, essentials, videocasts and so on) are designed with the help of experts from top business schools (Harvard Business School, CEIBS, HEC, Stanford, IMD Lausanne, ESCP Europe, etc.). They are based on internationally recognised concepts and techniques.

2. Experienced trainers

Our carefully selected trainers have at least 15 years’ experience, our priority always being to provide learners with the most effective ongoing support.

3. Monitoring and feedback

Learners are monitored throughout the training process. Between two skills measurement assessments carried out before and after the training, the learner is individually monitored by an experienced trainer, as well as by training advisors who regularly check and report on progress. These monitoring procedures are key success factors as they ultimately encourage a proactive learning approach.
Cost

At a time when cost control is at stake, you can prepare for your company’s future by continuing to train people at competitive rates without cutting corners in terms of quality. Our pre-packaged and 100% distance-learning solution costs 5 to 10 times less than traditional training methods.

Availability

CrossKnowledge mentored learning is quick to implement and frees you from the constraints of date, location and minimum number of participants. You can now respond instantly to your company’s training needs.

Training is accessible round the clock, seven days a week, which means learners can plan training windows to fit their schedule and availability.

Mentored Action Learning™: an innovative teaching method

Adults learn from experience and by trial and error. CrossKnowledge has used this simple observation as the basis for a revolutionary teaching format. The basic idea is to carry out a real job that relates directly to the subject, with the support of a qualified trainer.
Overview of CrossKnowledge Mentored Learning

FOR LINE MANAGERS AND PROJECT MANAGERS

Management

- Steering a change project
- Mastering the basics of daily management
- Leading my team to obtain results
- Delegating and empowering
- Dealing with conflict in my team
- Developing my staff’s skills
- Successfully conducting an annual appraisal interview
- Successfully managing my face-to-face meetings with staff
- Developing my team’s creativity and initiative
- Improving my team’s client-focus
- Taking charge of my new team
- Recruiting an experienced new member for my team
- Developing my negotiating skills
- Succeeding as an occasional trainer
- The keys to successful project management
- Managing in a non-hierarchical situation

Sales & negotiation

- Succeeding in my sales

FOR LINE STAFF

Personal development

- Effectively using my emotional potential
- Coping more effectively with change
- Developing my self-confidence
- Asserting myself to avoid conflicts and tense situations
- Successfully managing my stress at work
- Organising myself better to boost my everyday effectiveness
- Managing conflicts and verbal aggression from clients
- Control my stress

Communication

- Public speaking
- Successfully conducting my meetings
- Selling my ideas
- Succeeding in my appraisal interview
- Optimising my relations with others and better cooperating
Personal development
- Establishing positive relations and ending daily conflict
- Better handling the stress of being a manager
- Developing my creative potential
- ★ Regaining control over my time and my priorities

Communication
- Asserting myself and improving my leadership skills
- ★ Successful public speaking
- Running my meeting successfully
- Working across cultures
- Gaining the adherence of my team members

Marketing
- ★ Marketing for non marketers

Management control
- Managing my activity’s economic and financial performance

Finance
- Creating value on a daily basis in my activity
- Integrating finance in my management

Management control
- Better managing my costs and my budget

Finance
- Giving consideration to the financial aspect of my work

Bestsellers
Complete list available at www.mentored-courses.com
CrossKnowledge Mentored Learning is available in various languages (please contact us for details)
CrossKnowledge is European leader in management skills development, using distance learning supported by new technologies.

CrossKnowledge, as a training organisation, designs and develops the most extensive catalogue on the market today, with over 10,000 multilingual training products covering all aspects of management (applied professional development, customer orientation, sales and negotiation, leadership, strategy, communication, and so on).

CrossKnowledge boasts a unique combination of innovative techniques using the latest multimedia technology. Content is jointly developed with top authors, teachers and management professionals from worldwide.

By offering natural, intuitive and effective online teaching solutions, CrossKnowledge provides learners with ongoing support, considerably enhancing their performance in terms of expertise, personal development and management fundamentals.

For more information about mentored learning: www.mentored-courses.com
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