

# IN-HOUSE EVENTS AND MASTERCLASSES

Solace in Business can develop and / or provide accreditation for in-house senior management programmes. These can range in size from quite short to full year-long Diploma programmes. There is immense flexibility in content and scope and our partners are creative in their ability to develop assessment approaches that are meaningful to both learners and the organisation. These will normally involve some form of analysis or application, leading to a report that forms the basis of the assessment.

We design programmes through close liaison with our clients. We include a blend of learning that is suited to the demands of the organisation as well as the needs of the learners, linking learning wherever possible to real issues in the workplace or the strategic environment.

Methods used can include, but are not limited to:

- Workshops and seminars
- Individual coaching
- 360 appraisals
- CPD Planning
- Personality profiling
- Project based learning and assignments
- Reflective reviews
- Action learning
- Online learning
- Targeted readings

We develop themed approaches, where the themes are linked both to the organisation's strategic aims and objectives and the outcomes required for ILM accreditation.

In doing so, we are able to deliver development programmes that have impacts for both the organisation and the individuals and groups undertaking them. We measure the impact that our programmes have made, providing a clear insight into the return on investment achieved through them.

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