



NIT

Consulting and Advisory Services

Strategy & implementation
consulting to help define talent &
learning strategies and implement
them to deliver impact.

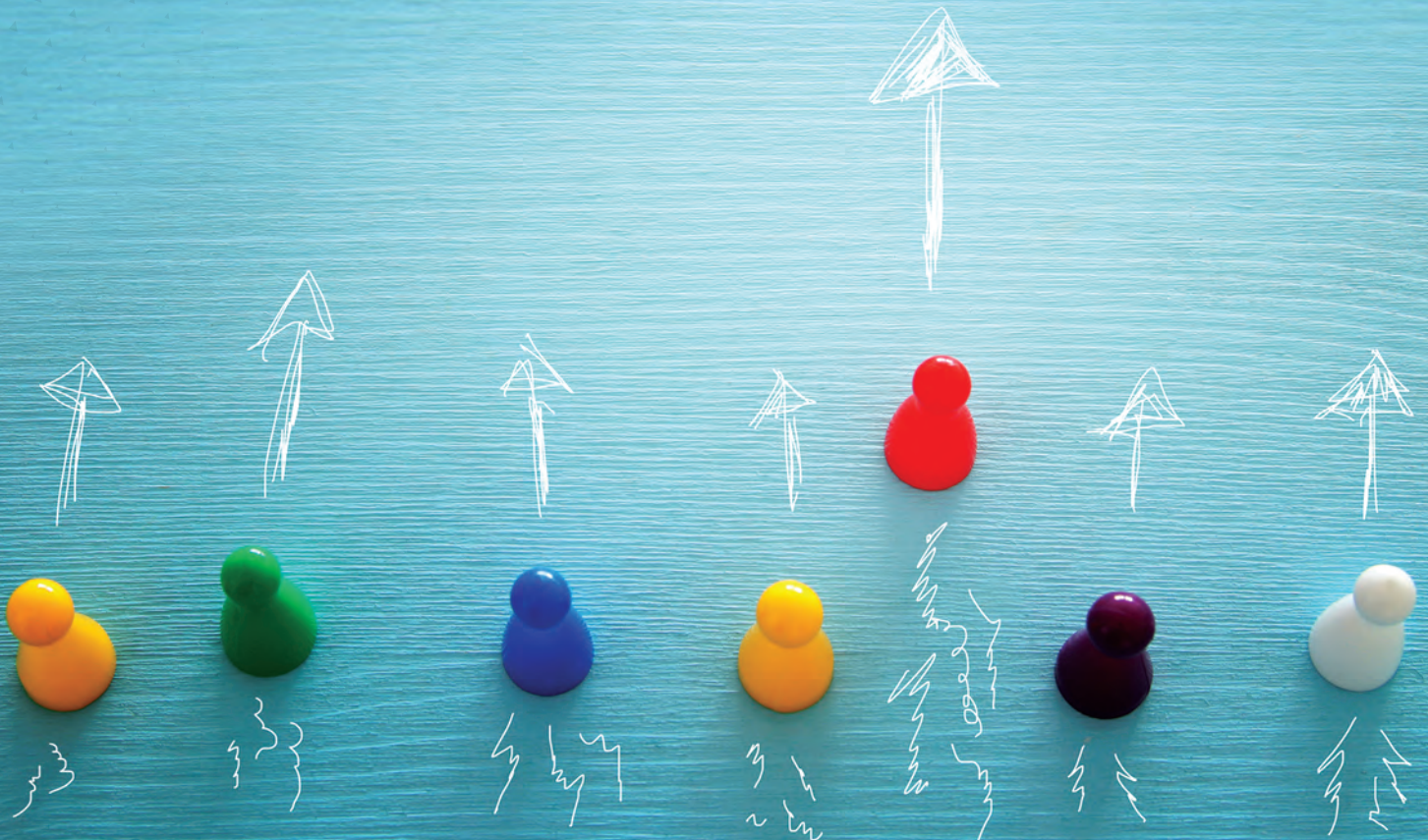


Talent Management & Learning Transformation: A Common Challenge

Working with industry leaders across the globe has shown us that while the learning culture at each organization is somewhat unique and learning priorities differ, the core talent management and learning challenges are similar. Currently, these include ensuring talent readiness to support business goals, developing a digitally ready workforce, creating learning effectiveness at scale, ensuring global reach, bringing agility to respond to business needs, defining mechanisms to preempt and predict talent and learning needs, and supporting colleagues in their career journeys.

As L&D comes into the spotlight, L&D operations have to find ways to become more efficient and effective. Learning leaders must deliver amidst tighter budgets and growing demands of scalability and reach. Now more than ever, L&D leaders must leverage technology and implement connected tools and platforms to enhance learner engagement, maximize learning impact and continue deliver unmistakable value to business.

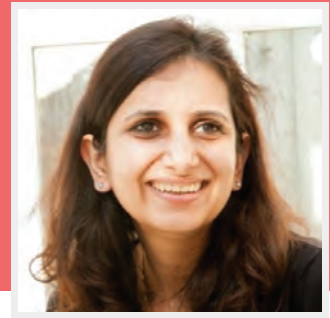
NIIT Consulting & Advisory Services helps organizations transform their talent and learning practices and maximize the value to businesses.



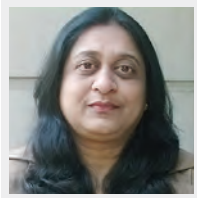
Our Team

Transformation is tough. So are we.

We derive our strength from an engaged, passionate and highly experienced team of learning consultants. We deliver transformative value for our clients while never losing sight of their goals.



Pooja Singh Mehta
Principal Consultant



Ritu Aggarwal
Learning Consultant



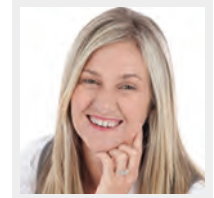
Darren Ardeman
Learning Consultant



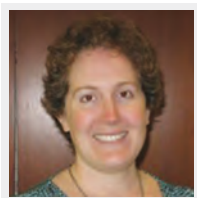
Cynthia Atkins
Learning Consultant



Narrinder Bassi
Learning Consultant



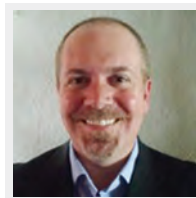
Kerry Dawkins
Learning Consultant



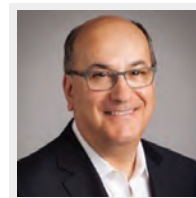
Kimberly Damon
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Amie Ellis
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Ben Hulke
Learning Consultant



Tony Irace
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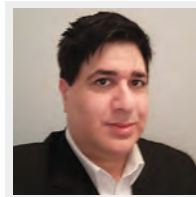
Al Johnson
Director



Bhawna Kumar
Sr. Consultant



Christine Locher
Learning Consultant



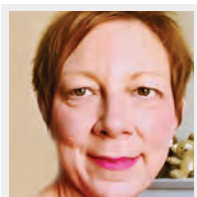
Parvez Magrey
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Diane Malamut
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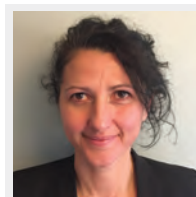
Terry McGoldrick
Director



Helen Molloy
Learning Consultant



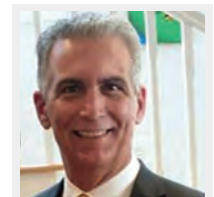
Sally Nichols
Learning Consultant



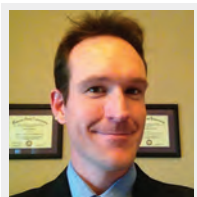
Carine O'Flaherty
Learning Consultant



Helen O'Reilly
Learning Solutions
Consultant



Dana Wagner
Learning Consultant



David Waterson
Learning Consultant

Our Commitments

Strategies that Deliver Impact

We believe that strategy is only as good as its impact. When we recommend a strategy, we will work with you in the trenches to implement the strategy.

Our learning consultants all have deep experience in operationalizing talent and learning strategies and present a unique combination of mature consulting practices with practical insights.

Insights Backed by Research

We believe that strategy is only as good as its impact. When we recommend a strategy, we will work with you in the trenches to implement the strategy.

Our learning consultants all have deep experience in operationalizing talent and learning strategies and present a unique combination of mature consulting practices with practical insights.

Leap Forward with a Safety Harness

As we plan the future with our clients, we also ensure we are setting up our clients for success as we do that. We are bold in our ambitions for our clients, but we are also practical in recognizing what it will take to create the shifts.

Leverage the Best

We are one of the leading learning services organization in the world. We know a lot about learning, but we will never shy away from leveraging new partnerships and collaborations to bring the best to our clients. When our clients choose to work with us, they can rest assured that they have access to the best thought models and technologies that are available.

Our Consulting Services

	TALENT STRATEGY & BUSINESS ALIGNMENT	TALENT ACQUISITION	LEARNING TRANSFORMATION	EMPLOYEE & LEARNER EXPERIENCE	LEADERSHIP	TALENT & LEARNING TECHNOLOGY
OVERVIEW	Strategic workforce planning and talent strategies integrated around future disruptive technologies, skills & competencies analysis and planning, roadmaps and solutions to address critical talent needs. Identification of talent pools and sourcing strategies to attract and retain key talent pools inclusive of D&I and other key business imperatives.	Alignment of talent sourcing and skills development required to meet critical business talent needs. Support and develop new talent pools to meet business needs. Ability to do pivot analysis of existing to new talent needs integrated with your "build, borrow and buy" strategy.	We bring comprehensive services & proven strategies spanning all aspects of the internal/external needs around learning transformation. This includes upgrading of skills, new organization models & related governance, technology, and other related areas. We also support organizations in defining and creating open talent markets and new career models, resulting in skills development and capability building programs to directly support business needs. approaches.	Integrated solutions to enhance the employee experience aligned to business strategy. Creation & implementation of performance management programs, systematic approaches to the multiple factors impacting employee engagement along with strategies & approaches designed to upgrade the employee experience. The complex interaction of these components are critical to accelerating and impacting employee performance across the enterprise.	Leadership models, identification of high potential leaders, and programs to accelerate leader development at all levels. Develop solutions for new leader-based team models. Develop succession approaches for key positions to accelerate impact and success of the new leader.	Talent and Learning Technology ecosystem analysis and selection. Best in class analysis, RFP support and evaluation, recommendations for a total employee experience.
SERVICE OFFERINGS	<p>Future of Work Analysis & Planning</p> <p>Enterprise skills & capabilities</p> <p>Capability clouds & career paths</p> <p>Re-skilling & Upskilling solutions</p> <p>D&I journeys & programs</p>	<p>Internal talent marketplace</p> <p>Build, borrow & buy strategy</p> <p>New Hire onboarding</p>	<p>L&D Organization</p> <ul style="list-style-type: none"> > L&D Transformation business Case > Learning technology transformation > L&D operating models > Learning business processes > Vendor and partner ecosystems <p>Learning Analytics</p> <p>Portfolio Transformation</p> <p>Learning in the Flow of Work</p> <p>Academies and Capability Institutes</p> <p>Learning Benchmarking</p>	<p>Performance Management Models</p> <p>Cultural Transformation</p> <p>Transforming Employee experience</p> <p>Engagement models</p>	<p>Leadership Development Journeys and Curriculums</p> <p>High Potential Programs</p> <p>Coaching & Mentoring Programs</p> <p>Succession Models and Approach</p>	<p>Learning technology Ecosystem</p> <p>Digital L&D readiness assessment</p> <p>Learning Technology RFP management</p>
OUTSOURCED LEARNING SERVICES	Content Design & Development	Content Curation	Learning Delivery	Learning Administration	Strategic Sourcing	Learning Technology
COMMON OFFERINGS	Change Communications and Training Project Management Transformation Office Learning Governance					



Learning Transformation

Our comprehensive services and proven strategies deliver a 360-degree view of learning transformation including internal and external training needs. This includes skill upgradation, new organizational and operational models and their related governance, technology, and other associated areas. We also support organizations in defining and creating open talent markets and new career models, resulting in skills development and capability building programs to directly support business needs.

Consulting Services:



L&D Organization

Efficient and effective L&D organization that delivers unmistakable business value.



Academies and Capability Institutes

Drive competitive differentiation through centers of organization-specific capabilities.



Portfolio Transformation

Effective, efficient and business-aligned learning portfolios.



Learning Benchmarking

Benchmarking effectiveness and efficiency to target L&OD transformations.



Learning in the Flow of Work

Effective learning that fits the working days and lives of learners.



Learning Analytics

Data that measures outcomes and delivers actionable insights.



Talent Strategy and Business Alignment

We identify talent pools and sourcing strategies to attract and retain key talent pools that support Diversity and Inclusion and other key business imperatives. Our team provides strategic workforce planning and talent strategies integrated on future disruptive technologies, skills and competencies analysis and planning as well as roadmaps and solutions to address critical talent needs.

Consulting Services:



Future of Work Analysis & Planning

Future-proofing the workforce, ensuring the skills of tomorrow are developed today.



Reskilling & Upskilling Solutions

Integrated, business aligned approach that brings together HR, OD, talent and learning to define your skilling strategy.



Enterprise Skills & Capabilities

Strengthening your organization's ability to execute on business strategies through talent readiness.



D&I Analysis & Programs

Leveraging diversity & inclusion to create high-performing teams in a high-performance organization.



Capability Clouds & Career Paths

Gaining critical insights into your organization's capability to help make strategic talent decisions.

Talent Acquisition

We align talent sourcing and skills development to meet critical business talent needs by supporting and developing new talent pools. With a pivot analysis of existing to new talent needs, we integrate with your “build, borrow, and buy” strategy.

Consulting Services:



Internal Talent Marketplace

Mobilizing internal talent to create a reliable talent pipeline while driving employee retention and engagement.



Build, Borrow & Buy Strategy

Talent acquisition models to help manage the cost, agility and pipeline of business-critical talent.



New Hire Onboarding

Ensuring productive talent from day one.



Employee Experience

We deliver integrated solutions to transform the employee experience aligned to business strategy. We create and implement performance management programs to accelerate employee performance across the enterprise. Our goal is to upgrade the employee experience through systematic and strategic approaches to the complex interaction of multiple factors that impact employee engagement and performance.

Consulting Services:



Performance Management Models

Valuing employees and increasing commitment and performance.



Transforming Employee Experience

Driving business productivity through enhanced employee engagement.



Cultural Transformation

Delivering strategic change via cultural transformation that drives behavioral shifts.



Engagement Models

Employee-centric, flexible approaches to differentiate from one-size-fit all models.

Leadership

Our comprehensive approach to leadership includes leadership models, identification of high potential leaders, and programs to accelerate leader development at all levels. We develop solutions for new leader-based team models and define succession approaches for key positions to accelerate impact and ensure success for new leaders.



Consulting Services:



Leadership Development Journeys and Curricula

Sequencing the right activities at the right time to grow capable leadership within the organization.



High Potential Programs

Retaining and developing high potential performers while building a pool of future leaders.



Coaching and Mentoring Models

Using a structured framework to enhance talent development.



Succession Models and Approach

Ensuring continuity across key roles now and in the future.

Learning Infrastructure

Our learning infrastructure services include talent and learning technology ecosystem analysis and selection. We support our clients' learning infrastructure needs with best in class analysis, RFP support and evaluation and recommendations for a complete employee experience.

Consulting Services:



Learning Technology Ecosystem

Utilizing modern, reinvented Talent Management Systems to contribute to an enhanced user experience.



Digital L&D Readiness Assessment

Increasing flexibility and efficiency by using technology to replace traditional learning workflows.



Learning Technology RFP Management

Bringing order and efficiency to the critical vendor selection process.



To know more about NIIT Consulting & Advisory Services, please contact:

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About NIIT

Established in 1981, NIIT offers Managed Training Services to market-leading companies in over 40 countries worldwide. Our comprehensive suite of Managed Training Services includes custom curriculum design and content development, learning administration, learning delivery, strategic sourcing, learning technology, and advisory services. With a prolific team of experienced learning professionals, NIIT is dedicated to helping customers increase the business value of learning and development. Built on the sound principles of 'Running Training like a Business', NIIT's Managed Training Services and best-in-class training processes enable customers to align business goals with L&D and demonstrably improve learning effectiveness and efficiency to create transformative business impact.

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