

How do you **bridge the gap** between training and the workplace?

Maybo Training Delivery

Flexible blended learning delivered by Maybo or by your own staff

We know training budgets are restricted and abstraction time causes resourcing issues, so we offer a number of training delivery options to help you manage your spend and staffing levels whilst achieving relevant, tailored conflict management training for your staff.

Course Based Training

Maybo designs training to meet your requirements and delivers direct to your staff whenever and wherever required. We take time to understand your training needs and the unique challenges and scenarios your colleagues and service users face to ensure our courses are highly relevant. Learners receive superb resources and certificates with a range of accreditation and qualification options.

Our training includes:

- A training needs analysis to determine the best training programme for your staff
- A course delivered by one of our specialists on your premises
- Superb workbooks for each delegate
- A nationally recognised Maybo certificate for each member of staff
- A detailed course feedback report including delegate feedback on the course, our trainer's feedback and recommendations from our specialists

Maybo trainers are well qualified, have first-hand operational experience in managing conflict and are also skilled facilitators who respect and draw upon the experiences of learners.

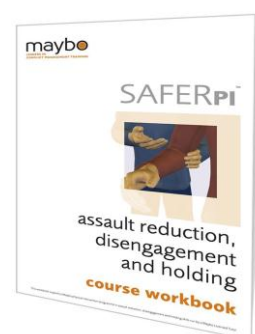
Trainer Training

Maybo trainer development programmes for both conflict management and physical intervention are well established and employers in every sector have gained the capability and capacity to deliver Maybo's market leading accredited training programmes in-house using their own trainers. This gives them a high quality, affordable and sustainable training solution.

Trainers can gain national qualifications whilst undertaking their development with Maybo and benefit from being able to deliver one of the best suites of conflict management training programmes available. Each member of staff trained receives a Maybo workbook and a nationally recognised Maybo certificate, with accreditation from leading awarding bodies available.

Delivery records of Maybo programmes and easy ordering of workbooks and certificates is achieved using our bespoke, online administration system.

Maybo's specialists are on hand to support your trainers and annual recertification events update trainers on programme developments and best practice and refresh their knowledge and skills.





Training is the easy bit - transfer to the workplace is the real challenge. Maybo helps you bridge the gap through integrating learning from induction to refresher, and equipping your organisation with the tools to deliver this.

Workplace coaching

Our leading edge skills coaching and problem solving model allows local champions to refresh staff skills in the workplace and help resolve problems as they arise and before they become chronic.

Awareness levels and psychomotor skills fade and from time to time local services need support to deal with new challenges.

Combined with our comprehensive workplace learning resources and e-learning our workplace coaching package means the effects of training are sustainable in the mid to long term.

We train nominated individuals in your organisation to coach our skills set and equip them with an extensive range of resources, including a full library of video clips of all of our physical intervention skills. Using this model they will have the confidence and competence to support frontline staff with post-incident learning, problem solving and refreshing their skills.

This approach is effective in supporting the transfer of knowledge and skills learnt on training courses into the workplace.



E-Learning

E-learning can provide the complete solution for developing staff abilities in managing conflict or play a valuable role within a blended learning strategy.

Our e-learning self-study programme is also available in an easy to follow workbook

Maybo conflict management e-learning modules allow you to:

- Induct staff, top up and refresh knowledge at work or from home
- Deliver underpinning knowledge to reduce training time and allow more skills practice
- Meet the needs of lower risk staff and free up courses for staff most at risk
- Increase awareness of conflict amongst all your staff from as little as £3 per head
- Include your branding and key policy messages

Blended Learning

Combine training delivery methods to maximise value and target practical skill and technique coaching at greater risk staff roles.

The cost will depend on the level of training and delivery method you choose. Our prices are competitive and we will work with you to help you achieve your staff training needs within the available budget.