



**CONSULTATIVE  
TRAINING**

PROPOSED BY  
K.M. CONSULTING  
CORPORATION

WE DRIVE YOUR SUCCESS

TRAINING WHICH USE CONSULTING METHOD/PROCESS TO DRIVE TRAINING SUCCESSION ACCORDING TO BUSINESS EXPECTATION IS

# CONSULTATIVE TRAINING

## Learning Dynamic Cycle

is Learning and monitoring process. This process start from business expectation and clients situation based learning. This process have been researched for 6 years and be generalized to more than 50 company. It's one of knowledge utilization approach to ensure attendants can utilize these knowledge from development program and finally the company shall be Continuous Learning Organization)



## CONSULTATIVE TRAINING VS TRADITIONAL TRAINING



Consultative Training	Traditional Training
2days for training	2 days for training
2 times for monitoring	No monitoring process
Intellectual Agility report	No any report
Business and Performance result	Learning and Satisfaction Result

## HYBRID METHOD LEARNING MODEL/METHOD



Learning Method	
<b>Workplace integration of learning</b> (On and Off the Job Experiences) – 70%	<ul style="list-style-type: none"> <li>Project/ Task assignment</li> <li>Job Rotation</li> <li>New Role Assignment</li> <li>On the job training</li> </ul>
<b>Learning via Others</b> (Relationship and Feedback) – 20%	<ul style="list-style-type: none"> <li>Coaching and Mentoring</li> <li>Self development</li> <li>Direct feedback/reviewing</li> </ul>
<b>Learning via Event</b> (Training and Education) – 10%	<ul style="list-style-type: none"> <li>Training course (In-house/ Public/Online/ Distance)</li> <li>Scholarship</li> </ul>