

# Ibec Academy Customised Training Programmes



# Applied, Accredited, Impactful, Learning

At Ibec Academy we specialise in developing 'people at work', offering applied and accredited professional development programmes designed around real-life scenarios, delivered by subject matter experts.

Ibec has an extensive history in the area of business knowledge, industry collaboration and management expertise, all of which informs the programmes we deliver.

We know the real issues that employers face every day as we advise and represent companies ensuring the learning is real and impactful

## Why choose us?

Ibec knows business

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Our training has applied relevance

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We share emergent thinking and real life examples

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We offer accredited development programmes with our strategic partner, Technological University Dublin

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## Why choose us for your customised solution?

Emergent thinking

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Our expertise

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Accreditation

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People and Performance

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Real Life Examples

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Learning what makes an impact

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# 30

Over 30 years  
developing managers

# 15

15 years of  
ISO accreditation

# 200

200 customised programmes  
across 2021

Innovative portfolio of  
customised programmes,  
online courses, seminars and  
short courses nationwide



# 6,000

Over 6,000 managers  
developed in 2021

# 64

64 accredited  
programmes

# 70

70 highly qualified  
facilitators

Many of our programmes are  
accredited by Technological  
University Dublin, European  
Mentoring and Coaching Council,  
Mediators Institute of Ireland,  
Quality & Qualifications Ireland,  
the Pre-Hospital Emergency Care  
Council and are on the National  
Framework of Qualifications



# 300

300 open  
programmes

Excellent customer  
satisfaction and repeat  
business

# 300

300 graduates from accredited  
programmes in 2021



# Why us?

## Applied Learning

Our learning is designed to be impactful so that you can apply it in a real way at work. The skills and knowledge learned is current and grounded in the real world.

## Accreditation

Through our strategic partnership with TU Dublin, we offer a range of cpd accredited certificate and diploma courses with a recognised award on the National Framework of Qualifications.

## Emergent Thinking

We share Ibec's current thinking and best practice examples with expert opinion and thought leadership to guide how you apply this in practice with your people.

## Our Trainers

Our experts have practical experience advising companies every day. They share real examples and best practice to inform your future decision making and behaviours at work.

# Approach

## 1. Discovery

We spend time with you to ensure we have a clear understanding of your needs and specific goals to build on your values, culture and people

## 2. Design

We work with you to design a practical programme with actionable takeaways that allow participants to embed the learning in a practical way

## 3. Delivery

We match the right trainer to your organisation who will support your people in developing the core competencies and bringing about the changes required

## 4. Debrief

Feedback and assessments are completed during and post programme to ensure the learning makes a real impact. Results, behavioural changes and impact on team will be reviewed and contribution to company goals. Individual reflection form and input for Personal Development Plan

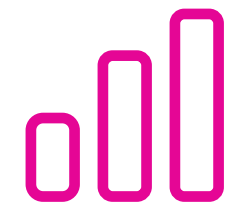


# Areas of expertise



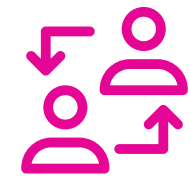
## Management Development

Our specialist trainers build the core skills and competencies needed by managers to get the best from their teams. We bring industry best practice showcased through real case studies in all our programmes.



## Personal Development

By identifying each person's natural strengths and personal style, our courses work to build on core areas of personal development that make an impact to the person, their team and the organisation overall.



## Business, Operations & Finance

We help managers to understand finance & operational effectiveness in a way that can be applied to an organisation. We ensure agile working & effective project management make a powerful impact on performance, productivity & bottom line results.



## Employment Law

Ibec's extensive experience in guiding members around the nuances of employment law and how it applies in practice ensures our employment law courses, both short and accredited, are widely acknowledged as being the best in Ireland.



## Industrial Relations

Ibec advises and represents companies from all sectors on those thorny industrial relations issues. This enables our programmes to focus on real situations, powerful case studies and third-party recommendations.



## Occupational Health & Safety

Through our team of expert OHS specialists, who advise organisations every day on all aspects of OHS, we understand the real challenges faced in this area. We ensure your knowledge & skills reflect the current work environment.

# What our customers say about us?

“The quality of training facilitators is excellent which enhances the learning experience and transfer of knowledge. A number of our colleagues successfully completed the Managing People Skills programme and the feedback from participants has been extremely positive due to the practical application of learnings in their management roles and career development

Philip Ducie

Group Head of Human Resources, Glennon Brothers,

“A great course, really well structured. The material was comprehensive and relevant to our Company’s policies, procedures and core values. The case studies and the knowledge of the presenter was in-depth and really helped everyone in better understanding case law and how it is applied. Overall great experience and I would highly recommend to other organisations.”

Miriam O’Shea

Talent & Capability Manager, Tesco

“We have enjoyed working on several programmes with IBEC focused on professional development at various levels, from our graduates to managers. The course customisation and consultations ensure that we are targeting competencies and skills that are aligned with our values and business objectives and delivered in a meaningful way to our team.”

Taylor Hanson

Training & Development Coordinator, Glenveagh Properties

“We are delighted with the customised programs Ibec has designed for our Senior Leadership Development Program and our Future Leaders programs, in addition to our short programs from the standard menu which we have found invaluable in the areas of Health & Safety and HR law in particular. Our partnership with Ibec has been one of the best ‘investments in people’ we have engaged in in recent years.”

Deirdre Clarke

Group HR Manager, Portwest

If you would like to schedule a call to discuss a tailored solution for your needs.  
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