

The Learning & Development Resource Centre.



About Us

Training Tools for Developing Great People Skills.

Since 1977, HRDQ has been researching, creating and publishing training tools for developing great people skills. We offer a rich catalogue of research-based assessments, simulations, games and programmes in practical formats suitable for trainers, facilitators and coaches of any experience level. Our products are carefully designed to improve the performance of individuals, teams, and organizations. You look to us for effective, time-saving learning solutions that address today's most in-demand people skills like communication, leadership supervision, emotional intelligence, collaboration, critical thinking, decision making, conflict resolution, and more. From frontline employees to senior-level executives and everyone in between, our products help initiate and promote lasting change.

Better Learning. Better Performance. Better Life.

Experiential is the key word that explains the power of HRDQ products to deliver on our promise of **better learning**. HRDQ activities don't place learners in a passive environment where they simply listen to someone describe how something should be done. Instead, we engage learners in situations where they discover the value of a skill for themselves and then *practice* it.



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Practice is critical, because, without it nobody can become more skilful - at anything. To master bicycle riding, you must get on a bike; listening to someone describe how to do it isn't enough. The same applies to the broad range of interpersonal skills covered by HRDQ programmes. No matter how much information you absorb about these skills, your first attempts to perform them are likely to be awkward. No practice? No skill.

Experiential Learning results in **better performance**, because it increases the odds that training will transfer from the learning environment to the workplace, where it really counts, where participants can apply what they have learned in a way that improves their job performance. Why? Think about it. If you have learned something about a skill, but you've never practiced performing it, would you want to debut your first attempts before an audience of real supervisors, subordinates, co-workers, or customers? Practice during training, in a (hopefully) consequence-free environment, leads to application on the job because it gives learners the self-confidence to use and refine a skill in the real world. They've been there. They've done it. They know they can do it again.

And better performance leads to professional and personal success, which leads to a **better life**. We aren't referring only to higher salaries, promotions, and status, though all of those certainly matter. We mean simply this: Any activity, task, or job is far more rewarding when you can perform it skilfully. Life is better when you do things well.

Contact: Denise Van Heerden • +27 (0) 83 300 4233 • denise@ninanathi.co.za

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