



## CUSTOMIZED trainings

English-speaking countries  
(quotation on request)

For established teams or a specific category of employees.

On the basis of a **request expressed by**  
a Supervisor (for his teams) or  
an HR / Training Manager,

**clarification of the project and building of a CUSTOM-MADE action.**

You call us to give us the background and the challenges.  
You can complete this first interview by sending us your specifications.

- Based on these elements, we send you a **summary of our discussions**, to ensure that we are in tune with your request.
- Once the summary, has been validated by you, **we set up the Trainers Team** with the right profile for this mission.
- **If they are OK and therefore engaged / committed**, a conference call is organized, between the HR / Training Manager and / or the decision maker / and IEHP.

**The GOAL** is to refine the demand, listen to the explicit needs, bring out the implicit needs in order to co-create, with confidence, **the action that suits YOU.**

- We build the **program / cycle**, which can include
  - ✓ face-to-face groups in residential training (possibly with several levels) or by videoconference,
  - ✓ follow-ups : individual operational coaching, by phone or videoconference for managers...
- **We send you the PROPOSAL and the financial QUOTE.**
- **Once the proposal has been signed**, during the preparation or before the sessions start, **Kick-Offs workshops** can be planned to mobilize and involve the participants by allowing them to express their opinion.
- Adjustments can also be made, between sessions, following debriefs with the client.

**IEHP Team is at your disposal.**

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