

**future
focused
skills**



MiTraining



Corporate Training

Building capable people

Management, leadership and human centred skills can be taught, developed and refined to make a real impact on organisational culture, individual wellbeing and business performance.



Who we are

MiTraining develops competence, capability and capacity in learners by developing core skills and knowledge for practical application in the workplace.

We specialise in developing contemporary, transferable skills that are applicable in any industry setting or work environment to underpin and enhance work performance.

MiTraining is part of the MiGROUP collective, which has been employing, training and developing Australians since 1988. Our management team are specialists in career development, coaching, cultural change, and people development. We live up to our purpose and deeply believe in what we do.

Our purpose

To build robust, future-fit, and psychologically safe Australian workplaces by translating local and global trends into dynamic education and training programs that enhance how individuals and teams feel and perform.

Our difference

There are only so many ways to creatively train groups of staff, but we take a fresh perspective that we think gets the best out of people and offers the greatest value to our clients. In-house training programs are usually delivered as a series of half or full-day workshops and can be customised using our course IP combined with your business know-how.

Training can also be tailored to address specific organisational skills gaps or staff development needs. Together with the preferred trainer, we'll consult with you before and after training delivery to ensure expectations are met and desired outcomes are achieved.

The delivery can be on-site or off-site depending on the preferred approach to immersing staff in the learning experience. We'll come to you or arrange one of our private training rooms. We'll debrief you on the training delivery to help embed the learning outcomes. Our trainer will provide a summary of any key observations, areas of follow-up or additional training recommendations post-delivery.



Our approach

Sharing our expertise

An obligation free discussion helps determine the area of skills development and explore delivery methods that will suit the organisation's priorities and staffing needs. This is where we can offer advice around topics and develop a strong understanding of the training need. We find that clients share real examples and scenarios that demonstrate the behaviours or skills gaps the training needs to address. This helps us develop a quality brief and distil that into a proposal for your consideration.

Preparing the brief

Our proposals are concise, clear and get to the point. It's our way of ensuring we've captured the key inputs and met the brief. We'll propose a delivery option, the topics and solutions to be included in the training and make sure the objectives are clear. Our pricing is transparent, easy to understand and surprisingly affordable.

Planning the training

Once the approach is agreed and the solution meets the budget, we connect you with our expert facilitator. This is why we're different. Talking to the facilitator before the training session further helps ensure the training is targeted and highly effective. It's an opportunity for the facilitator to intimately understand the issues and helps inform a productive, engaging workshop experience.

Delivering the training

We'll support you to plan for the session and make sure all the resources are in place. We can support you to organise an appropriate venue, audio/visual and catering so the experience is seamless. We pride ourselves on a completely supported, friendly and professional client experience from the first conversation to the "training day".

Follow up and feedback

Our training workshops provide a safe, respectful and mature learning environment where participants feel comfortable expressing their views and listening to feedback. As a result of this, the sessions usually highlight important areas for follow up and further development. We'll provide you with a summary report of key observations and recommendations to help you extract the most value from the training.

Our focus areas

Transferable Skills

Skills that can be applied in varied contexts – for example a skill which can be developed in one job or industry but is still relevant and useful in another job or industry, even where the contexts are very different.

Career Skills

The skills individuals need to progress within an organisation to achieve their potential and contribute successfully to business objectives and outcomes.

Enterprise Skills

A combination of developed problem solving techniques and the ability to think creatively to come up with new solutions, recognise opportunities, and discern the best solution.

Interpersonal and Human Centred Skills

These are the skills that guide the way people interact with others in the workplace. Usually grouped under the umbrella of emotional intelligence, it's how behaviours play out in different contexts and situations that can either cause conflict or create harmony.

Four compelling reasons why organisations invest in training

For cultural change

Investing in the development of staff demonstrates an organisational commitment to people. It's a visible, tangible way of showing staff that they are valued and that their role is important. Training and developing staff helps to align skills with performance expectations and business objectives. Developing new skills helps individuals overcome barriers to success in their job and frustrations around the level of support they feel they have.

To improve an industry specific skill set

In most organisations there are known core skills that are essential for functioning teams such as communication skills, emotional intelligence, negotiation and conflict management. At MiTraining we understand there is another category of skills which can be specific to the organisation's industry or sector. For example, organisations operating in a highly commoditised market may need to embed critical thinking and innovation into their planning cycle. Businesses with a specific product offering will have a need to deliver exceptional customer service.

Other organisations will be thinking about how to incorporate work, health and safety practices across the business to safeguard their staff and minimise risk.

To lift team performance

It's the number one reason staff undertake training – to improve personal performance and understanding which, in turn, benefits the business. Training can be used to develop capability in a specific business unit or functional team (think HR, marketing or sales), or to build management and leadership ability.

To furnish staff with a new inventory of skills

Training is an effective way to tackle staff shortcomings in key skill areas – but there's also another important perspective. Developing new, contemporary business skills in high performers is an excellent way to retain talent, promote satisfaction and offer recognition. Using training to reward talented teams has a positive and direct impact on the bottom line. It lifts job satisfaction and motivation, reduces employee turnover and contributes to succession planning.

Training delivery options

Face-to-face workshops

Delivered over a half-day, full-day or series of dates at your workplace or an external venue. Face-to-face delivery is preferred by employers and offers a range of direct and indirect benefits. Workshops are recommended when the skills transfer and development needs to be fast and observable.

Fully online

Delivery to provide 24/7 access to training materials, projects and documents. Ideal for organisations with a national footprint, mobile teams or those working across multiple sites. Fully online delivery is an excellent solution when consistency and access to the training is a priority, such as workplace induction and safety training.

Mixed delivery

Blends the personal connection and interactions of face-to-face training with the flexibility and convenience of online. This option is ideal for extended programs that keep participants engaged with additional resources and touch points over the course of the training.

Specialist offerings

DISC Advanced™

DISC is a behavioural assessment tool based on the psychology of four different personality styles – Dominance, Influence, Steadiness and Compliance. It is a complex model made simple and accessible to anyone through years of research, practice and workplace application. Undertaking a DISC Advanced profile assessment is a powerful professional development experience for individuals and teams.

Mental Health First Aid™

Ideal for business owners, managers and team leaders, our MHFA training provides the skills you need to approach mental health concerns. With accredited courses developed by MHFA Australia, our classes offer high quality, evidence-based mental health education.

Frequently asked questions

Can groups of staff be trained online?

Yes. MiTraining are experts in online learning. When face-to-face training isn't an option, groups of staff can be taught in a private online cohort. Our online platform can be branded to your organisation or to align to an established internal training program. Online learning can be dynamic and engaging by incorporating live online learning events and interactive resources.

Can the training be customised?

Yes. We'll consult with you to understand the specific training needs and skills gap the training will be designed to address. We'll develop the training topics, format and outcomes in direct response to real workplace scenarios, issues and inputs. We can also develop workplace based projects and assessments that are designed to test the participants' skills by applying their learning in the workplace. This information is captured in a briefing document to ensure the approach meets your expectations.

Is the training interactive?

Always. Effective training engages learners through a mix of theory, scenarios, practical situations and participation. Our facilitators are professional trainers and possess current, practical workplace experience. Their brief is to create an engaging, mature and immersive learning environment by treating participants as their peers.

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