

THE EMERGING LEADERS' DEVELOPMENT PROGRAM

- ✓ A 12 Week Soft Skill Professional Development Program For STEM Professionals
 - ✓ Weekly Facilitator-Led Virtual Workshops
 - ✓ Plus, Self-Paced On-demand Learning
 - ✓ 168 Hours Of Content
- ✓ In Addition To The Life-changing Experience, Learners Will Earn A Professional Diploma
 - ✓ Rated By Glasgow Caledonian University, A Highly Rated European University.
 - ✓ This course has been awarded XX (no) SCQF credits at level X (Globally recognised ECTS Credit-bearing Program)

**'pending credit-rating
4th quarter 2021'**

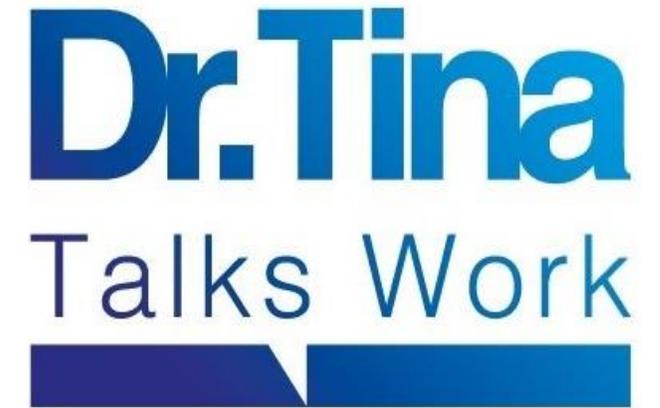
Dr. Tina
Talks Work

A Global Provider Of Professional Development Programs

GCU
Glasgow Caledonian
University

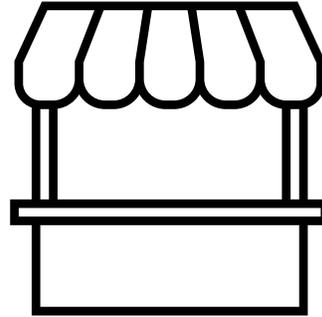
University for the Common Good

THE EMERGING LEADERS DEVELOPMENT PROGRAM (ELDP-S)



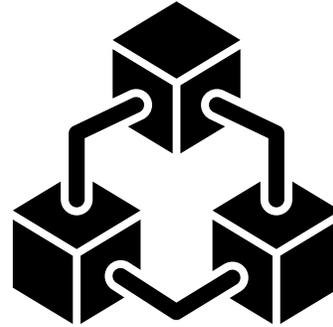
- Dr Tina Talks Work introduces The Emerging Leaders Development Program (ELDP-S) designed for early-career and emerging STEM professionals (and other smart people) to enhance and build upon their technical knowledge, skills, and abilities (KSA).
- The program offers STEM professionals the pathway to enhancing the soft skills they need towards bridging the gap between graduation and work, or technical competencies and those interpersonal KSAs needed to become a future influencer, team leader and manager.
- Great Leaders Build Great Organizations - and the right leadership programs enables great organizations to invest in their people, build great leaders, and scale up successfully. The Dr Tina Talks Work platform supports great organizations' who believe in their future and make investments in their people through organizational participation in **The Emerging Leaders Development Program.**

IS THERE A GAP IN THE MARKET?



- Is there a gap in the market for soft skill training and leadership development programs for emerging leaders and new graduates within the STEM Profession? The answer is a resounding YES. By way of example, Ireland's MIDAS Electronics Systems Skillnet (midasireland.ie/skillnet/about/) reported that over 80% of respondents to the 2020 survey said that soft skills are either very important or extremely important. A cursory review of global training resources, including the MIDAS Electronics Systems Skillnet internal capabilities, identify that several entities currently provide some training on soft skills.
- The gap in the market that the Dr Tina Talks Work platform (DTTW) satisfies through the ELDP-S program is the niche capability of bringing direct experience as a global work life practitioner to a targeted cohort of professionals. DTTW KSAs include excellent academic and professional credentials, including a Doctorate in Management from the University of Phoenix, a Master's of Science in Resource Strategy from the National Defense University's Industrial College of the Armed Forces, ICF Executive Coaching Credentials, INIFAC Virtual Facilitation Credentials, a certified facilitator of The Leadership Challenge®, and the research, analysis, instructional design and program development and management capabilities necessary to design and deploy a comprehensive learning and development program. www.linkedin.com/in/DrMartinaCarrollGarrison

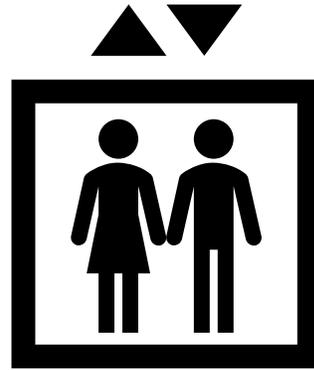
THE EMERGING LEADERS DEVELOPMENT PROGRAM



Stay Relevant

- From the learners' perspective the ELDP-S program offers a professional development framework to bridge the gap between academically derived hard/technical skills and the soft skills necessary to remain relevant in the challenging workplace.
- In just 12 weeks, learners will gain a comprehensive understanding of the theories, concepts, and principles underlying the importance of soft skills and interpersonal effectiveness and gain practical skills to be able to influence and lead peers, teams, and external stakeholders.
- The 12-week professional development program (plus pre-work) provides for the foundational exploration of soft skills, leadership and influence topics and learners will earn a professional diploma
 - In addition to the life-changing professional development experience, learners will earn a professional diploma Credit Rated by Glasgow Caledonian University, a highly rated European university.
 - This course has been awarded xx (no) SCQF credits at level x (ECTS credit equivalent of XXX). As such, the learning will be driven by learners' immediate professional needs and also offer high personal and professional impact.

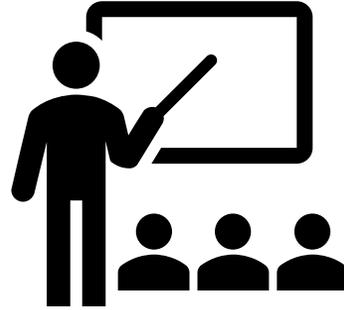
WHY DOES THIS TRAINING MATTER TO YOU?



Elevate Your Career

- A 2017 article titled “*Building On Math And Science: The New Essential Skills For The 21st-Century Engineer*” Richard K. Miller suggests that solving the problems of the 21st century will require ... a new set of skills and mindsets and there is a growing body of evidence that mindsets can be defined, measured, and taught, just as more traditional technical skills have been measured and taught for years .
- Soft skills are becoming increasingly important to STEM professionals, such as in the field of scientific research – belying the image of the solitary engineer or scientist laboring on equations in seclusion from other human beings. Interpersonal effectiveness is a force multiplier, and the STEM community has frequently identified performance gaps resulting from recent graduates and emerging leaders’ underdeveloped soft skills.

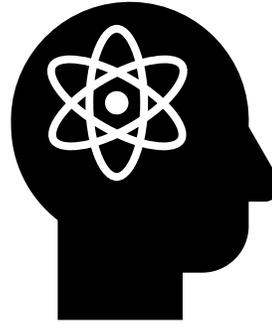
WHY CHOOSE AN EXECUTIVE DEVELOPMENT PROGRAM CREDIT RATED BY GCU - A HIGHLY RATED UNIVERSITY?



Commitment To Learning

- Professional development programs that are credit-rated must go through rigorous quality assurance procedures, therefore the process enhances the value of your learning and development investment.
- A credit rated professional diploma from GCU – a highly rated European university enhances the attractiveness of the learning from the point of view of potential learners as it encourages learners to use this credit in a GCU course that will lead to a specific credit or award.
- The credit rating process allows external organisations to use the GCU logo on completion certificates – which extends the value of The Emerging Leaders’ Development Program. In your country, there will be an equivalent award in the relevant educational framework.
- ***Proof It's Training You Can Trust.*** Dr Tina Talks Work is recognized as a leading, global provider of Soft Skills Continuing Professional Development (CPD) training programs. This additional credit-rating by GCU means that Dr Tina Talks Work has chosen to seek academic credit-rating and a review on our processes, content and learning outcomes to demonstrate that we represent a high-quality training organization..

WHO SHOULD TAKE THE EMERGING LEADERS' DEVELOPMENT PROGRAM?



Early-Career And Emerging STEM Professionals

- The ELDP-S program is designed for early-career and emerging STEM professionals to enhance and build upon foundational knowledge, skills, and abilities .
- New research (2021) from MIDAS Electronic Systems Skillnet, in partnership with MIDAS Ireland and Skillnet Ireland identifies a clear skills gap and greater need for upskilling and developing the existing workforce in Ireland's electronic sector. The report found that in addition to the hard skills development gap in new technology areas, soft skills including critical thinking, creative problem solving, and communication are also absent. Furthermore, the MIDAS research concludes that upskilling the existing workforce remains critical to future competitiveness. Additionally, in 2020, Ireland's Siliconrepublic.com calls out the 6 soft skills for the post-Covid working world, including adaptability, enthusiasm for upskilling, emotional intelligence, effective communication, creativity, and problem-solving skills .
- A vision of the future STEM professional is offered by The National Academies Press wherein they are seen as a broadly educated cohort who see themselves as global citizens, who can lead in business, public service, research, development and design, and who are ethical and inclusive of all segments of society. The attributes of this group include strong analytical skills, creativity, ingenuity, professionalism, and leadership.

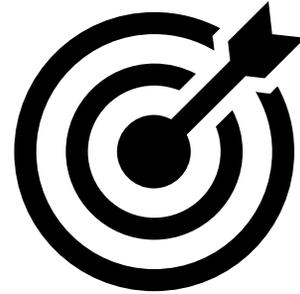
AM I READY NOW?



After your Bachelor / Undergraduate Degree

- Age: From 18 to 101
- Gender: In addition to male and female, the range of identities that do not correspond to established ideas of male and female.
- Job role: From new entrants into the workforce, through aspiring, emerging and newly appointed leaders, regardless of current sphere of influence.
- Technical skills: Tech Savvy
- Learner preferences: Multiple modalities
- English language proficiency (listening, speaking, reading, and writing) to graduate level is essential as this course is delivered in English.
- Attitude towards training: The learners' going-in assumption is that successful completion of the training increases their current effectiveness and offers opportunity for further career advancement

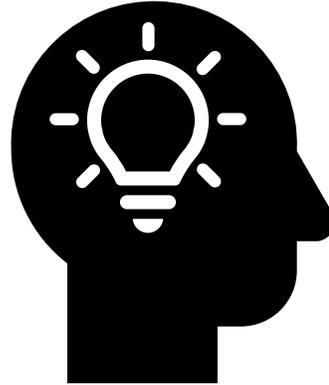
WHAT WILL YOU LEARN?



Goals & Objectives

- The program's goals and objectives are designed to improve the learners foundational understanding of soft skills, resulting in increased confidence in their interpersonal competencies and organizational effectiveness, as well as a desire to drive future learning. The ELDP-S program is built upon three terminal learning objectives;
 1. Consciously developing a deeper degree of self-awareness (leading self)
 2. Consciously developing a deliberate awareness of others (leading others)
 3. All-the-while developing a deeper understanding of organizational behavior and the interplay within organizations towards achieving strategic goals (leading the business).

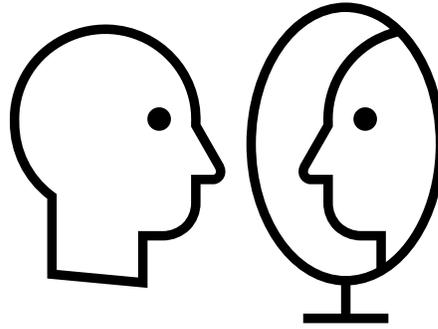
HOW WILL YOU LEARN?



Learning Requires Effort

- The ELDP-S program spans approximately 3 months, including pre-work and 12 consecutive weekly modules, culminating in an oral presentation, a summative assessment (to affirm and cement the learning) and a personalized Leadership Roadmap and Action Plan. The program delivery is hybrid, and all synchronous workshops and individual sessions will be broadcast via the GoToTraining platform, while all asynchronous learning content is hosted on the learning management system (TalentLMS). Other than the pre-work reading resources the learner will find all other required content hosted on TalentLMS or emailed directly by the program facilitator.
- Together with the oral presentation and summative assessment there is a requirement to develop a personalized Leadership Roadmap and Action Plan which the program facilitator will discuss during the pre-program 1-on-1 coaching session to help prepare the learner to build upon their personal MBTI® information. Completion requirements (towards earning the academic credit) include attendance at all virtual workshops and the completion of all tasks, assignments, presentations, quizzes, formative and summative assessment, including development of a personalized Leadership Roadmap and Action Plan.

HOW WILL YOU CHANGE?



Move Beyond Your Current Sphere Of Influence

- Learners will combine new knowledge and awareness together with their own values, work life experiences, and personal goals towards laying the foundation for the life-long development of their own influencing and leadership skills.
- Learners will discover how to combine a series of influencing and leadership tools, including resilience, critical thinking and creative problem solving, so as to lead themselves and others.
- Learners will learn to communicate ideas more effectively, make better decisions, and influence and negotiate more effectively with an eye toward developing the high-performance habits that characterize effective influencers and leaders, regardless of their current sphere of influence.
- Individual learning outcomes will include a deeper degree of self-awareness, a new awareness of others, and a deeper appreciation of the interplay of self and others within organizations.
- Learners will explore the role of self-awareness, self-motivation, and achieve a new awareness about the motivation of others towards improved performance, how to influence and lead groups and teams, and how to develop a creative, problem solving, inclusive and productive work environment.

THE EMERGING LEADER'S DEVELOPMENT PROGRAM

A Professional Diploma In Soft Skills

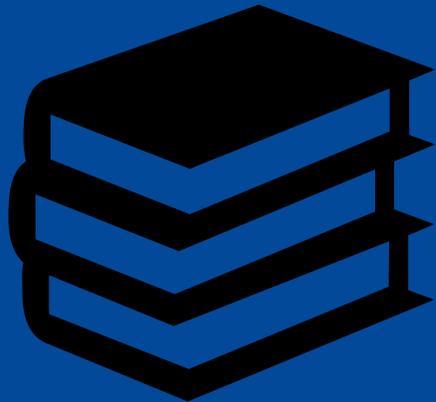
Pre-Work And 12 Modules

Towards Achieving A Deeper Degree Of Self-awareness, A Deliberate Awareness Of Others, And A Deeper Understanding Of The Interplay Within Organizations Towards Achieving Strategic Goals.

Pre-Work to Modules 1-12		(18 ¼ Hours)
1	Understanding Your MBTI®	(7 ½ Hours)
2	Self - Awareness and Self - Management	(11 ¾ Hours)
3	Assertiveness And Self-Confidence	(14 ¾ Hours)
4	Communication Strategies	(11 ¾ Hours)
5	Goal Setting & Getting Things Done	(10 ¾ Hours)
6	Organizational Skills	(10 ¾ Hours)
7	Critical Thinking And Creative Problem Solving	(11 Hours)
8	Influencing And Negotiating For Success	(12 ¾ Hours)
9	Become A Likeable Boss	(10 ¾ Hours)
10	Emotional Intelligence - In A Virtual Environment	(12 ½ Hours)
11	Handling Difficult Conversations	(11 ¾ Hours)
12	Coaching Essentials/Summative Assessment	(23 ¾ Hours)

PRE-WORK

PRE-WORK (18 ¼ HOURS)



Purpose

- The purpose of this Pre-Work effort is to supply each learner the tools and resources necessary to begin to create awareness and distinctions about self and others.

Goal

- The goal of this Pre-Work is to provide the learner with a framework towards understanding self and others and make the theory of psychological types useful in their work life.

Learning Objectives

- Awareness is the greatest agent for change. The pre-work begins the learner's journey into self, while creating an awareness of others towards bringing leadership practices into everyday life. Learners will be invited to complete MBTI® Assessment towards becoming aware of their own preferences and to begin to make the theory of psychological types-as described by C. G. Jung understandable and useful in their life.
- The pre-work phase is where the learner begins their first journey into self while also becoming aware of others' preferences towards the journey of bringing leadership into practice in their everyday life.

UNDERSTANDING YOUR MBTI® (7 1/2 HOURS)



Purpose: The purpose of the Understanding Your MBTI® module is twofold:

- To introduce the learner to the program's three terminal learning objectives (leading self, leading others and leading within the organization) while introducing expected levels of engagement and the pathway to program completion.
- To explore MBTI® as a group.

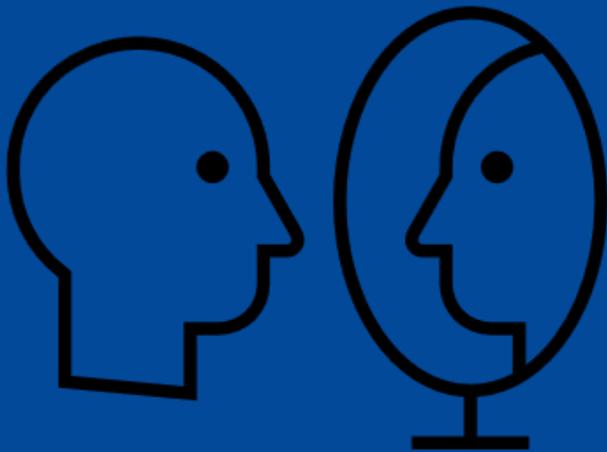
Goal

- *"Everything that irritates us about others can lead us to an understanding of ourselves."* – Carl Gustav Jung.
- The goal of this module is to provide the learner with the framework to optimize their learning experience and further their understanding of self and others in their work life.

Learning Objectives

- "A goal without a plan is just a wish." – Antoine de Saint-Exupéry. The 1st module provides an overview of the soft skills development program and prepares the learner for the learning journey - specifically laying out the pathway to achieving the three terminal learning objectives all-the-while expanding the learner's journey into an awareness of others towards bringing leadership practices into everyday life. The Learning Objectives include;
- Consciously developing a deeper degree of self-awareness (leading self)
- Consciously developing a deliberate awareness of others (leading others)
- All-the-while developing a deeper understanding of organizational behavior and the interplay within organizations towards achieving strategic goals (leading the business).

SELF - AWARENESS AND SELF - MANAGEMENT (11 3/4 HOURS)



Purpose

- The purpose of the Self-Awareness and Self -Management module is to illustrate the inextricable connections between one's Self-Awareness and Self-Management and then explore how to improve one through improving the other.

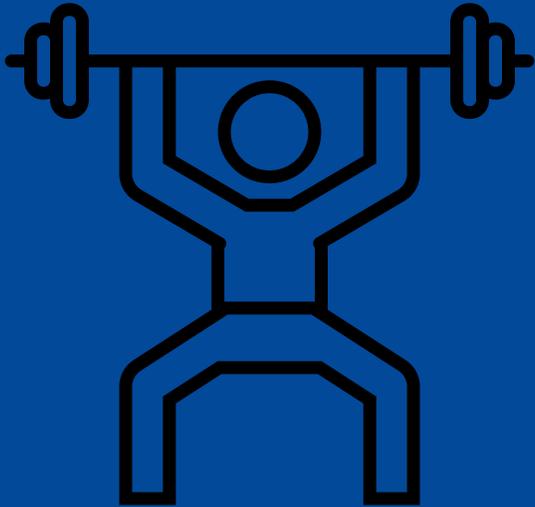
Goal

- *"If your emotional abilities aren't in hand, if you don't have self-awareness, if you are not able to manage your distressing emotions, if you can't have empathy and have effective relationships, then no matter how smart you are, you are not going to get very far." – Daniel Goleman.*
- The goal of this module is to provide the learner with the insight to and a framework towards optimizing their self-awareness and self-management to further their understanding of self and others in their work life.

Learning Objectives

- Interpersonal Effectiveness Begins With Self Awareness. Improving your self-awareness skills is a critical building block in achieving interpersonal effectiveness. This module includes exploring the ways you can;
 - Explore How To Identify And Define The Self And Begin To Explore Different Aspects Of The Self
 - Learn How To Learn More About The Self From Introspection
 - Increase Your Understanding Of The Nature And Value Of Emotions
 - Explore The Importance Of Being Able To Appreciate Yourself
 - Learn About The Impact Of Being Able To Appreciate Others
 - Improve Interpersonal Effectiveness Through Enhanced Self Awareness

ASSERTIVENESS AND SELF- CONFIDENCE (14^{3/4} HOURS)



Purpose

- The purpose of the Assertiveness And Self-Confidence module is to illustrate the inextricable connection between Assertiveness And Self-Confidence and explore how to improve one through improving the other.

Goal

- *“Every time we speak, we choose and use one of four basic communication styles: assertive, aggressive, passive and passive-aggressive”.* Jim Rohn.
- The goal of this module is to provide the learner with the insight to and a framework towards optimizing their assertiveness and the inextricable linkage to self-confidence to further their ability to positively improve their work life.

Learning Objectives

- Improving your assertiveness skills is a critical building block in achieving professional effectiveness and is directly related to your degree of self-confidence. This module includes exploring the ways you can define assertiveness and self-confidence, explore methodologies for understanding your worth, while displaying rapport-building skills through assertive methods of expressing disagreement and consensus-building techniques and practice strategies for gaining positive outcomes in difficult interpersonal situations.

COMMUNICATION STRATEGIES

(11 3/4 HOURS)



Purpose

- The purpose of the Communication Strategies module is to explore a variety of effective communication strategies and insights on how to improve your ability to communicate effectively.

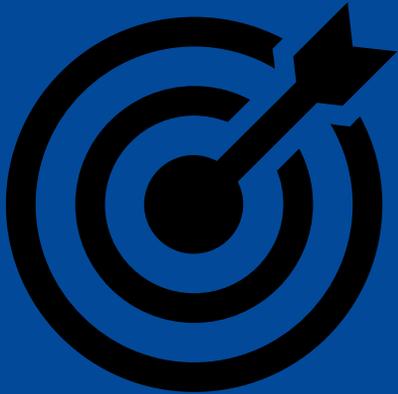
Goal

- *“What we’ve got here is failure to communicate.”* 1967 in the movie Cool Hand European.
- *The two words 'information' and 'communication' are often used interchangeably, but they signify quite different things. Information is giving out; communication is getting through.* Sydney J. Harris.
- The goal of this module is to provide the learner with the insight to and a framework towards optimizing their communication skills to further their ability to positively improve their work life.

Learning Objectives

- Improving your communication skills is a critical building block in achieving professional effectiveness and is directly related to your degree of self-confidence.
- This module includes exploring the ways you can identify barriers to communication and how to overcome them, to listen actively and effectively, to build rapport, to ask purposeful questions, to converse and network with others and establish common ground towards an enhanced professional work life.

GOAL SETTING & GETTING THINGS DONE (10 ³/₄ HOURS)



Purpose

- The purpose of the Goal Setting & Getting Things Done module is to explore a variety of personal strategies towards effective goal setting and getting things done.

Goal

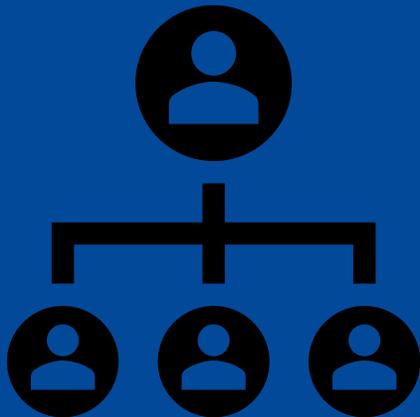
- *“A goal without a plan is just a wish.”* – Antoine de Saint-Exupéry.
- The goal of this module is to provide the learner with the insight to and a framework towards optimizing their goal setting skills to further their ability to achieve outcomes and positively improve their work life.

Learning Objectives

- Improving your goalsetting and time management skills is a critical building block in achieving professional effectiveness and is directly related to your degree of self-confidence.
- This module includes exploring the ways you can identify barriers to effective time management and how to overcome them, how to overcome procrastination and identify and prioritize the most important tasks, how to self-motivate and sustain your motivation towards an enhanced professional work life.

ORGANIZATIONAL SKILLS

(10 ³/₄ HOURS)



Purpose

- The purpose of the Organizational Skills module is to explore the significance of organizational skills and examine a variety of effective strategies towards enhancing organizational skills.

Goal

- *“Organizing is what you do before you do something, so that when you do it, it is not all mixed up.”* -A. A. Milne.
- The goal of this module is to provide the learner with the insight to and a framework towards optimizing their organizational skills to further their ability to positively improve their work life.

Learning Objectives

- Improving your organizational skills is a critical building block in achieving professional effectiveness and is directly related to your degree of self-confidence and the confidence others will have in your professional competence.
- This module includes exploring the ways you can examine current habits and routines that are not organized, learn to prioritize your time schedule and daily tasks, determine ways of storing information and supplies, learn to organize personal and workspace and learn to resist procrastination

CRITICAL THINKING AND CREATIVE PROBLEM SOLVING (11HOURS)



Purpose

- The purpose of the Critical Thinking And Creative Problem Solving module is to explore a variety of effective tools and strategies towards enhancing the learners critical thinking and problem-solving skills.

Goal

- "It is the mark of an educated mind to be able to entertain a thought without accepting it."—Aristotle.
- The goal of this module is to provide the learner with the insight to and a framework towards optimizing their Critical Thinking And Creative Problem-Solving skills to further their ability to positively improve their work life.

Learning Objectives

- Improving your Critical Thinking And Creative Problem-Solving skills is a critical building block in achieving professional effectiveness and is directly related to your degree of self-confidence. Critical Thinking And Creative Problem-Solving skills are integral to your professional advancement. This module explores the ways you can achieve greater understanding of the components of critical thinking and creative problem solving towards an enhanced professional work life.
- You will begin to understand all the components of Critical Thinking and Creative Problem Solving, how to utilize non-linear thinking and logical thinking and explore how to recognize what it means to be a critical thinker. Throughout the workshop you will be introduced to ways to evaluate information using Critical Thinking and Creative Problem-Solving skills and to identify the benefits of Critical Thinking and Creative Problem Solving and explore how you may revise perspective, when necessary and comprehend problem solving abilities.

INFLUENCING AND NEGOTIATING FOR SUCCESS (12 ³/₄ HOURS)



Purpose

- The purpose of the Influencing And Negotiating For Success module is to explore a variety of effective strategies towards becoming more influential and negotiating effectively in your professional life.

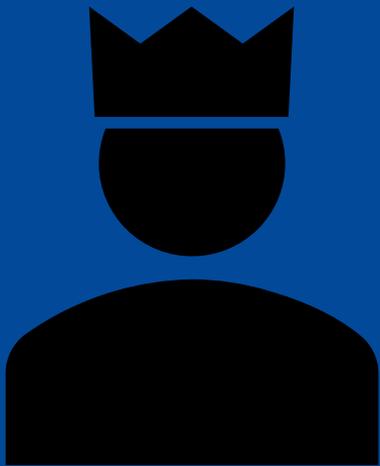
Goal

- **Diplomacy is the art of letting someone else have your way.”** – Sir David Frost.
- The goal of this module is to provide the learner with the insight to and a framework towards optimizing their Influencing And Negotiating skills to further their ability to positively improve their work life and achieve effective organizational outcomes.

Learning Objectives

- Improving your Influencing And Negotiating skills is a critical building block in achieving professional effectiveness and is directly related to your ability to shape your work life and influence the conversation at levels beyond your pay grade. This module includes exploring the ways you can influence and persuade and to identify barriers to effective negotiations and how to overcome them.
- There are five universal principles of influence, which are useful & effective in a wide array of circumstances because Influence is the soul of leadership. These include Reciprocation, Commitment, Authority, Social Validation and Friendship and each principle will add value to any formal negotiation process too.

BECOME A LIKEABLE BOSS (10 ³/₄ HOURS)



Purpose

- The purpose of the Become A Likeable Boss module is to explore a variety of leadership, management and influencing theories towards engaging teams and leading initiatives, projects, and organizations.

Goal

- *“The greatest gift of leadership is a boss who wants you to be successful.”* Jon Taffer.
- The goal of this module is to provide the learner with the insight to and a framework towards optimizing their ability to lead, manage and influence others towards achieving effective organizational outcomes.

Learning Objectives

- Improving your leadership and team/group management skills is a critical building block in achieving professional effectiveness and is directly related to your career progression towards achieving effective organizational outcomes.
- This module includes exploring the ways to understand how to develop leadership qualities, to know how to lead effectively, how to choose inspirational and engaging tasks for yourself and others, how to use wisdom and understanding to lead others, to identify the roles of your team and to learn how to trust others and earn their trust, towards an enhanced professional work life.

EMOTIONAL INTELLIGENCE IN A VIRTUAL ENVIRONMENT (12 1/2 HOURS)



Purpose

- The purpose of the Emotional Intelligence / The Challenges Of Work In A Virtual Environment module is to explore several virtual work life challenges and how to apply emotional intelligence to address them.

Goal

- *“Having emotional intelligence allows you to manage your emotions, show empathy, and prevent you from getting distracted. It also helps you solve problems and be a more likable person”.* John Rampton.
- The goal of this module is to provide the learner with the insight to and a framework towards optimizing their emotional intelligence skills to further their ability to positively improve their virtual work life and the outcome of their professional performance.

Learning Objectives

- Understanding the challenges of a virtual (or hybrid) work environment and improving your social and emotional intelligence skills is a critical building block in achieving professional effectiveness and is directly related to your degree of self-confidence and self-efficacy. This module includes exploring the ways you can identify challenges to a non-traditional work environment and how to overcome them through enhanced Emotional Intelligence skills, aware of your own behaviors, development of empathy and the ability to “hear” and “read” others.

HANDLING DIFFICULT CONVERSATIONS (11 3/4 HOURS)



Purpose

- The purpose of the Handling Difficult Conversations module is to explore a variety of effective strategies and techniques towards managing workplace conflict.

Goal

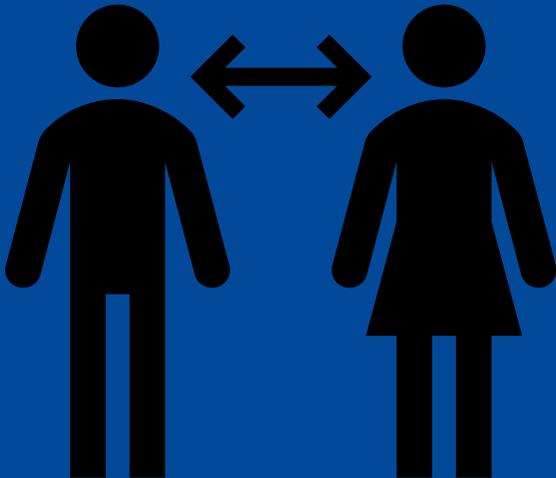
“Difficult conversations are almost never about getting the facts right. They are about conflicting perceptions, interpretations, and values.” — Douglas Stone.

- The goal of this module is to provide the learner with the insight to and a framework towards optimizing their ability to communicate expectations and handle difficult conversations to further their ability to positively improve their work life and the outcomes of their organization.

Learning Objectives

- Improving your ability to handle difficult conversations is a critical building block in achieving professional effectiveness and is directly related to your degree of self-confidence.
- This module includes exploring the ways you can create a climate of trust, understanding the WHY of why we work, how to avoid common mistakes and communicate expectations, how to ask powerful questions and how to deliver constructive criticism towards an enhanced professional work life.

COACHING ESSENTIALS SUMMATIVE ASSESSMENT (23 ³/₄ HOURS)



Purpose

- The purpose of the Coaching Essentials/Summative Assessment module is to explore the how-to of effective coaching strategies towards professional success. A secondary purpose is to recapitulate the entire program and prepare the learner to successfully complete the summative assessment.

Goal

- *“Who, exactly, seeks out a coach?...Winners who want even more out of life.” ~ Chicago Tribune.*
- The goal of this module is to provide the learner with the insight to and a framework towards optimizing their coaching skills to further their ability to positively improve their work life and the work life of others.

Learning Objectives

- Improving your coaching skills is a critical building block in achieving professional effectiveness and is directly related to your degree of self-efficacy. This module includes exploring the ways you can identify barriers to becoming a coach towards others and imbue a coaching culture, how to overcome resistance to a coaching relationship and, how to self-motivate and motivate others towards an enhanced professional work life.
- Additionally, this module will provide the learner a retrospective reflection of their learning journey, towards preparing them to successfully complete the summative exercise.



THE EMERGING LEADERS' DEVELOPMENT PROGRAM

**ARE YOU READY TO TAKE YOUR ORGANIZATION TO THE
NEXT LEVEL?**

Talk to us today about helping your workforce step-up with intention and impact.

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Irish Business Registration 688275

www.DrTinaTalksWork.com

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LEADERSHIP AND SOFT SKILLS TRAINING MATTER TO THE HEALTH AND WELLBEING OF YOUR ORGANIZATION

These skills are recognized as key to making businesses more profitable and better places to work. Increasingly organizations are assessing their employees on a whole host of soft skill competencies around how well they relate to and communicate with others. Good soft skills also include the ability of people to balance the commercial needs of their organization with the individual needs of their staff.

Check out our offering of 100+ soft skill workshops at www.DrTinaTalksWork.com/softskills-development



www.DrTinaTalksWork.com

Here's a selection of clients I work with. I am trusted by people at the highest levels of government and I support Executives in national and global organizations.



Armed Forces Retirement Home



Housing And Urban Development



U.S. Army MWR



Admin. Assistant To The Sec Army



Defense Logistics Agency



Office Of The Assistant Secretary Of The Army



Federal Bureau Of Investigation



U.S. Army Corps of Engineers



Naval Facilities Engineering Command



NSHQ

Our programs are Globally Recognized and come with the assurance of being University Credit Rated and attracting the most trusted Industry & Professional Certifications and Memberships.



University for the Common Good



WHAT IS CREDIT-RATING?

The process of credit-rating is when Glasgow Caledonian University (GCU) evaluates training courses offered by an external organisation. The courses are evaluated against Scottish Certificate Qualifications Framework (SCQF) Guidelines and assessed to have a level and volume of credit that is attributable to the courses or 'units' concerned.

Organisations who wish to put forward training programmes to be credit-rated must go through a rigorous process laid out in GCU's Handbook on Credit Rating. This is undertaken as part of the University's quality assurance procedures and all decisions taken in relation to credit-rating are subject to scrutiny and ratification by the relevant School Board of the University.

Why Choose To Seek Credit-Rating?

- o To enhance the attractiveness of the learning from the point of view of potential learners
- o To encourage learners to use this credit in a GCU course that will lead to a specific credit or Award

For more info on the SCQF guidelines visit [scqf-a4-purple-leaflet-final-july-2014-web.pdf](#) .

For more info on the European Credit and Transfer System (ECTS credit equivalent) visit

https://ec.europa.eu/education/resources-and-tools/european-credit-transfer-and-accumulation-system-ects_en