

HOW ORGANISATIONS CAN INCREASE PRODUCTIVITY, PROFITS AND RETENTION

WOULD YOU LIKE TO

- ▣ Improve profits
- ▣ Increase productivity
- ▣ And retain great staff?

HOW SWINBURNE PROFESSIONAL CAN HELP

A Swinburne Certificate, Diploma or Graduate Certificate program will help staff to close skill gaps and take on new responsibilities. It is an investment in your staff which can increase productivity, motivation, and staff retention.

Our programs are specifically developed for business and industry, and enable participants to apply their learning directly in the workplace. We have designed our unique, accelerated qualifications for busy working professionals who need to save time, taking existing skills into account and minimising study time.

They are delivered by highly experienced industry facilitators through monthly workshops and in an accelerated format that supports learning through work based projects which can directly benefit your organisation.

Qualifications are a great way for professionals to formalise their knowledge and get recognised. They are also a great fit for workforces that need to qualify their upcoming leadership teams to ensure a competitive edge today and in the future.



BENEFITS FOR YOUR ORGANISATION

- ▣ Enhance organisational reputation.
- ▣ Add accredited skills and specialisations to the workforce.
- ▣ Optimise individual and team performance and productivity.
- ▣ Improve employee satisfaction and morale.
- ▣ Reduce employee turnover.
- ▣ Increased adaptability to change.
- ▣ Increased innovation in strategies and products.
- ▣ Increased workplace engagement.

WHAT YOUR STAFF WILL BRING BACK TO YOUR ORGANISATION

- ▣ New tools and techniques that improve their capabilities and skill set.
- ▣ Processes or best practices to increase productivity and efficiency.
- ▣ Increased ability to overcome specific organisational challenges.
- ▣ Potential reduction in consultancy fees as skills are developed within the team rather than employing an external party.

HOW ORGANISATIONS CAN INCREASE PRODUCTIVITY, PROFITS AND RETENTION

25%

Companies with positive employee experience outperform competitor's profitability by 25%, alongside leading the way in innovation and customer satisfaction.¹

18%

Credible training can increase employee retention and loyalty to companies by 18%.²

48%

48% of an employee's commitment towards an organisation depends on HR management practices and job satisfaction.³

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The [program's] pace allowed me to complete the course in six months and I was able to balance both work and study requirements. The workshops were well structured, and I particularly enjoyed having different industry facilitators who were subject matter experts. I would recommend this fast track program to anyone who would like to formalise and deepen their skills sets and take their next career steps.

PARTICIPANT

Diploma of Human Resources Management

¹ Dery, K., and Sebastian, I., (2017). Building Business Value with Employee Experience. MIT Sloan CISR Research Briefing, 17(6), 6-9.

² Dietz, D., & Zwick, T. (2020). The retention effect of training: Portability, visibility, and credibility. The International Journal of Human Resource Management, 1-32.

³ Kadiresan, V., et.al. (2015). Performance appraisal and training and development of human resource management practices (HRM) on organizational commitment and turnover intention. Asian Social Science, 11(24), 162-176.

CASE STUDY

OUTLINE

Swinburne Professional delivered an accredited Diploma of Leadership and Management to a multi-award winning Victorian home building company. This course focused on providing hands-on leadership and soft-skills training, as well as fostering cross-department collaboration and providing practical learning opportunities. Work-based projects were integrated into the program to give participants the opportunity to work in teams to develop innovative solutions for complex business problems that would result in a direct return on investment.

THE RESULTS

- Improvement of up to 25% regarding the key capabilities delivered in the program.
- Participants developed the overarching ability to continually develop their skills following the completion of the program.
- 100% participant satisfaction with the trainer.
- 99% participant satisfaction with course content.

FULL CASE STUDY

Read the full case study [here](#)