



*Shaping the steps to take
you and your people forward*

CTI LIMITED – TRADING SINCE 1976

CTI Ltd provides a diverse range of high quality Consultancy, Training, Coaching and Career Management Services, tailored to your needs. We carefully match knowledgeable and experienced CTI consultants to each piece of work. Our consultants, trainers and coaches work in partnership with you, shaping the steps to take your people forward.

WHY CHOOSE CTI?

The benefits to your organisation when CTI works with you are

- Many years of experience, trading since 1976
- Measurable outcomes and outputs
- Cost effective - we work within your budgetary requirements
- Boosts morale in potentially difficult situations
- We offer a wide range of services to meet specific needs, releasing you to get on with your job

- Your people are treated with care, respect and sensitivity

CTI'S VALUES ETHOS AND APPROACH

- Adaptable, flexible and can respond quickly to clients' needs
- We value every individual with care and support
- Holistic approach that touches people on every level
- We work with excellence, integrity, trust and complete confidentiality

- Our approach is personalised, friendly but business-like, building strong and long-term working relationships

CTI'S CAREER MANAGEMENT SERVICES

CTI can provide organisations with a full range of career management services based on many years of experience. These services are often provided to organisations re-structuring to become leaner and fitter, or those adapting to an economic downturn.

- Outplacement services
- Redeployment services
- Personal career development and career review
- Start your own business coaching
- Pre-retirement services

CTI Consultancy, Training and Coaching Services

CTI works with a pool of consultants who are highly qualified and experienced in a wide range of disciplines offering Consultancy, Training, Coaching and Mentoring services. Each intervention is tailored to the particular needs of the client. Our services are summarised below.

Please call us on 020 8795 0911 to discuss your situation and requirements and how we can help you.

LEADERSHIP AND TALENT MANAGEMENT

Career development;
Leadership development programmes;
Leadership team development;
Executive coaching and mentoring;
Talent management and succession planning;
Leadership, management and coaching qualifications;
Coaching and leading with meaning and soul.

Culture change;
Change management;
Financial management;
Feasibility studies and research;
Brand development;
Project management;
Creativity in individuals and teams;
Managing creativity;
Building creativity into the culture of the organisation.

ORGANISATIONAL DEVELOPMENT

Organisational strategy and re-design;
Vision and values;
Business planning and review;

HUMAN RESOURCE DEVELOPMENT

Facilitation skills;
Management development;
Policy formulation;
Training needs analysis;
Training the trainers;
Facilitator training;

Policy and systems development;
Employee relations;
Retention strategy;
Competencies;
Performance management;
Performance review skills and appraisal skills;
360° feedback;
Interviewing skills;
Recruitment and selection;
Performance assessment;
Executive assessments;
Managing violence/bullying;
Mediation and personal representation; Negotiation skills;
Equal opportunities and diversity;
Psychometric testing for selection and development;
Personality profiles e.g. MBTI, Ability tests, Motivation, Risk taking and innovation potential inventories;
Individual, team and organisational level profiling;
Emotional intelligence and tools;
Quality management;
Health and safety;
Data protection, freedom of information and public interest disclosure.



IT IS PEOPLE WHO MAKE ORGANISATIONS WORK



BUT WORK CAN CREATE PROBLEMS



PROBLEMS TAKE TIME AND TIME IS NEEDED TO CREATE CRAFTED SOLUTIONS



SOLUTIONS CREATED BY PARTNERING WITH CTI, SO THAT TOGETHER WE CAN TAKE THE RIGHT STEPS

TEAM DEVELOPMENT

Group process/team dynamics;
Team building, team leading, team development;
Team briefing;
Team assessment;
Team goals;
Managing for results;
Project team leadership and development;
Team coaching;
Team facilitation;
Virtual team-working;
Managing from a distance.

PERSONAL DEVELOPMENT

Coaching and mentoring training (accredited and non-accredited tailored programmes);
Communication;
Building self-confidence and motivation;
Interpersonal skills;
Assertiveness;
Conflict management;
Managing meetings;
Negotiation skills;
Problem solving;
Presentation skills;

Customer care;
Telephone excellence;
Time management and personal organisation;
PR and media;
Releasing potential in the workplace;
Managing pressure and stress;
Marketing and selling;
Developing creative capabilities;
Conflict management qualifications (including C&G/NVQ accreditation);
Physical intervention training (including C&G accreditation).

COACHING, MENTORING AND COUNSELLING

Coaching and mentoring;

Business mentoring;
Life coaching;
Personal presentation and image management;
Developing confidence and self esteem;
Goal setting;
Managing pressure and stress;
Personal career development;
Personal effectiveness;
Re-motivation;
Self presentation;
Thinking styles and profiling;
Time management and prioritisation;
Setting up in-house coaching and mentoring programmes;
Family, marriage, relationship, general life problems;
A full range of counselling services.

If you would like to discuss your specific requirements in more detail, we would welcome your contact with us.

CTI Limited.
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Company Registration No 1237327

Formerly traded as Careers and Training International Limited

“The service and support provided via CTI in terms of Management Development and HR consultancy was first class and the CTI consultant was excellent in her ability to analyse, interpret and scope solutions with us that were suited to our situation. Working with our senior and frontline managers she developed a bespoke programme of work that elevated their self awareness and performance”

GB Railfreight

“CTI were thorough in their planning and their facilitator was engaging, sharing her knowledge in an impactful way”

Selfridges and Co

Clients We Have Worked With Include:

HOUSING

ALMOs:

CityWest
Ealing
Hillingdon
Hounslow
Lewisham Homes
Sutton Housing Partnership
Tower Hamlets Homes

Tenant Organisations:

Harrow Churches Housing Association
Kensington and Chelsea TMO
Local Space
Luminus Group
Network Housing Group Ltd
Notting Hill Housing Group
Octavia Housing
United Residents Housing
Waltham Estate RMO

PUBLIC SECTOR

Local Authorities:

Arun
Aylesbury Vale
Brent
Bromley
Croydon
Hackney
Hampshire
Harlow
Harrow
Hounslow
Kensington and Chelsea
Kent
Southwark
Stevenage
Surrey
Uttlesford

Other:

Crofting Commission
London Fire and Emergency
Planning Authority

NS&I

Police Services:

Brent Borough Metropolitan Police and
Thames Valley Police

NHS Trusts:

Brent Mental Health Services
East London NHS Foundation Trust
Bexley
Greenwich Teaching PCT
Maldon and South Chelmsford
Newham
North West London Health Authority
West London Mental Health Trust

PRIVATE SECTOR

Atisreal Ltd / BNP Paribas Real Estate
BAM Construct UK
Blakell Europlacer
Clifford Chance LLP
David S Smith Packaging Ltd
ENGIE
Galliford Try plc
Harran Ltd
IPG
Jack Morton
Lovell Partnerships Ltd
Northern Trust Co
Park Royal Partnership
Punch Taverns/Spirit
Technicolour
Thales Consultancy
Vale Europe Ltd
Wembley National Stadium Ltd

EDUCATION

Copleston Children's Centre
St Mary's School and Heathfield School
The Aspirations Academies Trust
Kingston University
Richmond upon Thames College
St Georges University of London

RAIL

Bombardier
Chiltern Railways
East Midlands Trains
GB Railfreight
London Underground Ltd
LOROL

NOT FOR PROFIT / VOLUNTARY

City and Guilds
Motability Finance
Royal College of Obstetricians and
Gynaecologists
Royal College of Pathologists
Royal College of Physicians
The Society of Chiropractors and Podiatrists
UnLtd
Amnesty International UK
Addaction
Barnardo's
Care for the Family
Church of England
Citizens Advice
CSV
Evangelical Alliance
Feed the Minds
Livability (The Shaftesbury Society)
Marriage Care
NSPCC
Prospects – access to life
Response
Restore
St Mungo's
Thames Reach
The Scout Association
YMCA

RETAIL

IKEA
Laura Ashley
Marks and Spencer plc
Selfridges & Co