

CARDINAL SOLUTIONS

Who are we?

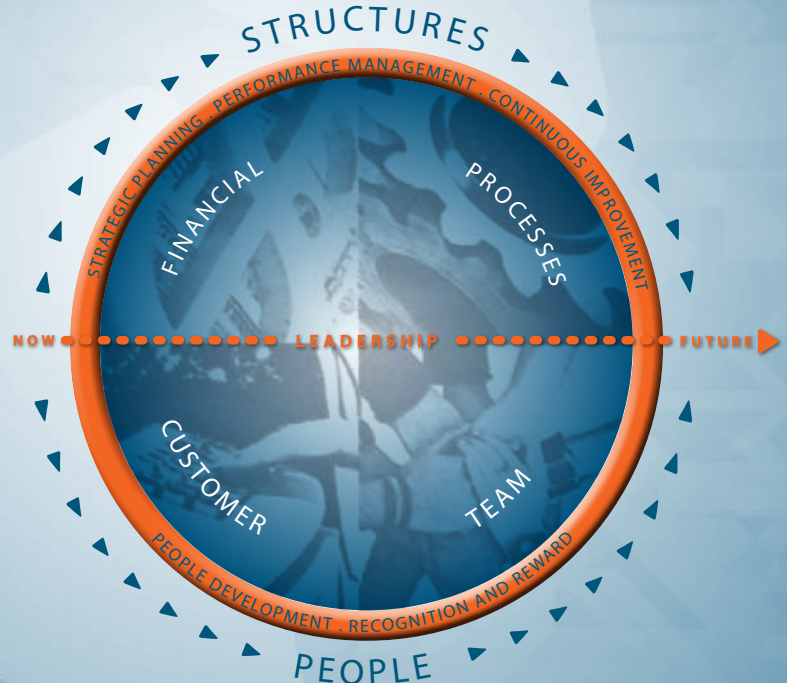
Cardinal Solutions takes its name from a cardinal mark – a navigational aid used by mariners at sea to identify safe water to pass through. Just as navigators at sea use cardinal marks to guide them, your business can engage the 'Business Navigators' to guide you on your business journeys, providing unique leadership training solutions customised to best meet the particular needs of your business.

Research shows that four times more information is retained if the participant is actively involved in the learning process. The use of experiential learning to maximise levels of participation and reinforce key outcomes is therefore a cornerstone of our philosophy to training.

Cardinal Solutions are committed to working with you to ensure that each training programme is customised to best meet your unique needs, reflecting our belief that a 'one size fits all' approach to training and development is not realistic. Most importantly, our philosophy is that training must lead to results. Accordingly, all of our programmes not only challenge participants to improve their performance, but also provide useful tools and processes that can immediately be put into action in your workplace.



Cardinal Solutions Organisational Excellence Model



What is our approach?

The Cardinal Solutions Model reinforces the belief in driving long term behavioural change. The solutions we offer are aligned to this, geared unapologetically towards change in your business.



What are our areas of Expertise?

Essentially, Cardinal Solutions is in the business of developing people performance through providing leadership and team development workshops.



How can we help you?

The process begins by us sitting down with you and reviewing your organisational competencies and current level of performance. The resulting gap analysis is used to develop a unique solution for your business. Depending on the exact requirements, we may use surveys or diagnostics to assist with this process.

Typically, this solution will consist of some interactive workshops held off-site followed with some individual coaching to reinforce the key principles and aid with the transfer of the knowledge into the workplace. The Cardinal Solutions services are available throughout Australasia.

How much will it cost?

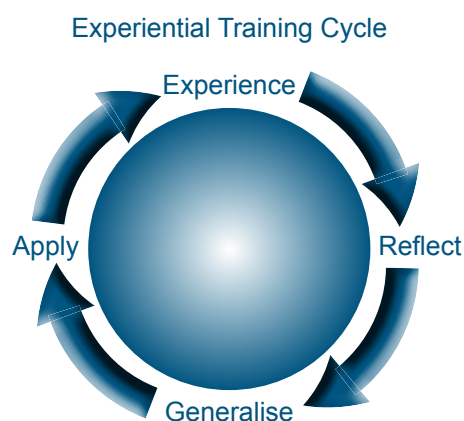
The exact investment depends on the needs of the client. A typical one-day workshop will cost in the vicinity of \$400 + GST per person/day. This includes the design, delivery and follow-up along with all workshop resources. All participants receive a high-quality workbook personalised with your business logo, vision, mission & values.

Why Cardinal Solutions?

We take the time to understand your business and design a solution that suits your requirements.

We have exceptionally trained Navigators who deliver fun, interactive workshops and individual coaching.

We design our programmes around the concept of experiential learning with other accelerated learning techniques. This assists considerably with the retention and recollection of information.



Probably most significant of all however, is that this learning is always related back to the business to ensure maximum transfer of information to the workplace. This leads to tangible benefits such as:

- greater staff retention,
- engaged staff,
- increased customer satisfaction,
- increased profits.

Intangible benefits include:

- improved self-confidence,
- enhanced relationships,
- clear succession planning,
- increased job satisfaction,
- improved innovation,
- conflict managed constructively;
- personal development.



What do our clients say?

"When launching our nation-wide Management Development Programme, we had identified a few variables that were going to be critical to the long term success of the programme. The first was finding a provider who understood the unique dynamics of owning and operating a business. The second was to find a provider who was prepared to listen to what we actually needed and then design a programme to suit. The third challenge was to identify some facilitators who could inspire and motivate a wide demographic of people. Finally, and most importantly of all, we were looking for a long term partnership with a business who we could trust implicitly.

After a careful selection process, we partnered with Cardinal Solutions who have met, and indeed **exceeded, our expectations**. Craig and Ant have put together an **outstanding programme** which has been **delivered with passion, integrity and enthusiasm** - the success of this programme is testament to their professionalism."

**Brendon Mills, Human Resources Manager,
Mitre 10 (NZ) Ltd, Auckland**

Since returning home I've reflected on the training and development programme with Cardinal Solutions. In business we strive for the win/win, in our personal lives we strive for the win/win, the training with Cardinal Solutions was most **definitely a win/win**. The feedback from the team has been awesome; the combination of learning, humour, passion and energy was an **inspiration for the whole team** and was the perfect climax to our stay in New Zealand.

I know I've changed both personally and professionally, it just remains for me to say "thank you" to the folks at Cardinal Solutions for making it happen.

**Ian Tress, Business Improvement Specialist, OnelT,
British Telecom, London**



"The use of activities to illustrate the common cross-functional and hierarchical issues was very well done. I would recommend Cardinal Solutions to other companies who wanted to train teams to **improve productivity, breakdown internal barriers and reduce cost** in their operations".

**Grant Edwards, Production Manager,
Sealed Air (NZ), Auckland**

"Cardinal Solutions Strategic planning has provided us at Whangarei PAK'SAVE with some very **valuable tools** for the work place. They have us **thinking as a team**, thinking outside the square as well as helping us to set a Vision, a Mission Statement and Values.

Our departmental heads meetings are now far more structured and valuable to the store. The flow of information from these meetings is greatly improved.

Probably the most pleasing aspect of the training has been the **dramatic lift in store standards** in all departments. **Great training, great results.**"

**Rodney Chang, Owner / Operator,
PAK'SAVE Whangarei**

"I have worked with both Ant Carter & Craig Burborough of Cardinal Solutions, at a strategic business level, for the past 12 months. They are both extremely **professional and dynamic**. Their training products and services are first class and they **deliver measurable results**. I enthusiastically recommend them to any organisation wanting to improve the performance of its people."

Lynden Payne – M.D. Payne Partners Pty Ltd – Gold Coast

Cardinal Solutions Ltd

www.cardinalsolutions.biz enquiry@cardinalsolutions.biz

0508 leadership or +64 (0)508 532 337

Private Box 302 711, North Harbour, North Shore City 0751, New Zealand