



TALENT
DEVELOPMENT

NFT CONSULT



✂ SKILLS TRAINING

Customised Skills Training

BUILT FOR YOUR PEOPLE. BUILT FOR YOUR
CONTEXT.

Generic training misses the point. NFT Consult designs and delivers bespoke skills training programmes built entirely around your organisation's specific capability gaps, industry context, and the exact competencies your people need to perform at their best, right now, not in theory.

- ✓ Training Needs Analysis
- ✓ Bespoke Content Development
- ✓ Flexible Delivery Formats
- ✓ Sector-Specific Expertise
- ✓ Measurable Skill Transfer



THE CHALLENGE

Off-the-Shelf Training That **Doesn't Stick or Translate**

Organisations spend significant budgets on training programmes only to find that behaviour back in the workplace doesn't change. The reason is almost always the same: generic content designed for a hypothetical average audience fails to connect with the specific reality of your team, your industry, or your organisation's particular challenges. Real skill transfer happens when training is designed around exactly who is in the room and exactly what they need to be able to do differently when they walk out.



Generic Content Misses

Off-the-shelf programmes are built for average audiences. Participants sit through examples and case studies that have nothing to do with their actual work environment.



No Behaviour Change

Without application-focused design and manager reinforcement, training knowledge evaporates within weeks, producing certificates but no measurable performance improvement.



Gaps Remain Unaddressed

When training is not preceded by a structured needs analysis, organisations end up investing in programmes that don't target the actual capability gaps affecting performance.

20+

YEARS OF EXPERIENCE

500+

ORGANISATIONS SERVED

4

COUNTRIES ACTIVE

8+

INDUSTRY SECTORS

OUR SERVICE AREAS



Training Needs Analysis

Before a single training day is designed, our consultants conduct a structured analysis of the organisation's current capability levels, performance gaps, and strategic priorities, using interviews, focus groups, performance data, and direct observation. The output is a clear capability gap map that identifies exactly what training is needed, for whom, at what depth, and in what sequence.

Capability gap assessment

Stakeholder interviews

Performance data analysis

Training priority map



Bespoke Content Development

Our instructional designers and subject-matter experts build training content from scratch, using your organisation's actual scenarios, your industry's specific language, and your team's real workflow challenges. Content is developed across all required formats: facilitator guides, participant workbooks, case studies, e-learning modules, and assessment tools that reflect your context precisely.

Custom facilitator guides

Scenario-based learning

E-learning modules

Assessment instruments



Flexible Delivery Formats

Designed to reach your people however they work best, face-to-face intensive workshops, modular classroom programmes, self-paced e-learning, blended formats combining digital pre-learning with in-person application sessions, or on-the-job coaching interventions. We work around your operational constraints to ensure maximum participation without disrupting your business.

Classroom workshops

E-learning

Blended programmes

On-the-job coaching

COMMON TRAINING TOPIC AREAS

Leadership & Management

Customer Service

Sales Effectiveness

Communication Skills



Customised Skills Training

Talent Development



WHY NFT CONSULT

Training That Is Built Around **Your People and Your Reality**

NFT Consult does not adapt existing programmes, we build from the ground up. Our team of instructional designers and specialist facilitators bring deep expertise across HR, finance, operations, sales, and leadership, combined with first-hand knowledge of how African organisations learn and what it takes to change behaviour in this specific context. Every programme we deliver is a first delivery of something built only for you.



Africa-Contextualised

All content uses local scenarios, local examples, and references that resonate with your team's day-to-day experience, not transplanted Western case studies.



Subject-Matter Experts

Our facilitators are practitioners in their field, not generalist trainers. They bring lived professional expertise, not just training delivery skills.



Built From Scratch

No repurposed content. Every programme starts with your specific brief and ends with a solution that is unique to your organisation's needs.



Behaviour-Focused Design

Content is designed backwards from the desired on-the-job behaviour, ensuring every activity and lesson connects directly to real performance improvement.



Measurable Transfer

Pre-training assessments, practical skill demonstrations, post-training evaluation, and manager observation tools to verify that learning has transferred to the job.



Long-Term Partnership

We build lasting relationships with our clients, regularly refreshing content, adding new modules, and expanding programmes as your capability needs evolve.

OUR TRAINING DEVELOPMENT PROCESS



Needs Analysis

Diagnose capability gaps and define the exact behaviour changes required from the training.



Content Design

Build bespoke materials, facilitator guides, workbooks, assessments, from your brief.



Training Delivery

Expert facilitation with active learning, practice, and real-time application of new skills.



Evaluation

Post-training assessment, manager observation, and impact reporting to stakeholders.

Tell Us What Your Team Needs to Be Able to Do

Share your capability challenge and we will design a training solution built entirely around your people, your context, and the outcomes that matter to your organisation.

GET IN TOUCH

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