



Schutte
Consulting
Limited

Introduction to our Training Services

October 2020

Welcome

A personal welcome and thank you for your interest in our services. I hope you find this Introduction informative and appealing.

I am passionate about teaching topics, which are firmly grounded in law but fused with the practical reality of business life. After training as a solicitor and working in major City law firms for 7 years, I decided to work in industry and also qualified as a Solicitor-Advocate. During 10 years as a senior in-house lawyer, I had to make law work to become a true trusted business adviser: providing succinct advice distilled down the absolute necessary, and being the go-to sounding board who would give senior executives a common sense opinion, without the legal frills or fear factor.

Too often, my training experience was frustrating: it was mundane, an after-thought, and out of touch with the reality of how organisations do business. I resolved to do better: I drew on my blend of private practice and industry experience, together with my advocacy skills and natural enthusiasm to learn, and in early 2014, I set up Schutte Consulting Limited (SCL), my training and legal consultancy company.

SCL's vision: "Making law work for the construction and engineering industry".

SCL has a solid name in the market for independent legal consulting and training of the highest quality, delivered with personality and practical experience.

SCL celebrated its 5th birthday in early 2019!

I support, and advise on, projects in the construction, engineering, infrastructure and development sectors, and on insurance, risk management and compliance, and claims/ dispute resolution. I have a niche practice in project management, planning and programming and and project controls, which has expanded SCL's offering in a new and untested direction. Interest at all contracting tiers has been growing. I regularly consult on contracting strategy and negotiation to ensure these sorts of issues are managed effectively, and speak at events and conferences, and write articles, on these topics. I collaborate with global professional associations to expand the knowledge and skills of their members.

Technology is changing how we do business, and resolve disputes, so law and practice must keep up, and organisations should ensure their teams are at the top of their game.

I will ensure your investment in your teams' growth is an unquestioningly justifiable business objective by making your training experience a rich one.

Please feel free to call me directly on +44(0)7970101188 to discuss further.

Very best regards



Sarah Schütte
Solicitor-Advocate and Director
October 2020

Our mission: 5 values

1. Training is **personalised** to our clients every time.
2. Training is content-rich and focussed on the “**how**”: how to apply the law in a practical, purposive way to enable organisations to do business **effectively**.
3. We deliver training in a **dynamic** and **engaging** way so our delegates have fun whilst **working hard**.
4. We believe in classroom **enrichment** through sharing experience, and by encouraging and facilitating **participation** and **interaction**.
5. Our delegates will learn **knowledge** and **skills**, which immediately **benefit** themselves and their colleagues, clients and business partners.

Our services

We offer a completely bespoke training service and are in your hands. We explore your requirements with you and clarify your priorities.

Our starting principle is that every organisation works in a different way and has a unique style and approach: we want to understand how you work, how you organise yourselves, what your plans for the current year are, and how they flow down and relate to team and individual developmental objectives. This information provides the starting point for how we design our training for you. All information is kept strictly confidential.

Design: it's personal

We love designing training for you. Our philosophy is rooted in listening to you tell us what you need, and distilling it into interesting content with substance: it's that simple.

Here are a few factors to think about:

1. Format: workshops, seminars, “lunch and learn” or breakfast meetings, master classes, and half day or full day courses?
2. Location: your offices are the most cost-effective venue. We can also attend your “away days”, slotting our sessions into your wider programme.
3. Delegates: a team with particular expertise or discipline? Or a group with the same level of experience or PQE?
4. Cost and time: what are your business constraints?

SCL Discussion Stops ©

We have always allowed for space for reflection in our training workshops. We believe firmly not in speedy delivery of volumes of information, but in layered learning with a practical focus. Building in time to embed learning and allow a pause for processing is highly important. In early 2018, we reworked this experience into a new offering: the SCL Discussion Stop ©.

Think of them a little bit like a structured water cooler moment, where individuals can reflect on what they have learned, and the group can freely discuss and debate the current learning topic, before moving on to the next one.

Training: the benefits

We can design individual sessions or a training programme to suit you. There are many benefits to regular training:

Cultural

- It becomes a respected and recognised cornerstone of a person's job description;
- Teams and individuals benefit from learning in a group, bonding over real experiences and sharing expertise in a facilitated environment;
- The identification of individual training needs or gaps in development, experience and expertise is important, because the team is strengthened when all the individuals in it grow their knowledge and skill-base;
- An individual supported in his or her learning is likely to feel valued and thus to remain a loyal employee (the same applies for tightly-knit teams);

Wider business objectives

- We can inform and feed into your system of recording personal objectives and achievements, and help you to track personal development;
- You can plan your teams' workloads so that individuals can engage fully in scheduled training, and therefore get the most out of it;
- We can smooth out the peaks and troughs of the CPD year (see further below);
- Training slots within the schedule can be allocated in advance to meet fixed dates e.g. a particular law coming into force;
- Clients maintain control and we work to suit your requirements, business needs, and team objectives.

CPD

We aim to take the hard work out of CPD. We can map the requirements of the associations relevant to your teams, and plan and deliver training to meet annual quotas, providing peace of mind to individuals and principals/ mentors, and ensuring they attend focussed and relevant training. This approach avoids a panicked “sweep up” of attending whatever is on offer towards the end of CPD year, which tends to be unsatisfactory for the individual and poor value in time and money for the principal.

Joint workshops with your clients or business/project partners

We can also design courses for our clients and their clients or business/project partners to come together in the style of a “joint workshop” or “project facilitation workshop”. Content can be designed around a particular project, transaction or dispute, or be more general (or be a combination). We can incorporate “role-swapping”, which promotes improved communication. This way of learning enables relationships to be cemented in a relaxing but purposeful business environment.

Preparing your teams for one of our training sessions

Our experience is that it is helpful to prepare attendees for the training session a week before the delivery date (and then again 2 days beforehand). For example, we can design and send out an anonymous 10-question 5-minute survey on the training topic. We will analyse the results. This exercise helps us to gauge in advance the attendees’ experience and expertise and tweak the training content appropriately. It also provides a useful “anchor” for the topic at the beginning of the training session, enabling everyone to settle in whilst hearing a few interesting stats!

After our training session

We ask delegates to complete our feedback form so that we can hear what they thought of the session, and take on board their suggestions and comments. We will then analyse the forms and discuss the results with you.

Budgeting

We provide an outline budget (at no charge), and adapt it to suit your requirements.

Basis of agreement

Our Standard Terms and Conditions of Business Training Services apply.

Schedule of training topics

Please consult our separate document. Whatever topic you choose, content will always be grounded in law but focussed on the practical, drawing on expertise and experience.

Contact

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#SCLatSW11 #SCLGlobal #AskSarajs

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Find us on these expert-matching websites:

<https://www.zintro.com/profile/sarah-schutte>

www.primedispute.com (approved Member)

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