

Our training DVDs

Whatever your challenges are in terms of getting key messages across to your people, Keystone will work creatively with you to create a bespoke DVD showing scripted scenarios to highlight the critical issues facing your business, whether that's equality and diversity, behavioural safety, leadership, customer service, performance management, conflict resolution, presentation skills – or something else.

Investing in a DVD not only gives you a learning tool for within workshops, it can also support ongoing internal development such as team briefings, toolbox talks, internally delivered training, inductions and refresher training.

Our top quality professional cameras allow us to take images from the DVD and add them to DVD workbooks for self-learning or group learning. These images can be used to make DVD learning fun and interactive. For example we can do exercises like 'spot the difference' in which employees pick between images as well as 'what happens next' in which teams might discuss an image in the workbook and potential outcomes, then play the DVD to see if their thoughts were correct.

The more interactive the DVD clips become, the more likely individuals and teams are to learn and remember key diversity messages.

To summarise, a DVD represents excellent value for money as it can be used in:

- Workshops
- Inductions
- Toolbox talks
- Self-study workbooks
- One-to-one coaching sessions with line manager

Once you have a DVD that is bespoke to your business, it is a long-term training tool available for use over and over again.

Why work with us?

Our team have been producing hard hitting training sessions with DVDs for over 5 years. We use DVDs to back up what has already been learnt on the training course as well as teach new skills, thus reinforcing the right long term messages in order to drive through culture and behavioural change towards diversity.

Our actors are skilled facilitators, and some are also experienced trainers, meaning that where clients use both actors and a DVD, the same actor that trains a delegate on a course is later watched by them on a DVD, continuing the same messages and ensuring learning is effectively built upon and change is embedded.

Everything we do is uniquely designed to meet the client's specific needs and everything we create in the training room or through the use of DVDs is aimed at being as close to 'real life' as possible.

This allows the delegates to make quick connections between what they are learning in the training session and what happens to them personally, day in and day out in their working lives.

We reflect back what they know is real, and encourage each delegate to think smarter and act more proactively as a leader of diversity. This includes the way (for example) they manage toolbox talks, as well as the way in which they challenge different types of behaviour and coach their teams to work in a diversity culture.

Everything is made personal to the delegate, which dramatically increases learning and gets fast results.

The benefits of our films

Our lead film maker has his own health and safety policy and delivers risk assessments and method statements for every job, and is also a first aid appointed person.

We can work very quickly achieving in one day what many other companies would typically take two or more days to achieve, without compromising in quality.

Our camera equipment lifts our films above the norm, giving them a much higher "production value". Cameras just like ours are regularly seen shooting Hollywood feature films such as

"Pirates of the Caribbean" and the Oscar winning " Social Network" and are currently shooting the new Peter Jackson (Lord of the Rings trilogy) spectacular "The Hobbit".

The super, high quality of the images - which is far beyond Blu-Ray and High Definition – means that we can pull any frame from the film that the client may want to use as a poster, or as a collection of stills images, and blow it up to any size without degradation of the image. This is not possible from a traditional high definition camera, where any still images from the film would necessitate the extra expense of a stills photographer on set.

In short your training film will have "The Hollywood Treatment" meaning that employees watching it become quickly engaged and involved in the film and the subject matter, just like sitting at home watching a good movie.

This in turn has a massive psychological impact on employee engagement and buy-in to the equality and diversity message that you are promoting.

For more information on the equipment we use please feel free to look at www.red.com.

What makes us different?

There are many companies that provide acting workshops but what makes us different is that our roots are firmly in learning and development. We use our extensive business experience to create powerful development solutions and then we work with our associate actors to bring this to life through a range of techniques such as forum theatre, hotseating, real play, stealth and talking heads.

We use drama and DVDs as just two of our many training tools because they get the best results in certain circumstances. This means that our focus is not on the actor but on the delegate and the change in behaviour that is required from them by their organisation. This also means that our clients can rest assured in our ability to support them through large cultural change programmes that are directly in line with their business objectives.

Our trainers excel in creating cultural change and coaching individuals to think and behave differently.

Our trainers have often come from an acting background but they are also experienced trainers who know how to get fast behavioural change within sectors such as engineering, construction and facilities management. They have a wide experience of training within these types of

environments, meaning that they easily build rapport with and gain the respect of the delegates and can quickly enter into their world and the way they think.

Keystone's customer-focused approach ensures satisfaction through each stage of design, scripting, rehearsal and delivery. Clients are engaged at every step and encouraged to attend rehearsals in order to gain 100% confidence with the material before the programme runs. Our flexibility and expertise means that we can turn your ideas into tangible learning experiences for your people.