

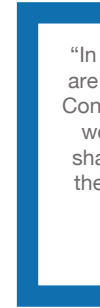


microLEARNING SOLUTIONS

BIG LEARNING ... SMALL DOSES

WHY IS IT CRITICAL

The way we learn and the way we deliver training is no longer a “one-size fits all” approach. While a comprehensive learning solution is still best for shifting cultures and changing the way people talk, share, practice and learn, some learners and cultures demand something different. Whether short learning experiences or just-in-time access to content, tips and tools; whether you call it micro, mini or bite-sized — we have the solution.



“In the new economy, conversations are the most important form of work. Conversations are the way knowledge workers discover what they know, share it with their colleagues, and in the process, create new knowledge for the organization.”
 – Alan Webber,
 Co-Founder, Fast Company



WHAT ARE THEY?

Using some of our most impactful thought-leadership and/or tools, these microLearning solutions are designed to support real-time, real-world and relevant conversations between employees and leaders, leading to high engagement, commitment, career growth, performance and productivity.

To introduce or support your career development or employee engagement initiative, to sustain those efforts, or to jumpstart conversations that engage, develop and retain talent, we offer flexible 1 to 2.5 hour sessions which can be delivered live, virtually (in most cases) and by your own trainers following a Trainer Certification process.

Choose the one(s) that will have the most impact for your organization.

MICROLEARNING EXPERIENCES

 INSTRUCTOR and VIRTUAL INSTRUCTOR LED	 INSTRUCTOR LED ONLY
The Brand Called You Developing And Managing Your Personal Brand	Career Leverage Inventory® Uncovering Options for Career Development
Engage! Getting What YOU Want Out of Work	Feedback Finder™ Strategies for Getting and Giving Feedback
Feedback is a Gift Getting Valuable Feedback From Others	Invest In Your Values® Guiding Conversations and Taking Action
Hello Stay Interviews Say Goodbye to Talent Loss	
Help Them Grow or Watch Them Go Career Conversations Employees Want	
Career Conversation Clinics (four sessions)	
Strategic Networking How Healthy is Your Network?	
Up Is Not The Only Way Rethinking Career Mobility	





THE BRAND CALLED YOU

Developing and Managing Your Personal Brand

All of us have a personal brand. Others use their own perceptions of what we're capable of achieving, whether we intentionally manage it or not. This 60-75 minute live or virtual session helps individuals gain clarity on their brand, as they learn how to solicit feedback and promote their brand.



Stay Interviews with all team members. Robust participant materials, support managers in continuing the conversations.

CAREER LEVERAGE INVENTORY® (INSTRUCTOR LED ONLY)

Uncovering Options for Career Development

Use the **Career Leverage Inventory®** in a flexible 60-90 minute live learning experience to get conversations flowing on career options. Help employees clarify their individual goals and identify what directions (in addition to vertical) they can take within the organization to reach their career objectives.



HELP THEM GROW OR WATCH THEM GO

Career Conversations Employees Want

Based on the **Help Them Grow or Watch Them Go** book, we offer virtual and live experiences to help your managers learn a practical approach to - and master their ability to hold impactful development-focused conversations. In a 1-2 hour session, your managers will be introduced to a high level and straight forward framework for career conversations; they will learn to build and polish their development-focused conversations. For a deeper dive into the concepts, application and practices from the book, we also offer a series of four conversation clinics that can be delivered over time and include: **Curiosity Driven Conversations: Framework**, Trust and the ROI of development; **Let Hindsight Light the Way**: Helping employees look back to move forward; **Behind the Crystal Ball**: Foresight conversations to guide growth for the future; and **If Not Up ... Then What?** Insight conversations to incite career actions. Offer either of these manager sessions if you'd like to see conversations occur in real-time and in today's real-world.



ENGAGE!

Getting What YOU Want Out of Work

Statistics show that engaged employees are satisfied employees who in turn create satisfied customers and impact an organization's bottom line. Employees can increase engagement by taking responsibility for their career satisfaction. Offer this 2.5 hour live or virtual session to your employees if you'd like to see them have effective conversations as they learn to take charge of their own engagement.



INVEST IN YOUR VALUES® (INSTRUCTOR LED ONLY)

Guiding Conversations and Taking Action

Use our **Invest In Your Values®** tool in a 60-75 minute live facilitated session to create a thriving environment full of engaged employees having values conversations. For years this inventory has been helping organizations guide employees to identify and prioritize their values, assess their alignment to goals and create actions to get more career satisfaction.



FEEDBACK FINDER™ (INSTRUCTOR LED ONLY)

Strategies for Getting and Giving Feedback

Use the **Feedback Finder™** tool in a 60-90 minute live session for the givers and/or receivers of feedback. Feedback, when not done well, can ruin relationships or create animosity. One of the best ways to handle these challenges is to create a culture where both giving and receiving feedback is valued.



STRATEGIC NETWORKING

How Healthy is Your Network?

Successful networking accelerates on-the-job learning by connecting people with others to fill important knowledge, experience and relationship gaps. This 60-90 minute live or virtual session builds a high-level business context to the 'why, who and value' of building networking relationships. Offer this session if you'd like to strengthen professional networks and encourage career conversations within your organization.



FEEDBACK IS A GIFT

Getting Valuable Feedback From Others

For most people, receiving feedback is not just uncomfortable, but typically challenging. Employees must recognize that feedback is critical in career management. This 60-75 minute live or virtual session helps individuals understand the value of feedback and introduces a process to follow to ask for and receive it, to support their growth.



UP IS NOT THE ONLY WAY

Rethinking Career Mobility

Based on our newest book by the same name, this 90-minute to two-hour interactive, virtual or live facilitator-led experience, has been designed to help managers and/or individuals understand what development and professional growth looks like in a changing world of work. Participants will learn to manage careers with agility while building workplace resilience as they prepare to grow in multiple ways to meet their own preferences aligned to organization needs. Offer this session if you'd like to expand your talent pool, increase engagement, and drive economic growth as your workplace - and talent needs - continue to change.



HELLO STAY INTERVIEWS

Say Goodbye to Talent Loss

Employee engagement impacts businesses - effective conversations drive engagement. Don't wait for Exit Interviews. Successful leaders in successful organizations hold Stay Interviews formally and integrate them regularly in their daily leadership style.

This 2 - 2.5 hour live or virtual experience provides managers with the fundamentals (CONNECTION, COURAGE, COMMITMENT) as they learn, practice and master

