



# Learning Dynamics

Investing in People™

## We were **BUSY** in 2009! How can we assist you in 2010?

*Utilize our 28 years of experience and consider Learning Dynamics as a partner in providing innovative solutions to your business initiatives and training needs!*

2009 was **another busy year** for us as we worked with many organizations across the country. We are proud to have had multiple assignments with over 90% of our clients. Below are samples of the many innovative assignments we implemented.

- ◆ **Business Challenge:** Several clients looked for a unique, interactive approach to mandatory sexual harassment training.

**Our Solution:** Our consultants presented many sessions of our award-winning *Common Decency*® program, which emphasizes the importance of maintaining a fair and legal work environment, and goes beyond sexual harassment to cover other employment law issues. Other clients used our e-learning versions of *Common Decency*®.

- ◆ **Business Challenge:** Many of our clients requested customized webinars on a variety of topics.

**Our Solution:** We developed customized webinars on such topics as Business Development, *Common Decency*®, and Getting Results through Effective Time Management.

- ◆ **Business Challenge:** As part of its annual diversity event for all employees, a client requested our services to train its entire staff on how to work more effectively with each of the generations.

**Our Solution:** We customized and presented “Working within a Multi-Generational Workforce” to all of the clients’ 1,100+ employees over a two-week period. We also presented a management version of the program for several other clients, including a major television network.

- ◆ **Business Challenge:** Several organizations looked to develop their managers’ leadership skills.

**Our Solution:** We implemented our “Investing in People” leadership development and succession planning program. The program includes half day modules, a one-day leadership assessment center, individual development plans, and a group project, based on an actual organizational need.

- ◆ **Business Challenge:** A Fortune 500 client sought to reinforce its commitment to **business ethics**.

**Our Solution:** We presented customized sessions of our award-winning “Integrity at Work” program. Attendees received a simple framework to use in making ethical decisions.

- ◆ **Business Challenge:** A number of clients looked to provide training to their managers and non-managers on **emotional intelligence**.

**Our Solution:** We offered our “Emotional Intelligence” workshops for clients in various industries. The program includes a self-assessment on the dimensions of EQ.

- ◆ **Business Challenge:** Several of our clients looked for **creative presentations at conferences** and all employee meetings.

**Our Solution:** Learning Dynamics consultants were often asked to speak on a variety of topics, including succession planning, sales, business ethics, customer service, and emotional intelligence. We were selected to present at the Hartford Business Women’s Forum for the second consecutive year and delivered keynotes at many state health conferences.

- ◆ **Business Challenge:** Clients looked for different approaches to **sales training**.

**Our Solution:** We designed and delivered customized modules including “Business Development,” “Consultative Selling” and “Motivating Sales and Service Teams.” We also delivered webinars on the topics.

- ◆ **Business Challenge:** A number of clients looked to help their managers and non-managers **multi-task and juggle multiple priorities**.

**Our Solution:** We delivered customized time management workshops where attendees received practical information that helped them prioritize, multi-task, and juggle multiple priorities.

- ◆ **Business Challenge:** Several clients requested our **external coaches** for their leaders, managers and individual contributors.

**Our Solution:** Our consultants served as executive coaches in a variety of industries. Assignments focused on such areas as leadership skills, time management, and emotional intelligence.

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