



Common Decency® Remains Popular

Learning Dynamics' award-winning employee relations program continues to be requested by clients across the country. The program's video vignettes were updated last year to include more contemporary issues that organizations grapple with.

LD's consultants have presented thousands of sessions of the program. **Common Decency®** is also available via a train-the-trainer certification program and/or in e-learning modules.

Common Decency® makes the connection between a fair and legal environment and an organization's success. The manager version covers various employment laws, while the non-manager version addresses professionalism, respect and diversity issues.

Principles of Adult Learning

All LD programs utilize principles of adult learning to ensure that the content is delivered in an engaging, interactive format.

To utilize adult learning principles in your training programs:

- Limit the use of PowerPoint
- Do not lecture for more than 10 consecutive minutes
- Have the class work in pairs, trios and at tables
- Turn your key points into discussion questions
- Allow for brainstorming and class discussions

Read Any Good Books Lately?

The LD consultants recommend [The M-Factor: How the Millennial Generation is Rocking the Workplace](#) by Lynne C. Lancaster and David Stillman. LD continues to provide many sessions of its "Understanding and Leading a Multi-Generational Workforce" program.

Meet Patty Sanchez Franco

Patty Sanchez Franco is a Consultant with Learning Dynamics with 15 years of human resource and training experience.

Patty previously worked in a variety of human resources and leadership development roles at Pfizer, The Chicago Tribune, and CIGNA. A skilled facilitator and trainer, her areas of expertise include team building, coaching, sales, employee engagement, customer service, entrepreneurship, and DiSC.

Patty holds a Master's degree in Organizational Development from Temple University and a B.S. in Psychology from Pace University.

What are You Really Asking?

LD clients were recently treated to an overview of the Precision Question and Answering workshop, facilitated by Vervago's co-founder and creator of the precision questioning technique, Dr. Dennis Mathies. PQ + A techniques increase the efficiency of business conversations, sharpen questions, tighten answers and raise the level of critical thinking in organizations. LD's Barbara Phillips, Calvin Morgan and Nat Brown are certified to deliver the program.

By The Numbers

According to the American Psychological Association, 62% of Americans are stressed about work.

Learning Dynamics Tidbits

Dr. Rosa Mo and Barbara Bellinger presented multiple sessions of "Diversity without Adversity" for a mid-Atlantic state's Department of Public Health staff...Kira Copperman presented "Understanding and Leading a Multi-Generational Workforce" for a national retailer's dot.com division managers...Barbara Phillips presented "Integrity at Work" for all staff at a new pharmaceutical client...Jim DeMaio presented "Managing Stress and Multi-Tasking" for a new software client...Nat Brown presented "Common Decency®" for a hospital client...Calvin Morgan facilitated "Bringing Out the Best in Others" for a healthcare client...Sonia Ellis-Taylor is designing customized modules for a client's interns.