



We Delivered Business-Oriented Learning and Development Solutions in 2022. How Can We Partner with You in 2023?

2022 was a record year for Learning Dynamics! We were pleased to deliver both webinars and in-person workshops to many organizations, including to several new clients. We also enjoyed multiple assignments with over 85% of our existing clients.

Why not consider Learning Dynamics as a partner in providing innovative talent management solutions to your business initiatives and learning and development needs?

Here are examples of our success stories from 2022:

Organizational Challenge	Provide an interactive approach to sexual harassment training and employee relations training for managers and employees
Learning Dynamics Solution	Our consultants presented numerous sessions of our award-winning Common Decency® program, which goes beyond sexual harassment to cover other employee relations situations. Other clients used our two-hour Common Decency® e-module, which satisfies Connecticut and California state-mandated training, to foster a fair and professional work environment. Clients reported a decrease in sexual harassment complaints and employee relations issues.
Organizational Challenge	Provide influencing without formal authority training
Learning Dynamics Solution	We designed and delivered multiple sessions of our Influencing without Formal Authority program, including a number of sessions for a new Fortune 100 client.
Organizational Challenge	Enhance skills for managing a hybrid workforce
Learning Dynamics Solution	We provided numerous cost-effective webinars on Managing a Hybrid Workforce . Clients reported a noticeable improvement in their managers' overseeing remote or hybrid staff.

Organizational Challenge	Develop our existing/future leaders and identify a pipeline for succession planning
Learning Dynamics Solution	We delivered our popular <i>Investing in People</i> leadership development and succession planning program. The program includes workshops, a leadership assessment center, individual development plans, and capstone group projects based on actual company needs. Results included greater responsibilities, increased senior management visibility, and enhanced leadership skills for many of these high-potential participants. The capstone projects, endorsed by senior management, led to decreased expenses, and/or increased revenues for the organizations.

Organizational Challenge	Co-facilitate leadership principles webinars for a large client
Learning Dynamics Solution	We were asked by a large, new client to support their internal training staff by providing a team of facilitators to co-facilitate more than 150 webinars of their leadership principles program. This resulted in efficient training of hundreds of employees.

Organizational Challenge	Provide career skills workshops and webinars for Workforce Investment Boards
Learning Dynamics Solution	We provided multiple webinars and workshops on career topics that included practice interviews, career transitions and exploring in-demand occupations for Workforce Investment Board clients in transition. As a result, many clients were able to land jobs.

Organizational Challenge	Reinforce the importance of a diverse, equitable and inclusive workforce
Learning Dynamics Solution	There continues to be a need to understand and address sexism, racism, and other longstanding harmful inequities in the workplace. Our <i>Diversity without Adversity</i> workshops and webinars helped clients launch initiatives designed to enrich discussions that can lead to the dismantling of sexism, racism, and other barriers to organizational effectiveness. Numerous clients have utilized our consulting services to assist with their DEI initiatives and have reported good progress toward meeting those initiatives.

Organizational Challenge	Provide coaching for executives, leaders, managers, and individual contributors
Learning Dynamics Solution	Numerous clients identified executives, leaders, managers, and individual contributors who we coached in areas such as communication, leadership skills, business development, time management, supervisory skills, emotional intelligence, and conflict management.