

The Shifting Learning Landscape.

Development Impact

Success in today's changing business environment requires a collaborative and experiential approach (20% and 70%) beyond traditional learning (10%) — but how? Learning that is responsive, flexible, practical and continuous creates positive workplace behavior.

This is the power of Actionable Conversations.



Why Actionable Conversations?



Investing just one hour a month...

1. Develops Stronger Leaders

- Learn by teaching.
- Develop facilitation & coaching skills.
- Increase leadership credibility.

2. Develops Individual Skills

- Fresh ideas from popular business books.
- Stimulate individual development.

3. Enhances Team Culture

- Apply insights in context of real business issues.

Traditional Learning & Actionable

Complement traditional classroom style learning with intelligent relationship development moments and context based application and reflection.

10%



Training & Workshops

Classroom Based

Traditional Learning

20%



Peer to Peer Mentoring



Professional Coaching

Relationship Based

Just in Time Learning

70%



Leader-Led Team Conversations



Repetitive Application

Experience Based

Just in Time Learning

The Actionable Difference

Create a culture of learning to bolster your classroom and e-learning initiatives.

Classroom, e-learning &

Actionable Book Summaries



Top business books

Actionable Leader-Led Conversations



Discuss application of ideas

Actionable Commitment Engine



Self rate progress for 30 days

The Actionable Difference

Three Basic Stages to a Culture of Learning

Real learning happens through shared understanding, practical application and deliberate reflection.



1. Conversation

Leader-led, 60-minute team discussions



2. Action

Single, micro-behavior change commitments with peer accountability



3. Insight

Leading indicators of engagement and business impact



The ROI of Better Conversations.

1. Let's talk engagement

More than simply “the right thing to do,” the data now irrefutably shows that developing a more engaged workforce positively impacts virtually every business metric you’d care to measure.

Organizations with top-quartile teams in employee engagement have:



Any KPI you'd likely want to measure is directly impacted by employee engagement.

ENGAGEMENT AT WORK: GALLUP'S Q12 META-ANALYSIS OF 14 MILLION EMPLOYEES, 2016

2. How can we do better?

People leave managers not companies.

The top two reasons people leave their jobs:

Number One
The relationships they have with their manager.



Number Two
The relationships they have with their peers.



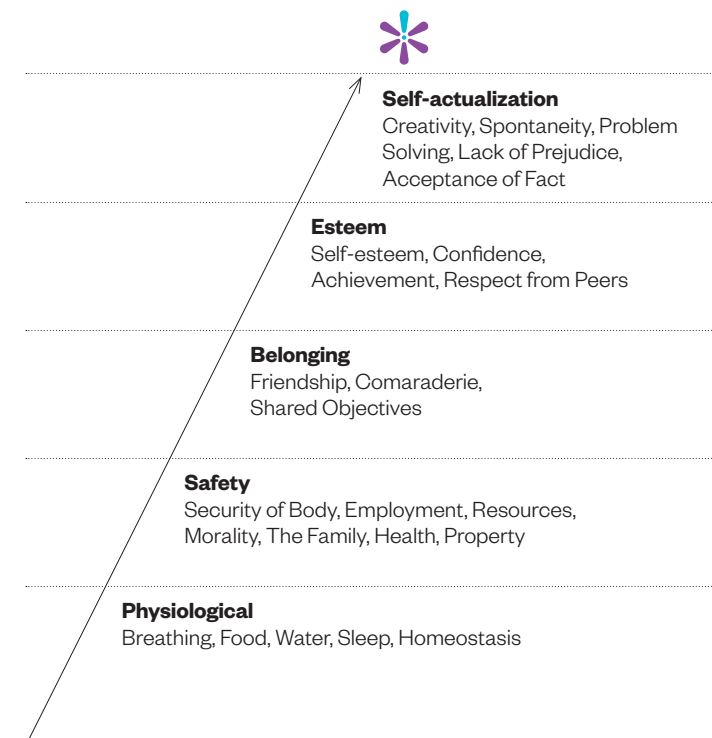
The most effective way to increase employee engagement is to foster better relationships in the workplace.

SUMMARIZED FROM GALLUP'S Q12 SURVEY, 2016

3. Inspiring conversation

Work relationships—really relationships of any type—are formed through (a) real conversation and (b) shared experience. They're strongest when those conversations and experiences revolve around something that matters.

Your (best) people expect more from their work than simply getting paid. They want connection. Personal growth. Respect. They want to feel that they belong, and that their work matters.



4. Simple & Effective

Better conversations drive better relationships. Better relationships drive better engagement. And better engagement is the most effective way to impact profitability.

In roughly one hour a month, Actionable Conversations provide busy team leaders with the tools for:

<p>a) Better group conversations Improving employee relationships & their own leadership credibility.</p>	<p>b) Better one-to-one conversations Strengthening individual relationships & developing a coaching habit.</p>
<p>c) Enhanced accountability Understanding what motivates each team member & supporting them in their self-directed growth.</p>	<p>d) Improved team dynamics Helping the team gel around aligned objectives & shared understandings.</p>