

Enterprise Learning Platform

Reinvent Employee Learning with the ITN Online Learning Platform Learn Anytime, Learn Anywhere and Learn at Your Own Pace



ABOUT THE ITN ACADEMY

No matter what your **learning goals** are – growing sales, improving productivity, leadership training, maintaining compliance or learning basic office skills – our library of online learning lessons is there to train your organization.

The ITN, **Enterprise Learning System** is a **cloud-based** solution that offers bite-sized lessons, conveniently split into ready to use modules.

We empower individuals, managers, teams and organizations to collaborate, author, globally distribute, and track, web-based training courses.

Learners of all abilities and positions – employees, franchisee, partner, or customer can **learn anywhere and any time**.

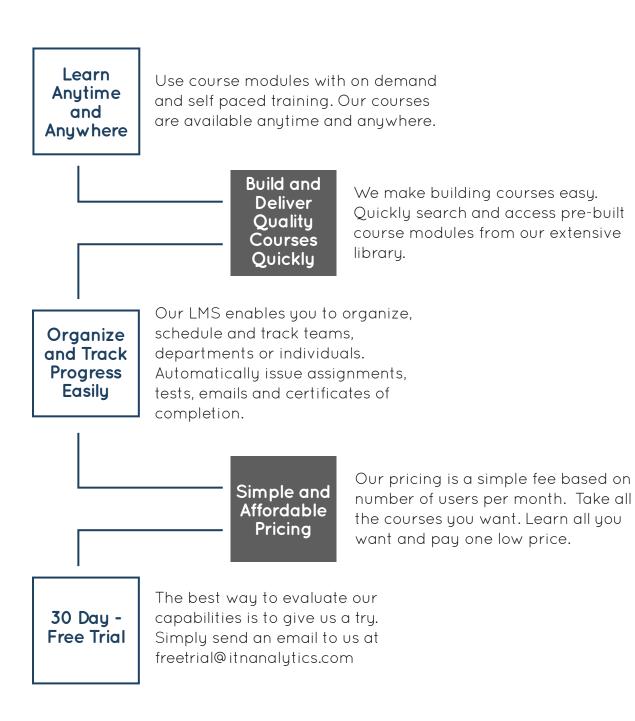
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Key Benefits







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Healthcare Certificate

Basic Life Support Communication COSHH Essentials - Care Certificate Duty of Care Equality and Diversity - Care Certificate Fire Safety - Care Certificate Fluid and Nutrition Handling Information Infection Prevention and Control Introduction to Care Certificate Introduction to Health and Safety Lone Working - Care Certificate Managing Stress - Care Certificate Medication and Healthcare Tasks Mental Health Awareness Move and Assist Safely

Privacy and Dignity - Care Certificate Safeguarding Adults - Care Certificate Safeguarding Children - Care Certificate Understand Your Role Working in a Person-Centered Way Working Safely and Securely - Care Certificate Your Personal Development



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Enterprise Learning

Advanced Spelling – Suffixes and Capitalization

Advanced Uses of the Comma

Agenda Setting

Basic Uses of the Comma

Business Report Writing Skills

Common Word Usage Errors

Communication and Channels

Communication and Ethics

Communication Barriers

Communication Channels

Correct Word Usage

Decoding Indirect and Direct Messages

Everyday Word Usage Blunders

Good Communication

Interview Communication

Interview Skills

Introduction to Pronouns

Italics, the Apostrophe, Dash and Ellipses

Lead by Listening

Making Meetings Matter

Manage Meeting Personalities

Modifiers and Sentence Structure Varieties

Office Spelling – Confusing Homonyms, Compounds and Negative Formations

Overcoming Barriers to Workplace Communication

Parentheses, Brackets, the Hyphen, and the Slash

Pronoun Problems



Proper Grammar – Advanced Verbs

Proper Grammar – Articles, Determiners, Quantifiers, and Interjections

Proper Grammar – Introduction to Adverbs

Proper Grammar – Introduction to Verbs

Proper Grammar – Nouns

Proper Grammar – Prepositions

Proper Grammar - Adjectives

Proper Grammar – Conjunctions

Semicolon, Colon, and Quotation Marks

Spelling – Applying the Office Dictionary

Subject and Verb Relationships

The Business of Communication

The Period, Question Mark, and Exclamation Point

Transitions, Repetition, Parallelism and Avoiding Redundancies and Clichés

Typical Word Usage Problems

Understanding Communication

Understanding Linear and Circular Communication Styles

Using and Identifying Phrases

Using Clauses and Sentences

Using Predicates, Objects, Complements and Modifiers

Workplace Communication - Presentations and Nonverbal Communication

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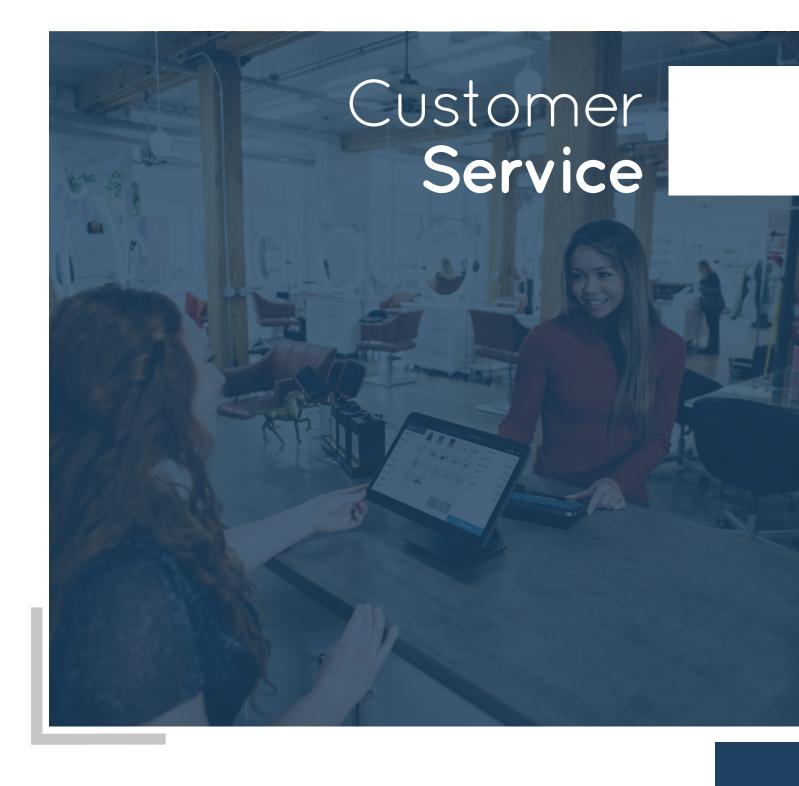
Conflict Management

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Handling Conflict and Negotiation Ethically Handling Conflicts in High-Value Relationships Handling Conflicts in Low-Value Relationships Identifying the Causes of Conflict Managing Conflict Managing Conflict in the Workplace Productive Conflict Resolution – An Introduction Thomas-Kilmann Conflict Model Understanding Conflict in the Workplace

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Complaint Handling

Customer Loyalty

Customer Service Success

Excellence in Customer Service

Five Steps to Problem-Solving and Diffusing Upset Customers

Handling Customer Complaints

Identifying and Exceeding Customer Needs

Introduction to Key Account Management

Is the Customer Always Right?

Key Account Management in Your Business

Mastering the Telephone: Basic Skills

Promote Your Service Value

Stellar Customer Service Best Practices

Telephone Etiquette

Vulnerable Customers

What Makes a Key Account Manager?

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Cloud Computing

Computer Forensics – Investigations

Cryptography 1.0

Cyber Security Overview

Identity and Access Management

Internet of Things

Malware and Viruses

Network and System Compliance Auditing

Overview of Network and System Audits

Ransomware

Ransomware and Cybercrime

Ransomware Prevention – Preventing Attacks and Contingency

Social Engineering

Types of Ransomware, Acts, and Obligations

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Subject Access Requests

Treating Customer Fairly

UK Financial Sanctions

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Finance **Skills**

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Analyze Financial Health with Ratios
Budget like a Boss
Budgeting Basics
Capital Budgeting Methods and When to Use Them
Cash Flow: Statements and Logistics
Costs, Volumes and Profits
Finance for Non-Finance Managers
Financial Documents 101
How to Maintain a Healthy Cash Flow
Income Statements Made Simple
The Accounting Equation
The Balance Sheet Explained
The Cash Flow Statement



Food Hygiene

Allergen Awareness

Food Hygiene Level 3

Food Safety – Cross Contamination

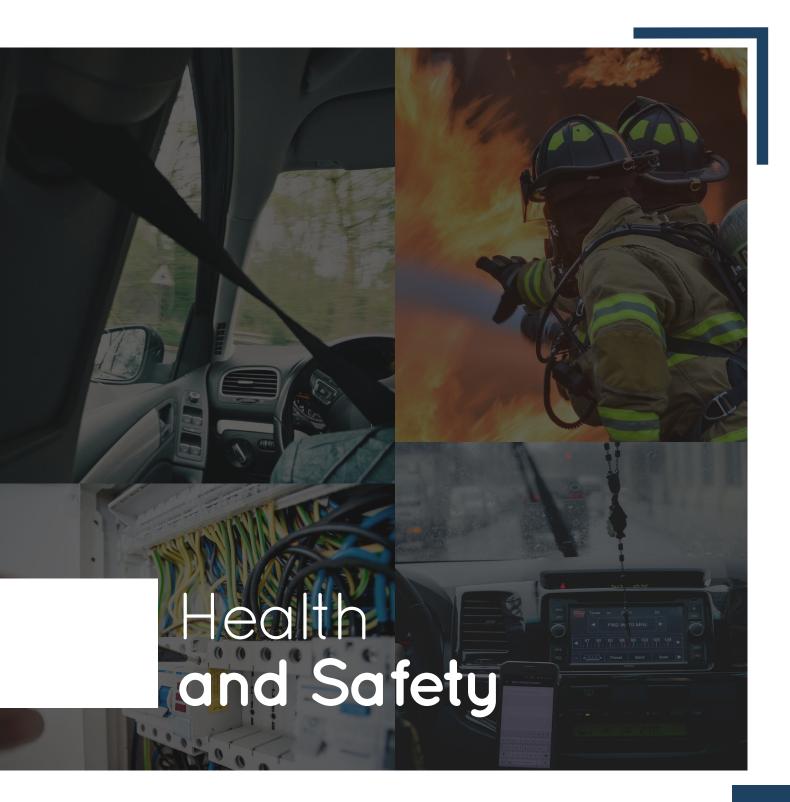
Food Safety and Hygiene for Retail, Level 2

Food Safety and Hygiene in Catering

Level 2 Food Safety and Hygiene for Catering







Asbestos Awareness

Bloodborne Pathogens and Your Exposure Control Plan

COSHH Essentials (UK/EU)

CPR Basics for Everyone: Adult and Child

Dangers of Sleep Deprivation

Driver Safety Awareness

Driver Safety Awareness (US)

DSE Awareness

Ergonomics: Steps to Minimize Workplace-Related Injuries

Fire Safety Awareness

Fire Warden Essentials

Hazard Identification and Risk Control

Health and Safety in the Workplace

Holding the Handrail

Infant CPR

Introduction to Working Safely

Lone Working

Manual Handling

Mobile Phones and Driving

PPE Awareness

Reverse Parking

See It, Sort It, Report It

Slips and Trips

Speeding on Site

Staying Safe in the Workplace

Texting While Walking

Why Emergency Preparedness Matters

Wire and Cable Management

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Be Active

CBT and Mental Health – Anxiety and Panic Attacks

CBT and Mental Health - Bipolar Disorder

CBT and Mental Health - Borderline Personality Disorder

CBT and Mental Health - Introduction to Cognitive Behavioral Therapy

De-stressing your Inner and Outer World

Dealing with Stressful People

Five Ways to Wellbeing

Healthy Eating at Work

Kick the Habit

Managing Employee Stress

Protecting Yourself - Stinging Insects

Protecting Yourself from Ticks and Mosquitoes

Protecting Yourself Poisonous Plants

Reducing Stress – Meditation and Visualization

Reducing Stress – Techniques to Relax

Reducing Stress Through Time Management

Stress at Work

Stress Management – Stress Awareness Comes First

Stress Management - Taking Care of Yourself

Stress, Emotions, and Ethics

The Dangers of Sitting

Understanding Emotion

What are Emotions?

What Can be Done About Job Stress?

What is Stress?

Workplace Hygiene

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Cultural Awareness in Hospitality

Customer Expectations

Hospitality – Concierge Best Practices

Hospitality – Food Service Best Practices

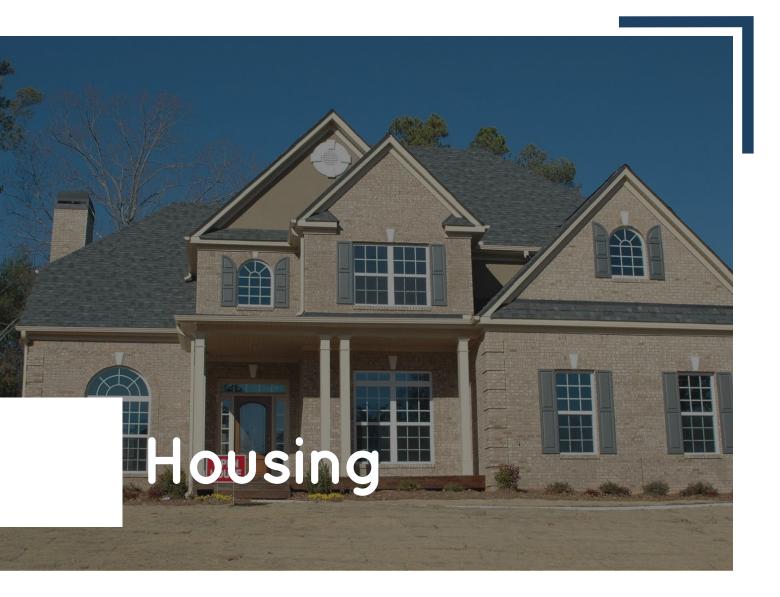
Soft Selling in Hospitality

Taking Care of Yourself First

Upselling in Hospitality

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Affordable and Social Housing

Risk and Compliance in the Housing Sector

Safeguarding Adults for Housing

Safeguarding Children for Housing

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- A New Way to Train Employees
- A Safe Workplace OSHA and Right-to-Know Laws in the U.S.

Administration of a Collective Bargaining Agreement

American Disabilities Act (US)

Analyzing Pay Theories

Applying Management Styles in Organizations

Beginning Development for Training Programs

Building Framework for the Development of Training Programs

California Sexual Harassment Prevention for Employees (US)

California Sexual Harassment Prevention for Supervisors and Managers

Career Development Programs

Communication Styles and Emotional Intelligence

Compiling Employee Satisfaction Data

Completing and Conducting Employee Performance Appraisals

Completing the Framework for Developing Training Programs

Costs and Causes of Employee Turnover

Current Labor Challenges and Labor Laws in the U.S.

Dealing with Performance Issues

Deciding on a Pay System

Defining HR

Defining HR

Designing a Performance Appraisal System

Determining Internal and External Pay Factors

Determining International Employee Compensation in the U.S.

Developing a Compensation Package

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Developing Employees

Directions of Communication in an Organization

Discipline and Grievance

Effective Absence Management

Email Management and Ethics

Employee Compensation and Benefits

Employee Personality and Fit

Employee Retention Strategies – Pay for Performance and Work-Life Balance

Employee Rights - Job Protection Rights in the U.S.

Employee Rights - Labor Unions in the U.S.

Employee Rights – Privacy

Employee Separation, Rightsizing and Layoffs

Expatriate Selection, Cultural Training and Other Considerations in the U.S.

Exploring Indian Culture

Exploring Latino Culture

Exploring Russian Culture

Exploring the Global Business Environment in the US

Exploring the Need for Labor Unions in the U.S.

Global Anti-Bribery and Corruption

Health Hazards at Work – Cumulative Trauma and Exposures

Health Hazards at Work – Promoting a Culture of Safety and Health

Health Hazards at Work – Stress in the US

Health Hazards at Work - Violence and Bullying in the U.S.

Hiring Employees

HR for Non-HR Managers

Human Resources Global Strategies in the U.S.



Implementing Retention Strategies

Importance of Training

Importance of Training

International Law for Expatriates in the U.S.

Introducing Human Resource Management

Introduction to Compensation and Benefits

Introduction to Employee Assessment

Introduction to Labor Unions in the U.S.

Introduction to Managing Employee Performance

Relating to Pay in the US

Managing Employee Performance – A Look at Influences and Discipline

Managing Expatriates – Reducing Stress and Homesickness in the U.S.

Maximizing Productivity – Accommodations for Employees with Psychiatric Disabilities in the U.S.

More Methods for Training Delivery

Multiculturalism and the Law in the U.S.

New York Sexual Harassment Prevention (US)

Nonverbal Communication and Listening

Onboarding – Best Practices

Onboarding - Orientations

Onboarding – The Power of Day One

Onboarding – Transmitting Culture

Onboarding - Why You Should Care

Onboarding Tools

Organizing the Performance Appraisal Process and Conducting Appraisal Interviews

Pay Types and Considerations

PCI-DSS and Wireless Use

PCI-DSS Compliance Standards
PCI-DSS Relation to Data Cards and Equipment
Performance Appraisal System Errors and Legal Considerations
Performance Appraisals
Performance Reviews
Practicing Advanced Retention Strategies
Preventing Workplace Discrimination and Harassment for Employees
Preventing Workplace Discrimination and Harassment for Managers
Providing Government-Mandated Benefits
Providing Voluntary Benefits – Incentive Pay and Paid Time Off
Providing Voluntary Benefits – Medical Insurance and 401(k)s
Recruitment – Job Analysis and Job Descriptions
Recruitment – Process and Strategy
Recruitment Law, Part Two – EEO Set of Laws in the U.S.
Recruitment Strategies, Part One
Recruitment Strategies, Part Two
Retaining Your Best People
Right People/Right Role
Selecting New Employees – Criteria Development and Resume Review
Selecting New Employees – Interview Methods and Avoiding Mistakes
Selecting New Employees – Making the Offer
Selecting New Employees – Selection Methods
Selecting New Employees - Testing
Selecting New Employees – The Selection Process
Selecting New Employees – Types of Interviews and Interview Questions
Sexual Harassment Prevention for Employees (Extended)

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SOX Compliance 101 Staffing Internationally in the US Termination of Employment The Collective Bargaining Process in the US The Four Stages of Employee Training The U.S. Legal Environment in Human Resources Types of Communication Styles in an Organization Types of Management Styles in an Organization Types of Professional Training for Employees Types of Training for Employees Understanding and Investigating Performance Issues Understanding Performance Appraisal Methods - Part One Understanding Performance Appraisal Methods - Part Three Understanding Performance Appraisal Methods – Part Two Understanding the Code of Conduct Policy Unionization and Corporate Resistance in the U.S. Utilizing Job Evaluation Systems What is New Employee Onboarding? What Makes a Great Place to Work? Working with Unions and Bargaining Breakdowns





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Excel 2003-2010 Upgrade Excel 2007 Advanced Excel 2007 Basic Excel 2007 Intermediate Excel 2010 Advanced Excel 2010 Basic Excel 2010 Intermediate Excel 2013 Advanced Excel 2013 Basic Excel 2013 Intermediate Excel 2016 Advanced Excel 2016 Basic Excel 2016 Intermediate Lync 2013 Basic Office 2016 Advanced Office 2016 Basic Office 2016 Intermediate Office 365 Basic OneNote 2013 Basic OneNote 2013 Intermediate OneNote 2016 Basic OneNote 2016 Intermediate Outlook 2003-2010 Upgrade Outlook 2007 Basic Outlook 2007 Intermediate Outlook 2010 Basic

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Outlook 2010 Intermediate

Outlook 2013 Basic

Outlook 2013 Intermediate

Outlook 2016 Basic

Outlook 2016 Intermediate

PowerPoint 2003-2010 Upgrade

PowerPoint 2007 Basic

PowerPoint 2007 Intermediate

PowerPoint 2010 Basic

PowerPoint 2010 Intermediate

PowerPoint 2013 Advanced

PowerPoint 2013 Basic

PowerPoint 2013 Intermediate

PowerPoint 2016 Advanced

PowerPoint 2016 Basic

PowerPoint 2016 Intermediate

Project 2010 Basic

Project 2010 Intermediate

Publisher 2013 Advanced

Publisher 2013 Basic

SharePoint Overview

Skype for Business 2016

Start Using Excel

Start Using Outlook

Start Using Word

Visio 2010 Basic

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Visio 2010 Intermediate
Visio 2013 Basic
Visio 2013 Intermediate
Visio 2016 Basic
Start Using PowerPoint
Start Using Word
Visio 2010 Basic
Visio 2010 Intermediate
Visio 2013 Basic
Visio 2013 Intermediate
Visio 2016 Basic
Visio 2016 Intermediate
Windows 7 Basic
Windows 7 Intermediate
Word 2003-2010 Upgrade
Word 2007 Advanced
Word 2007 Basic
Word 2007 Intermediate
Word 2010 Advanced
Word 2010 Basic
Word 2010 Intermediate
Word 2013 Advanced
Word 2013 Basic
Word 2013 Intermediate
Word 2016 Advanced
Word 2016 Basic
Word 2016 Intermediate

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Leadership and Management

A Motivators	Tool	≺it
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Barriers to Communication Success, Part One

Barriers to Communication Success, Part Two

Become An Effective Leader, Part One

Become An Effective Leader, Part Two

Benefits and Pitfalls of Planning

Build Your Team

Building and Managing Your Dream Team

Business Advantages of an Environmental Management System

Business Writing Tips - Edit, Rewrite and Say It Right

Business Writing Tips: Make an Outline and a First Draft

Changing Organizational Culture

Changing the Culture of Your Organization

Choosing an Interview Format and Considering Legal Issues

Choosing the Best Person for the Task

Communication Skills all Managers Must Master

Competitive Advantage in Organizational Strategy

Conducting Effective Meetings

Constructive Feedback

Creating and Maintaining a Successful Organizational Culture

Creating and Maintaining the Culture of Your Organization

Defending Against Reverse Delegation

Delegate to Save Time and Develop Your Employees

Delegating Authority

Demystifying Management

Designing Effective Teams



Effective Delegation

Embedding Organizational Culture

Employee Motivation – Job Dimensions

Employee Motivation and Ethics

Essential Time Management Tools

Evolution of Management

Expectancy Theory

Extrinsic and Intrinsic Rewards

Feedback and Non-Verbal Communication

Five Tips for New Managers and Supervisors

Gain Control of Work Life Balances

Giving and Receiving Feedback

Goal Theory

Group Decision Making

Hire Team-Oriented Employees

How Perceptions and Expectations Affect Motivation

How to Avoid and Manage Conflict

How to Hire the Right People

Human Resources – The Cornerstone of Successful Organizations

Identifying Obstacles to Organizational Change

Identifying the Culture of Your Organization

Implementing the Strategic Plan

Increasing Team Effectiveness

Inspirational Leadership

Interview and Selection

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Introduction to Discipline Introduction to Performance Appraisals and Appraisal Systems Job Rotation, Motivation and Morale Key Tools and Knowledge for Team Leading Key Tools and Knowledge of Motivation Keys to Lively and Effective Meetings Leadership versus Management Leading Team Meetings Linking Ethical Behavior to Your Organization's Structure Maintaining Organizational Culture Making a Plan that Works Making Effective Decisions Manage Your Time by Organizing Paperwork Management Skills - What Does it Take? Management, Communication and Growth Managing Change Managing Change in Your Organization Managing Team Development Managing Teams Managing Virtual Teams Marketing the Culture of Your Organization Maslow's Theory of Motivation Matching Applicants with Job Specifications and Conducting Interviews Maximizing the Benefits of Your Organization's Structure Minimizing Gossip and Rumor

Motivating Employees - Job Design

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Motivating Employees - Performance Appraisals Motivating Employees - Performance Incentives Motivating Your People and Being a Positive Role Model Motivation – Ethical Strategies Motivation - Need-based Theories Motivation – Process-Based Theory Motivation and Job Performance Motivation-Expectancy Theory Motivational Theorists Whose Theories Work in Practice **Operational Plans – Budgeting** Operational Plans – The Single Use Plan Operational Plans – The Standing Plan Organization for Efficiency Organizational Strategy Orientation - Where Do We Go From Here? Performance – A Manager's Responsibility Performance – Coaching Conversations Performance – Goal Setting Performance – Systems View Performance and Feedback Coaching Planning at the Top and Senior Level Principles of Planning Promoting an Ethical Culture in Your Organization Put on Your Manager's Hat Quantify Performance Goals if Possible Rational Decision-Making

Recruiting New People
Self-Evaluation and Common Pitfalls in Performance Appraisals
Setting Sound Goals
SMART Objectives
Speaking and Listening
Strategic Planning at its Best
Team Autonomy and Degrees of Freedom
Team Design Characteristics
Team Training, Compensation, and Recognition
Teams and Ethics
Terminating Employees
The Decision-Making Process – Part One
The Decision-Making Process, Part 2
The Disciplinary and Grievances Process
The External Environment
The Four Levels of Management
The Progressive Discipline Process
The Team and its Members
The Team and the Organization
The Theory of Reinforcement
Time Management for Managers
Tips for Conducting a Performance Evaluation
Tools and Knowledge for Successful Plans
Top 10 Mistakes of Managers
Tracking Progress with Controls
Transitioning to Management – The First Year
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Types of Organizational Plans

Understanding Motivation

Understanding Successful Negotiation

Understanding the Impact of Culture in Your Organization

What Managers Need to Know about Managing Change

Why Teamwork Works

Work Team Characteristics

Work Teams - Some Basic Guidelines

Work Teams – Types and Environments

Working with the Confused Employee

Working within the General and Specific Environment

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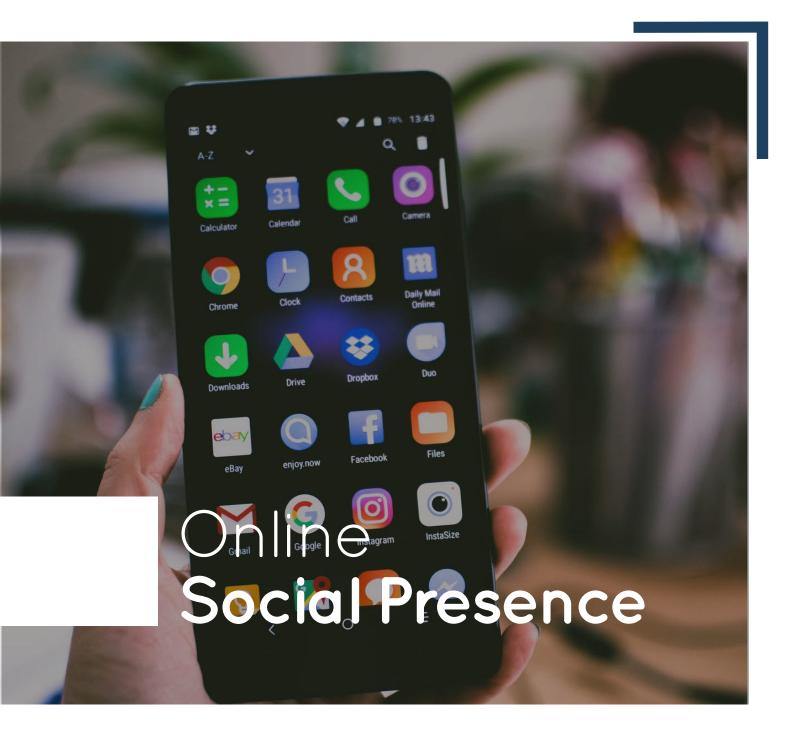
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A Tactical Guide to SEO and PPC
Benefits of Events that Drive ROI
Customer Marketing
Email Marketing
Essential KPIs for the Modern Marketer
Find Your Brand Voice with Killer Content Marketing
Marketing Strategy that Drives Effectiveness
Multi-Channel Marketing: Coordination, Cohesion and Results
Social Media Marketing
The Inbound Marketer's Playbook

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LinkedIn – The Basics





Be Assertive the Right Way

Coaching Skills

Conflict Management

Creative Problem Solving

Decision-making Excellence

Developing Resilience

Effective Communication

Emotional Intelligence

Helping Yourself and Others through Change

Introduction to NLP

Managing Stress

Negotiation and Influencing People

NLP - Unconscious Eye Movement

Presenting with Power

Productivity and Time Management

Team Working Excellence

The Public Speaking Guru – Confidence Builder

The Public Speaking Guru – Presenting with Impact

The Public Speaking Guru – Speech Writing

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Alcohol and Drugs at Work

Anti-Money Laundering

Bribery Act

Challenge 25

Consequences of Careless Social Media Use in the Workplace

Consumer Rights

Current Trends in Privacy

Cyber Security Risks and Social Media

Cyber Security: How to Stay Safe Online

Data Protection 2017

Dealing with Extremism and Terrorism Awareness

Environmental Awareness

EU Competition Law

Facebook, LinkedIn and Twitter Policies for Every Employee

Freedom of Information Act

GDPR Express

General Data Protection Regulation (GDPR)

Global Privacy Law Fundamentals

Harassment and Bullying at Work

Health and Wellbeing in the Workplace

HIPAA Privacy and Security 101

Information Security 101

IT Security for the Remote Worker and Business Traveler

Mental Health at Work

Mobile and Portable Device Security

Modern Slavery

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Overview of FCRA (US)

PCI DSS

Personal Social Media Use at the Workplace

Preparing for an Active Shooter Situation

Privacy 101: Get to Know the Basics

Privacy and Online Behavior: How to Protect Yourself

Right to Work

Safeguarding Adults - Care Certificate

Safeguarding Children – Care Certificate

Security and Privacy Controls

Sexual Harassment Prevention in the Workplace

Social Media Awareness

Tackling Hate Crime

Understanding Cyber Security

Understanding Sexual Harassment – What Everyone Needs to Know

Using Social Media to Represent Your Employer

What is FCPA? (U.S.)

Whistleblowing

Working Safely and Securely - Care Certificate

Workplace Security: What You Need to Know



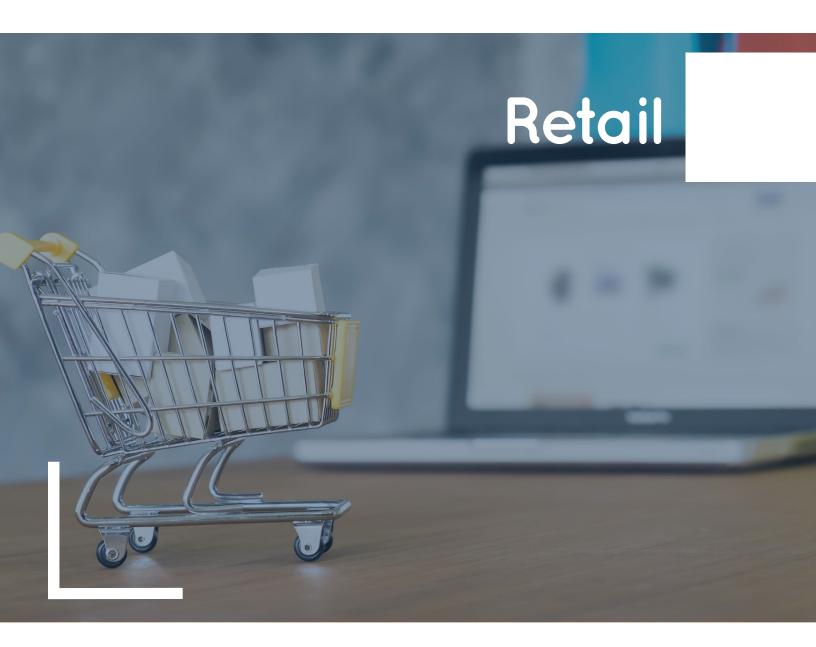


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TN Enterprise Learning

Close Your Project Successfully Introduction to Project Management Project Design Project Development and Testing Project Preparation Project Strategy and Business Case Support and Benefits Realization Training and Business Readiness





Be a Retail Hero

Connect with a Customer

Fitting Room Advice

Meet and Greet

Service at the Till

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Always Be Closing

Asking Questions

Authority and Social Proof

Be Likeable

Closing

Closing with Confidence in Sales

Commitment and Consistency

Do Your Research

Effective Listening

Effective Questioning

Establishing Trust with Customers

Features, Advantages and Benefits

Follow Up

Handling Objections in Sales

How to Engage Customers in Telephone Conversations

How to Handle Sales Objections

How to Influence

Introducing Yourself

Know Your USP's

Leave Something Behind

Listening Skills: Transform Your Customer Interactions

Mastering Cross-Cultural Negotiations

Mastering the Art of Negotiation

Navigating Gatekeepers

Negotiating Electronically

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Objection Handling

Presenting Compelling Presentations

Presenting for Salesperson

Prospecting with Ease

Qualify Your Lead

Sales Channel Partnerships

Sales Mastery (Full Course)

Scarcity

Selling Through Questioning

Selling to Power Buyers

Strategies for Professional Presentations

Taking Notes

The Pitch

The Power of Silence

Time Management

Time Management: Tips for Success

Using Humor

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Abrasive Wheels Alcohol at Work Carbon Monoxide Poisoning **Confined Spaces Construction Dust** Dangers of Working at Night Electrical Cord Safety Eye Protection Falling Objects Fire Classification and Equipment Fire Detection and Response **Fire Prevention** Hand-Arm Vibration Syndrome Head Protection Importance of Good Housekeeping Introduction to Fire Safety Legionnaire's Disease Noise and Hearing Protection RIDDOR Safe Working with Lift Trucks Sharps Injuries Step Ladder Safety Working Alone Working at Height

Workplace Vehicle Safety

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Communication and Social Skills – Giving Feedback
Communication and Social Skills – Receiving Feedback
First Aid – Bleeding
First Aid – Primary Survey
First Aid – Secondary Survey
Health and Wellbeing – Avoid Burning Out
Health and Wellbeing – Importance of Sleep
Health and Wellbeing – Positive Thinking
Health and Wellbeing – Relaxation Techniques
Health and Wellbeing- Letting Things Go
Leadership and Management – Stress Management
Leadership and Management – The Key to Delegation
Leadership and Management – Coaching Others
Life Hacks – Work and Life Balance
Management and Leadership – Dealing with Difficult Staff
Management and Leadership – Innovation and Culture
Management and Leadership – Learning Styles
Management and Leadership – Team Activities
Marketing Hacks – Defining Your Message
Marketing Hacks – Effective Brand Identity
Marketing Hacks – Finding Your Voice
Marketing Hacks – Increasing Your Brand Visibility
Marketing Hacks – Video Pitches
Marketing Hacks – Word of Mouth Marketing
Marketing Hacks – Building Brand Loyalty

Personal Development – Habits	
Personal Development – Mentoring	
Personal Development – Networking	
Personal Development – Personal Branding	9
Personal Development – Personal Vision S	tatements
Personal Development – Practicing Patien	ce
Personal Development – Preventing Procre	astination

Personal Development - Self-Limiting Beliefs

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