

# JammTrain

## Transforming Talent through Science, Engagement, and Personalized Training and Coaching

Since the pandemic, companies have been struggling with a talent crisis: the Great Resignation. Remote and hybrid working prompted many people to quit their jobs, seemingly in search of more meaning, money, and flexibility.

But there's an upside to this upheaval. The steps businesses are taking now to retain employees can go a long way in facilitating a more significant shift. One may call it the Great Reimagination of work, where a fundamental reexamination of workplace systems can help businesses fortify workforce engagements to weather future shocks.

That's where JammTrain cements its cornerstone. It helps businesses lay the groundwork for the Great Reimagination that's on the horizon through its recruitment methodologies, leadership development programs, sales training, and high-performance coaching.

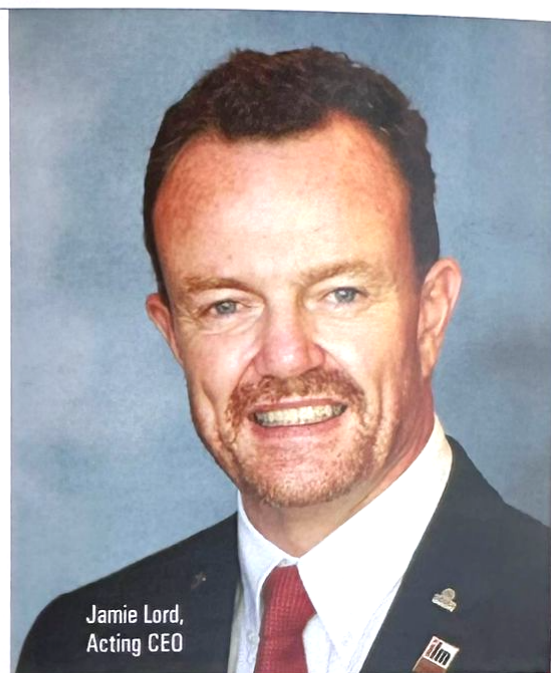
One of the biggest issues JammTrain unravels is around employee job satisfaction.

More than three-quarters of the global workforce doesn't feel engaged at work, due to people being in the wrong job roles. Young talent is usually attracted to a company's handsome financial and benefits package, not considering if the job is their passion.

In some other cases, their goals change as they get older. Whatever the reason, it is essential that companies understand if their employees are in the right roles, and if there's anything holding them back on their career path.

JammTrain evaluates such employee behaviors, personalities, and attitudes by leveraging the Winslow personality assessment. The insights help companies reallocate talent to their best-suited role and

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Jamie Lord,  
Acting CEO

recognize the behavioral gaps deterring their growth. That way, a company cannot only develop a workforce with higher job satisfaction, it can also address related setbacks with more personalized training and coaching.

Modifying employee behavior is often a lost piece of the puzzle to increasing job satisfaction. JammTrain's tailored coaching helps companies effectively bridge this gap. Companies can enroll their employees in a variety of programs.

JammTrain's flagship program, Leadership Academy, is a 12-month course that covers 12 important leadership subjects. As part of the Sales Academy's two-day immersion curriculum, 10 essential selling skills are covered. High-performance coaching length can vary, but its essential elements are usually packaged in seven sessions. After completing these programs, JammTrain rewards participants with certificates or advanced

certificates, which are an excellent addition to an employee's resume.

“Our aim is to help employees address key challenges, master communication tools, and prepare for success through our immersive training programs,” says Jamie Lord, acting CEO of JammTrain.

Its training success is demonstrated by the CEO of an Indian asset management company seeking guidance. The CEO was trying to understand why he was not succeeding in his role despite good performance. The Winslow assessment revealed a lack of sociability as the underlying issue. The low sociability score served as a reminder to him that he needed to improve his interpersonal communication skills to soar higher.

Banking on these expertise, one can indeed say that JammTrain is a rudder to the leadership development and coaching space, enabling companies to create better and more passionate leaders, and through them, facilitate sustainable businesses. **IHR**