

Team Training Program Menu

Make real impact. Really fast.



WEEK 1

Coaching Skills

WEEK 3

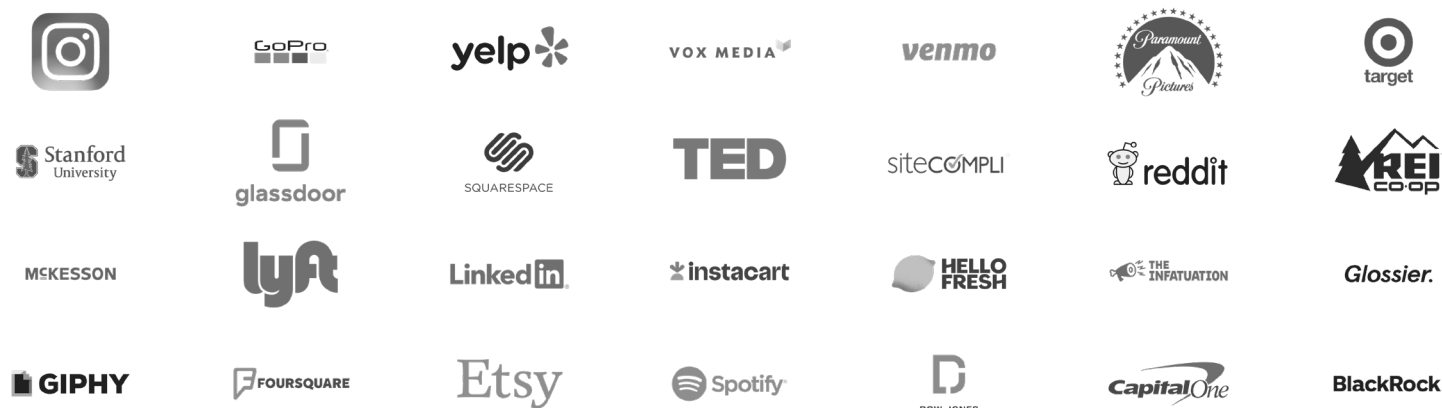
Feedback Skills

WEEK 5

**Productivity &
Prioritization**

Make **real** impact. Really fast.

LifeLabs Learning trains managers, execs, and teams at
2,600+ amazing companies, in-person and virtually.



Our programs are:

Refreshing: Workshops are short (1-2 hours), fun, and tailored to your culture

Taught live: Virtual for real-time feedback and peer-to-peer learning

Science-backed: Packed with practice and science that appeals to data-driven minds

Simple & sticky: Giving employees tools they can put to use the very same day

Focused on Tipping Point Skills™: The smallest changes that make the biggest impact

Our clients are saying:

“Our employees continually rave about the workshops and facilitators!”

Jenny Weston, Lyft

“Pretty much the most useful workshops I’ve ever gone to.”

Matthew Hamilton, Venmo

“The lessons really stuck with me because I was able to immediately put them into practice.”

Marisa Beltramini, Squarespace

“LifeLabs Learning sessions are helpful for first-time managers and technical folks to scale as leaders in the company by giving them a simple yet powerful framework.”

Bala Subramaniam, Instacart

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Research-backed skills that drive big results

Not all skills are created equal. We do research to identify the **Tipping Point Skills™**—the smallest changes that make the biggest impact in the shortest time.

We focus on the essential skills of modern managers, execs, and teams—equipping employees with the tools and confidence to lead, work, and succeed in times of rapid change.

Each program in this menu includes short, refreshing, interactive, and science-backed training that transforms critical skills into lasting habits.

All programs can be delivered virtually or in-person.

Program Results

Our workshop feedback scores are consistent across all of our programs. If any workshop scores less than 90%, we cut it from our menu. Why? When your employees love the development opportunities your company provides, they are more likely to apply new tools, feel valued, and pass on what they've learned to others.

Workshops employees love

**survey of 24,160 participants*

95%

Said the workshop they took was useful

99%

Said their facilitator was knowledgeable

95%

Said the workshop was engaging

Learning that sticks

**case study of 100+ managers:*

3 months after training,

100%

of participants said they were using new skills they had learned.

6 months after training,

94%

said the training was still having a positive impact on their performance.

6 months after training,

100%

of the participants' managers said they were still seeing a positive impact

Company-wide impact

Our programs play a major role in organizational change. Following training, our clients have seen a **5% - 42%** increase in the following survey items:

- ✓ I would recommend my manager to others
- ✓ My manager cares about my development
- ✓ My manager gives me useful feedback
- ✓ We have honest two-way communication
- ✓ My company invests in my development
- ✓ There are growth opportunities at my company

Manager CORE Part 1

Manager CORE 1 builds the foundation for today's managers with **five 2-hour workshops** designed for small learner cohorts. Each workshop can be tailored to meet the needs of first-time or experienced managers, directors, and senior leaders. Workshops are spaced for maximum learning retention.



Workshops	Managers will learn how to:	They will practice:
Coaching Skills	<ul style="list-style-type: none">• Motivate and empower their reports• Help their reports become proactive & independent• Listen and communicate more effectively	Active listening, question agility, coaching through work-related challenges
Feedback Skills	<ul style="list-style-type: none">• Handle difficult conversations well• Give actionable feedback• Ask for feedback effectively	Preparing for a tough conversation, giving and asking for feedback
Productivity & Prioritization	<ul style="list-style-type: none">• Manage their time and their reports' time well• Clearly communicate priorities• Take action proactively vs reactively	Prioritizing tasks and fixing common time management challenges
Effective 1-1s	<ul style="list-style-type: none">• Give reports a feeling of constant growth• Increase sense of meaning and inclusion• Use 1-on-1s to drive performance and engagement	Holding developmental 1-on-1 conversations
Manager Intensive 1	3 months later, at the critical point in the learning cycle when new skills start to fade, participants assess their CORE 1 skills, then take them to the next level by applying them to challenging scenarios	
Optional Add-ons		
Managing Distributed Employees	Learn the challenges of remote, hybrid, and distributed leadership, and rapidly increase productivity and engagement on your team by adopting simple but powerful habits.	
Skillful Conflict & Collaboration	Handle conflict productively to drive innovation and collaboration across teams, cultures, and remote, in-person, or hybrid environments	
Behaviors of Inclusion	Build awareness, shared vocabulary (to make scary conversations easier), and learn to be an advocate for yourself and others.	
Rapid Trust	Create trust within and across teams, boost psychological safety, improve cross-cultural and cross-functional communication, and learn from failure so it isn't repeated.	

Manager CORE Part 2

Manager CORE 2 elevates your managers with the skills to lead strategically, adaptively, and at scale. This program includes five 2-hour workshops that create a shared vocabulary and provide a common set of tools.



Workshops	Managers will learn how to:	They will practice:
Strategic Thinking	<ul style="list-style-type: none">• Shift their team from reactive into proactive mode• Prevent unintended consequences of decisions• Include the right stakeholders at the right times	Applying strategic thinking tools to real-world projects
Meetings Mastery	<ul style="list-style-type: none">• Lead effective brainstorming and decision-making sessions• Keep meeting participants focused and productive• Intervene when meetings go off track	Using advanced meeting facilitation tools and techniques
Leading Change	<ul style="list-style-type: none">• Craft a compelling change statement• Reduce change resistance and accelerate adoption• Create resilience and flexibility within their team	Planning and messaging change initiatives
People Development	<ul style="list-style-type: none">• Develop a strategic succession plan for their team• Hold effective career growth conversations• Create and track individual development plans	Succession planning and holding career growth conversations
Manager Intensive 2	3 months later, participants get a refresher in all CORE 2 skills and take part in a series of tough practice drills and case studies to deepen their skills	
Optional Add-ons		
Managing Distributed Employees	Learn the challenges of remote, hybrid, and distributed leadership, and rapidly increase productivity and engagement on your team by adopting simple but powerful habits.	
Skillful Conflict & Collaboration	Handle conflict productively to drive innovation and collaboration across teams, cultures, and remote, in-person, or hybrid environments	
Behaviors of Inclusion	Build awareness, shared vocabulary (to make scary conversations easier), and learn to be an advocate for yourself and others.	
Rapid Trust	Create trust within and across teams, boost psychological safety, improve cross-cultural and cross-functional communication, and learn from failure so it isn't repeated.	

Individual Contributor **CORE**



Our Individual Contributor CORE Program consists of **five 2-hour workshops** designed to equip individuals with essential skills for navigating change, advancing their careers, communicating effectively, and boosting productivity. These curated skills work in harmony with our Manager CORE program, amplifying impact across your entire organization.

Workshops	Managers will learn how to:	They will practice:
Influential Communication	<ul style="list-style-type: none"> • Earn influence through asking high-quality questions • Pivot from defensiveness to curiosity • Improve communication and collaboration 	Active listening and asking clarifying and deepening questions
Feedback Skills	<ul style="list-style-type: none"> • Give feedback that is brain-friendly and actionable • Reduce defensiveness in others (and themselves) • Ask for and receive feedback effectively 	Preparing for and holding difficult conversations
Productivity & Prioritization	<ul style="list-style-type: none"> • Track how long tasks take and where time is going • Prioritize by distinguishing urgent from important • Create a workflow for optimal focus and efficiency 	Diagnosing and resolving their time management challenges
Adaptivity & Resilience	<ul style="list-style-type: none"> • Manage uncertainty and their reactions to it • Analyze their default style under stress and know how to diagnose colleagues' styles • Use best practices that create structure for themselves and others, even with limited information 	Techniques to stay calm, collected, and clearminded even when things are quickly changing
Career Growth	<ul style="list-style-type: none"> • Identify their strengths & development opportunities • Build skills that benefit self and team growth • Increase social capital by diversifying their network 	Sharing their career goals and creating a development plan
Optional Add-Ons		
Delivery Skills	Capture attention, demonstrate warmth and competence, and make your message stick.	
Skillful Conflict & Collaboration	Handle conflict productively to drive innovation and collaboration across teams, cultures, and remote, in-person, or hybrid environments	
Behaviors of Inclusion	Build awareness, shared vocabulary (to make scary conversations easier), and learn to be an advocate for yourself and others	

Company-wide Initiatives

Looking to make a sweeping change across your company? We support the initiatives below through a combination of training, resources (like templates and checklists), and consulting.



Build an Inclusive Culture (DEI Program)

Driving Diversity, Equity & Inclusion (DEI) initiatives can be overwhelming. We help companies create a simple plan of action, including training and small changes to organizational systems that have wide-spread impact. To deepen your company's inclusion skills and conversational capacity, you can also include CORE workshops.

Behaviors of Inclusion	Build awareness, shared vocabulary (to make tough conversations easier), and learn to be an advocate for yourself and others. (2 hours)
Inclusive Interviewing	Conduct interviews fairly and effectively while creating an inclusive candidate experience and improving your company's hiring decisions. (2 hours)
Inclusive Systems Skills	Learn how to flag, discuss, and optimize organizational systems for maximum equity and inclusion and avoid common bias hotspots. (2 hours, for your internal DEI leaders such as execs and People Ops)

Create A Feedback Culture

Feedback Skills:	Workshops for execs, managers, and individual contributors. Help employees at all levels develop feedback skills, confidence, shared norms, and vocabulary to take the fear out of tough conversations. (2 hours)
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All-Staff Enrichment Program

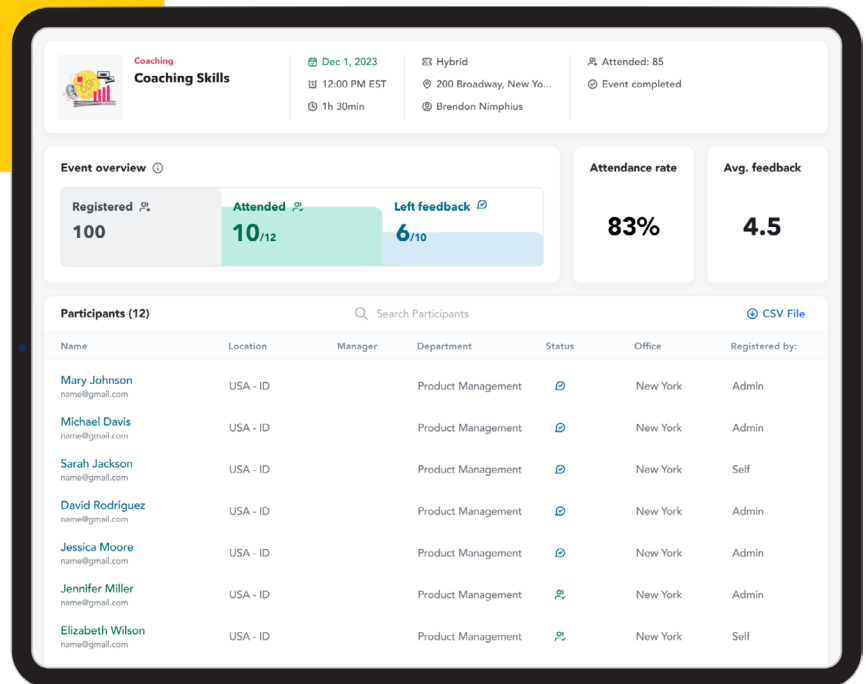
Show your employees at all levels that you're investing in their development. Mix and match workshops to meet your organizational needs.

Program administrators can assign supplemental resources to participants' learning dashboards to reinforce workshop learning. Additionally, participants can browse complementary resources on demand.

LifeLabs Learning Platform

Scalable Live Learning

All of your LifeLabs Learning programs are powered by a single, scalable platform that simplifies program management and boosts learner engagement for instant impact!



STEP 1

Manage your programs with ease

- ✓ Upload all of your learners at once.
- ✓ Assign training to individual learners or groups in bulk.
- ✓ Boost engagement and attendance with automated reminders and optional Single Sign-On.

STEP 2

Experience interactive learning

- ✓ Engage learners through live workshops led by expert facilitators.
- ✓ Empower learners with real-time feedback in interactive group coaching sessions.
- ✓ Offer on-demand courses and resources to support live learning.

STEP 3

Track progress anytime

- ✓ Monitor attendance and completion rates for live and on-demand training.
- ✓ Access real-time learner feedback data.
- ✓ Sort and view individual and team progress.

Additional Services

Explore additional ways to enhance your L&D program and empower your team. We offer specialized training programs for diverse audiences and customized consulting for people operations initiatives.

- ✓ **Executive and C-suite trainings**
- ✓ **Membership Plans**
An annual membership with unlimited access to live LifeLabs Learning workshops, group practice and coaching sessions, and learning resources.
- ✓ **Retreat and offsite workshops for groups of all sizes**
- ✓ **Programs for specialized audiences**
Sales professionals, engineering leads, high-potential leaders, women leaders, and more
- ✓ **Organizational consulting**
Performance reviews, onboarding, employee engagement, manager competencies, and more
- ✓ **Don't see a service you need?**
Contact us about custom offerings.



Launch your program today! Visit [LifeLabsLearning.com](https://lifelabslearning.com) or contact your LifeLabs Learning Program Consultant via email: hello@lifelabslearning.com



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