

Program Menu

LifeLabs Learning's Programs are behavioral change systems that drive measurable outcomes and help organizations through transformations.



WEEK 1

Coaching

WEEK 3

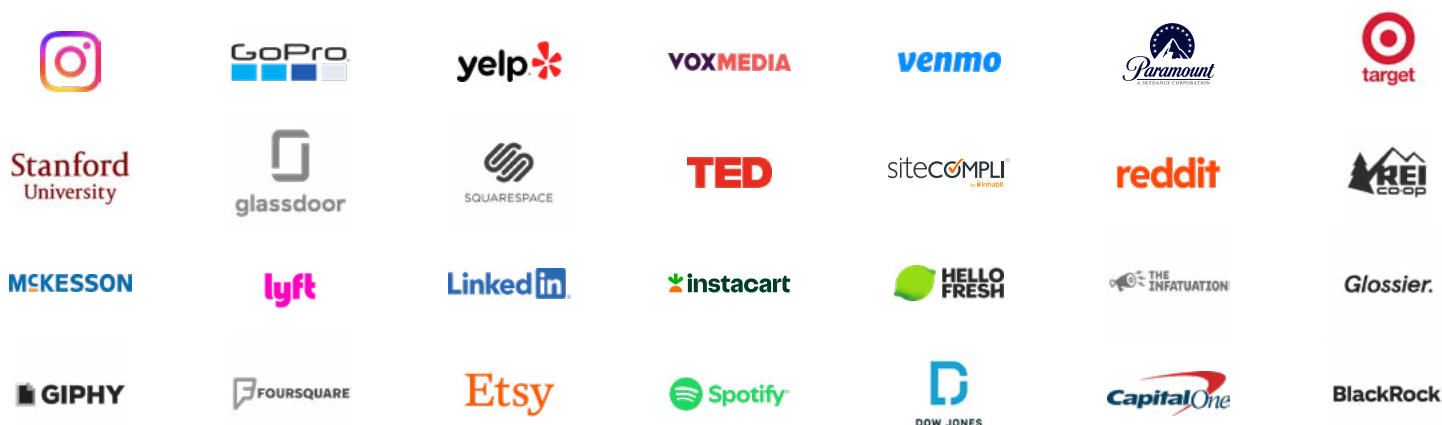
Feedback

WEEK 5

Delegation

Make **real** impact. Really fast.

LifeLabs Learning trains managers, execs, and teams at
3,000+ 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.

Our Approach

Science-backed skills with real-world impact.

Over the past decade, we've studied tens of thousands of managers around the world. What we found was clear: **the most effective people leaders share a core set of skills.**

We call these the **Tipping Point Skills™**, the most important skills that drive immediate, high-impact results. Each of our 15 Tipping Point Skills™ is grounded in research and validated by academic and practitioner literature.

Tipping Point Skills™ form the foundation of every LifeLabs program. They are:

- ✓ **Timeless:** They hold up across industries, leadership levels, and time.
- ✓ **Universal:** They're relevant for every team and leader.
- ✓ **Proven:** They consistently deliver tangible results.

The LifeLabs Learning 15 Tipping Point Skills™:



Adaptivity & Resilience



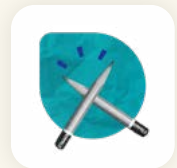
Building Trust



Career Growth



Coaching



Conflict & Collaboration



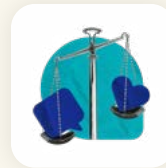
Delegation



Facilitation



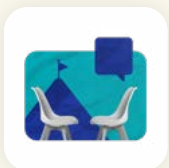
Feedback



Inclusive Systems Thinking



Leading Change



Manager Conversations



Presenting



Productivity



Strategic Thinking



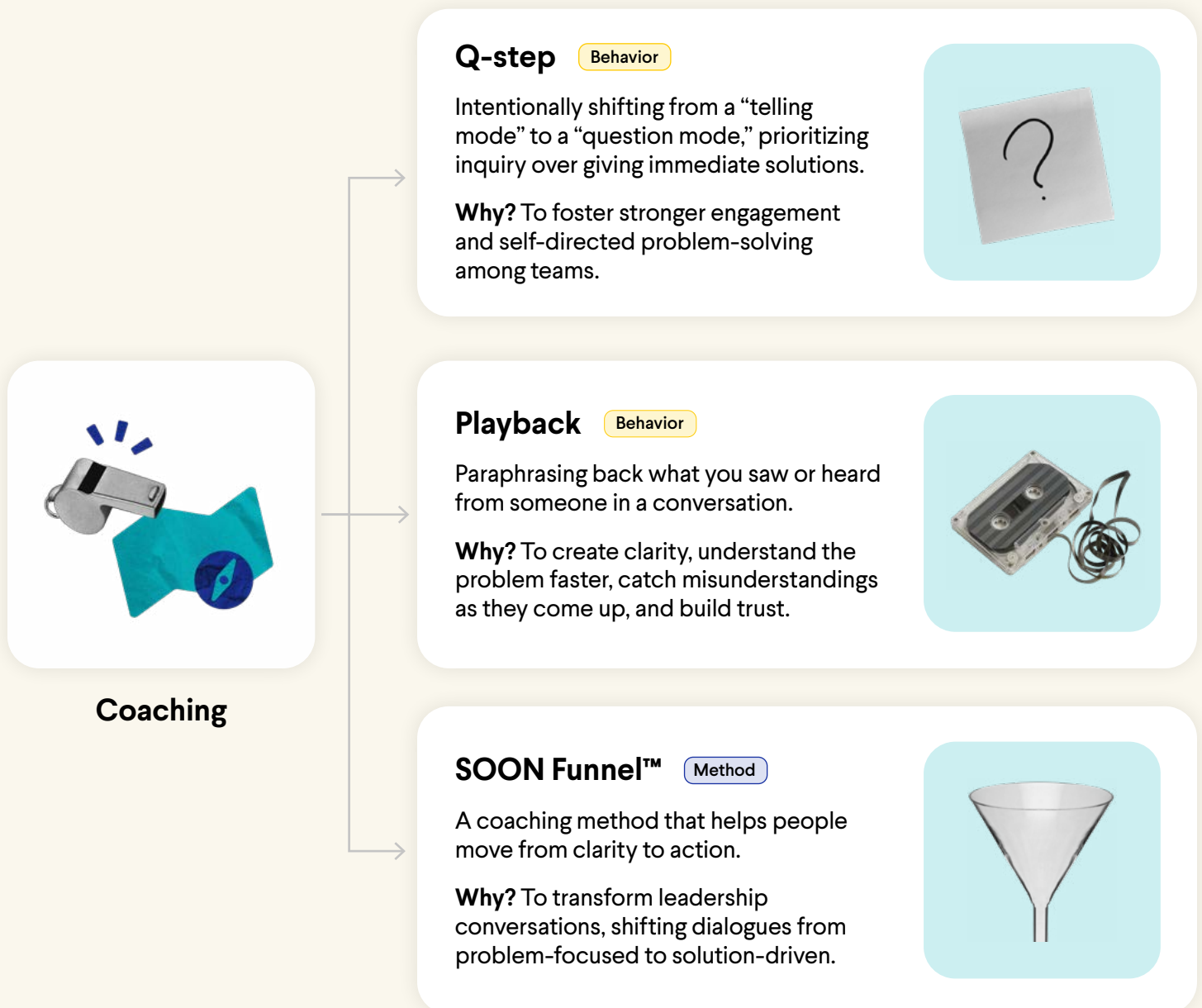
Time Management & Prioritization

Our Approach

We break down each Tipping Point Skill™ into individual **Behaviors & Methods** that can be immediately put into action. This drives behavioral change immediately, and helps learners build habits that lead to long-term success.

These **100+** Behaviors & Methods are woven into every workshop, toolkit, and learning experience, because building better leaders and stronger teams starts with building the right habits.

Example Behaviors & Methods:



Skills Lab

The capstone experience that turns learning into on-the-job habits

Skills Lab is a **modular, customized reinforcement experience** at the end of every LifeLabs Learning program.

This live, facilitator-led session focuses on helping learners actively apply what they've learned to real situations. Rather than introducing new concepts, it creates space for practice, so those behaviors show up in day-to-day work.



The problem we solve

Most training helps people understand a concept, but that's only the first step. Without practice, new skills fade quickly.

Skills Lab is built for what comes after training.

In a facilitator-led session, learners work through real scenarios, practice key behaviors, and build consistency so skills become on-the-job habits. It combines structured practice with group coaching and peer insight, grounded in the real challenges your team faces today.

How participants practice:

- ✓ **Hotseats:** real challenges with live coaching
- ✓ **Peer coaching:** structured support from the group
- ✓ **Realplays:** practice for high-stakes conversations
- ✓ **Fishbowls:** observe and learn from others
- ✓ **Facilitator feedback:** guidance in the moment
- ✓ **And more:** based on your team's needs

Without structured practice, up to **70%** of new skills taught can be lost within 24 hours. Skills Lab helps prevent that.

94% of participants feel confident they can immediately apply these concepts and skills at world practice and coaching

92% of participants recommend our practice & coaching sessions to a friend or colleague

Based on feedback from thousands of learners in group practice and coaching sessions

No two Skills Labs are the same

Each Skills Lab is shaped by your goals and what comes up during your program. Your priorities guide the design from the start, and your facilitator builds on real challenges observed during workshops, tailoring the session's activities and focus to your organization's context in real time.

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*



Learning that sticks

**case study of 100+ managers:*



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

Our Programs

Solving Key Organizational Challenges

Most organizations **start with Manager Core** and then expand based on need.

Each program is built on **Tipping Point Skills™**, broken into behaviors, and reinforced through practice.



TOP PROGRAM

Manager Core

Build confident managers.
Strengthen team performance at scale.



Focus & Productivity

Strengthen team execution.
Sustain high performance.



Change & Alignment

Align organizational decisions. Lead teams through change.



Collaboration & Trust

Strengthen trust, collaboration, and inclusion.



Workplace Core

Build consistent communication and resilience across the org.



AI Transformation

Build the manager behaviors that AI adoption depends on.

+ Custom Programs Tailored to your specific organization's challenges and desired outcomes.

Included with all Learning Programs:

- ✓ Programs tailored to your organization's goals and culture
- ✓ Expert facilitation that ensures consistency and quality
- ✓ Dedicated Consultant & Customer Success Manager to drive impact and success
- ✓ Platform to manage, assign, and scale learning
- ✓ Real-time insights to track progress and outcomes
- ✓ On-demand resources to reinforce learning
- ✓ Pre- and post-workshop email nudges
- ✓ Exclusive access to community, research, and events

Add ons:

LabCoach AI

Additional Skills Labs

Custom Workshops

Membership

Speaking Engagements (Keynotes)

Manager Core



Build confident managers who drive performance and engagement

This program builds the foundational skills managers need to drive team performance, lead with consistency, and develop their people. It includes four workshops (60-, 90-, or 120- minute variants) and one Skills Lab, designed for small learner cohorts of 10-20 people. Each workshop can be customized for new or experienced managers, directors, and senior leaders, and is spaced to maximize learning retention.

Built for Impact

This program prepares managers to coach, navigate tough conversations, shift from doing to leading, and take ownership of management challenges that often get pushed to HR. Each skill builds on the next to create consistent, effective management habits that drive performance over time.

Equip your managers for the AI era

As AI handles more execution, managers shift toward guiding thinking, judgment, and development. The Manager Core program helps leaders coach AI-assisted work, give clear feedback on process and output, and delegate in ways that build capability, not just speed.

Workshops	Managers will learn how to:	They will practice:
Coaching	<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	<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
Delegation	<ul style="list-style-type: none">• Delegate in a way that builds ownership and growth• Match the right tasks to the right people• Reduce bottlenecks and increase team capacity	Delegating real tasks by setting clear goals, assigning ownership, and checking progress
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
Skills Lab	<ul style="list-style-type: none">• Apply skills to real scenarios• Troubleshoot challenges and sticking points• Commit to clear next steps	Includes: practice activities, group coaching, reflection, and peer insight

Tipping Point Skills™:



Coaching



Feedback



Manager
Conversations



Delegation

Focus & Productivity



Increase team capacity through focused work and consistent execution

The Focus & Productivity program equips managers with the skills to improve team execution and sustain high performance, even under pressure. This curated program includes four workshops (60-, 90-, or 120-minute variants) and one Skills Lab that create a shared vocabulary and provide a common set of behaviors and methods.

Built for Impact

This program builds skills that help managers focus teams on high-impact work, shift from reactive to proactive planning, expand team capacity, and clarify expectations to support stronger performance. Each skill builds on the next to create habits that drive consistent, proactive execution over time.

Sharpen focus and productivity in the AI era

As AI increases output, the Focus & Productivity program helps managers and teams prioritize the work that matters most, avoid unnecessary AI-generated tasks, and maintain quality as speed increases, so more work doesn't turn into more noise.

Workshops	Managers will learn how to:	They will practice:
Productivity & Prioritization	<ul style="list-style-type: none">Track how long tasks take and where time is goingPrioritize by distinguishing urgent from importantCreate a workflow for optimal focus and efficiency	Diagnosing and resolving their time management challenges
Delegation	<ul style="list-style-type: none">Delegate in a way that builds ownership and growthMatch the right tasks to the right peopleReduce bottlenecks and increase team capacity	Delegating real tasks by setting clear goals, assigning ownership, and checking progress
Adaptivity & Resilience	<ul style="list-style-type: none">Manage uncertainty and their reactions to itAnalyze their default style under stress and know how to diagnose colleagues' stylesUse best practices that create structure for themselves and others, even with limited information	Techniques to stay calm, collected, and clear-minded even when things are quickly changing
People Development	<ul style="list-style-type: none">Develop a strategic succession plan for their teamHold effective career growth conversationsCreate and track individual development plans	Succession planning and holding career growth conversations
Skills Lab	<ul style="list-style-type: none">Apply skills to real scenariosTroubleshoot application challengesCommit to clear next steps	Includes: practice activities, group coaching, reflection, and peer insight

Tipping Point Skills™:



**Time Management
& Prioritization**



Productivity



Delegation



**Adaptivity &
Resilience**



**Career
Growth**



**Leading
Change**

Change & Alignment



Improve decision-making and alignment through organizational change and growth

The Change & Alignment program helps leaders and teams make decisions and stay aligned as the organization grows and evolves. This curated program includes four workshops (60-, 90-, or 120-minute variants) and one Skills Lab that create a shared vocabulary and provide a common set of behaviors and methods.

Built for Impact

This program builds skills that help managers communicate clear direction, turn meetings into decision engines, and evaluate risks and opportunities early. Each skill builds on the next to create habits that move work forward consistently, even through change.

Drive change and alignment in the AI era

As AI accelerates decision-making and increases the volume of information teams must process, the Change & Alignment program helps leaders keep priorities clear and decisions aligned, so AI-driven insights translate into coordinated action, not fragmented execution.

Workshops	Managers will learn how to:	They will practice:
Effective Meetings	<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
Strategic Thinking	<ul style="list-style-type: none">• Shift their team from reactive to proactive mode• Prevent unintended consequences of decisions• Include the right stakeholders at the right times	Applying strategic thinking tools to real-world projects
Delivery Skills	<ul style="list-style-type: none">• Capture attention• Demonstrate warmth and competence• Make messages stick	Delivering key messages with clarity, presence, and audience focus
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
Skills Lab	<ul style="list-style-type: none">• Apply skills to real scenarios• Troubleshoot application challenges• Commit to clear next steps	Includes: practice activities, group coaching, reflection, and peer insight

Tipping Point Skills™:



Facilitation



Strategic Thinking



Presenting



Leading Change

Collaboration & Trust



Help teams navigate tension and perform under pressure

The Collaboration & Trust program equips leaders with the skills to maintain strong collaboration as teams evolve and navigate pressure. This curated program includes three workshops (60-, 90-, or 120-minute variants) and two Skills Labs that create a shared vocabulary and provide a common set of behaviors and methods.

Built for Impact

This program builds skills that help managers create psychological safety, address tension early, strengthen trust, and establish shared ways of working amid change. Each skill builds on the next to create habits that increase trust and improve collaboration for teams under pressure.

Strengthen collaboration and trust in the AI era

As AI introduces new friction around ownership, bias, and how work gets done, the Collaboration & Trust program helps teams build inclusive habits, strengthen conflict skills, and reinforce trust, so they can question outputs, share concerns, and work effectively together.

Workshops	Managers will learn how to:	They will practice:
Behaviors of Inclusion	<ul style="list-style-type: none">• Build awareness• Use shared vocabulary to make scary conversations easier• Be an advocate for yourself and others	Inclusive behaviors in 1:1s, meetings, feedback, and decisions
Conflict & Collaboration	<ul style="list-style-type: none">• Handle conflict productively to drive innovation and collaboration across teams cultures, and remote, in-person, or hybrid environments	Practicing how to address conflict early and collaborate effectively
Building Trust	<ul style="list-style-type: none">• Create trust within and across teams,• Boost psychological safety• Improve cross-cultural and cross-functional communication• Learn from failure so it isn't repeated	Practicing trust-building across teams and working styles
Skills Lab (2 sessions)	<ul style="list-style-type: none">• Apply skills to real scenarios• Troubleshoot application challenges• Commit to clear next steps	Includes: practice activities, group coaching, reflection, and peer insight

Tipping Point Skills™:



Inclusive Systems Thinking



Building Trust



Conflict & Collaboration

Workplace Core



Increase employee engagement by helping people do their best work together

The Workplace Core program equips employees with the foundational people skills that shape daily collaboration, engagement, and performance. This curated program includes four workshops (60-, 90-, or 120-minute variants) and one Skills Lab designed to complement the Manager Core program and amplify impact across the organization.

Built for Impact

This program builds core workplace skills that strengthen feedback, improve communication, increase adaptability to change, and clarify ownership of growth and development. Each skill builds on the next to create consistent, effective working habits that drive engagement and performance across the organization.

Build core workplace skills for the AI era

As AI reshapes roles and workflows, the Workplace Core program helps individuals communicate clearly, give and receive feedback on AI-assisted work, adapt to change, and take ownership of their development, so they stay effective as work evolves.

Workshops	Managers will learn how to:	They will practice:
Feedback	<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
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
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 clear-minded 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
Skills Lab	<ul style="list-style-type: none">• Apply skills to real scenarios• Troubleshoot application challenges• Commit to clear next steps	Includes: practice activities, group coaching, reflection, and peer insight

Tipping Point Skills™:



Feedback



Leading Change



Adaptivity & Resilience



Career Growth

AI Transformation



Turn AI investment into better decisions and stronger teams

The AI Transformation Program comprises three workshops and a Skills Lab that build the manager behaviors AI adoption depends on: judgment about when to use AI, coaching redesigned for teams using AI in their work, and change leadership for the human side of adoption. Unlike AI tool training, it prepares managers to lead teams whose work the tools are changing.

Built for Impact

This program builds skills that help managers judge when to use AI and when not to, redesign how work gets split between people and AI, and lead their teams through adoption. Each skill builds on the next to create habits that keep AI use deliberate, owned and consistent across the team over time.

Build judgment and ownership in the AI era

As AI moves from individual experiments into everyday team work, the AI Transformation Program helps managers set shared standards for when to use it, who owns the output, and how the team talks about using it, so adoption translates to positive business impact.

Workshops	Managers will learn how to:	They will practice:
AI Discernment	<ul style="list-style-type: none">• Decide when AI belongs in a task and when it doesn't• Spot polished output that's wrong• Weigh review effort• Name skills worth keeping with a human	Using FLOW to decide what AI handles and MOP the Slop to own the output before handing it off
Managing People in AI-Enabled Work	<ul style="list-style-type: none">• Measure the capacity AI is freeing up and allocate it• Coach teams to use their own critical thinking rather than relying entirely on AI• Set review standards so that AI work is defensible	Sizing team capacity, coaching critical thinking into AI work, and setting review standards
Leading AI Adoption	<ul style="list-style-type: none">• Communicate a clear direction for AI in the work• Lead through fear, resistance, and quiet compliance• Build the conditions that make adoption last	Communicating a change message and coaching a team through resistance
Skills Lab	<ul style="list-style-type: none">• Apply skills to real scenarios• Troubleshoot application challenges• Commit to clear next steps	Includes: practice activities, group coaching, reflection, and peer insight

Tipping Point Skills™:



Delegation



Productivity

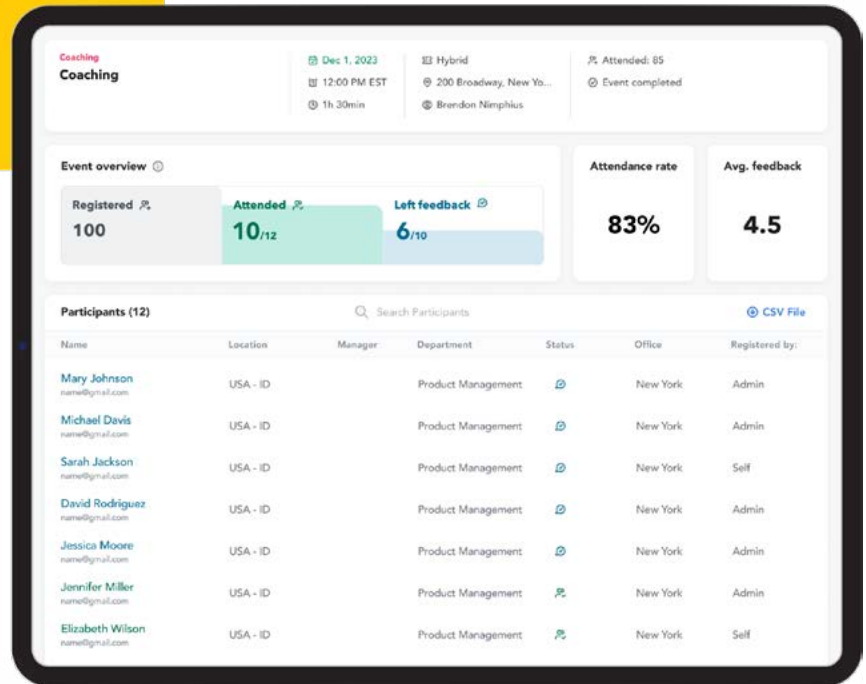


Strategic Thinking

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.

- ✓ **Custom Programs**
Programs that are tailored to your specific organizations challenges and desired outcomes.
- ✓ **Executive and C-suite trainings**
Build aligned, change-ready leaders at scale with practical training that fits into even the busiest executive calendars.
- ✓ **Membership Plans**
An annual membership with unlimited access to live LifeLabs Learning workshops and learning resources.
- ✓ **Retreat and offsite workshops for groups of all sizes**
Catalyze organizational change with shared skill-building.
- ✓ **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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**LifeLabs⁷
Learning**

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