

# Why invest in training now?

To thrive, employees need essential skills to replace adrenaline with adaptivity.

**Work still gets done without training, but it's the equivalent of putting out a fire with a bucket.**



THE COST OF DELAYING TRAINING	THE ROI OF TRAINING
<p><b>Lost productivity</b> Any time that goes by with your team missing essential skills is a direct hit to performance, efficiency, and productivity.</p>	<p>An Accenture study of 126,000 employees found that training had a 353% return on investment as measured by employee productivity and workplace contributions.</p>
<p><b>Disengagement</b> We're relying on teams to go above and beyond and do more with less, but many managers are ill-equipped to sustain motivation and engagement.</p>	<p>In a study of 27 million employees, Gallup found that 70% of variance in engagement is solely determined by the team's manager (yet only 20% say their manager motivates them).</p>
<p><b>Lost talent</b> Times of uncertainty prompt high-performing employees to rethink their careers if they don't see a path toward meaningful growth.</p>	<p>A meta analysis of cross-cultural research shows that PIED (Perceived Investment in Employee Development) accounts for 40-60% of an employee's intention to stay.</p>



**Most importantly, times of disruption are our best opportunities to learn fast and to cement new habits. Investing in training today pays now and in the future.**

# The skills we need now.

Workshops are short (2-hours) and science-backed, combining science, practice, and peer learning.

	Year 1	3 Months Later	Year 2	3 Months Later
EXECS	<b>MANAGERS OF MANAGERS CORE Part 1</b> Coaching, Feedback, Prioritization, Effective 1-1s		<b>MANAGERS OF MANAGERS CORE Part 2</b> Strategic Thinking, Meetings, Change, People Development	
		BOOSTER SERIES		BOOSTER SERIES
MANAGERS	<b>MANAGER CORE Part 1</b> Coaching, Feedback, Prioritization, Effective 1-1s	BOOSTER SERIES	<b>MANAGER CORE Part 2</b> Strategic Thinking, Meetings, Change, People Development	BOOSTER SERIES
		MANAGER INTENSIVE 1		MANAGER INTENSIVE 2
INDIVIDUALS		<b>IC CORE</b> Adaptivity & Resilience, Influential Communication, Feedback, Prioritization	BOOSTER SERIES	<b>CAREER GROWTH</b>
				<b>ONGOING ENRICHMENT</b> Monthly or bi-monthly

**WE'VE TRAINED OVER 400,000+ MANAGERS, EXECS, AND INDIVIDUALS AT 1,800+ AMAZING COMPANIES.**

From a sample of 24,000 workshop participants



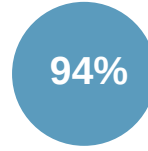
found the training useful and engaging

From a case study of 100+ managers, 3 months post-training



reported they are still using their new skills

From a case study of 100+ managers, 6 months post-training:



reported positive impact on their performance



saw positive changes in their direct reports

