

We Delivered Business-Oriented Talent Management Solutions in 2021.

How Can We Partner with You in 2022?

2021 was another busy and challenging year for Learning Dynamics. We were pleased to deliver both webinars and in-person workshops to many organizations. In celebration of our 40th anniversary, we gave back to some clients who were selected from a drawing to receive a complimentary 40-minute webinar. We also donated 40 books on diversity to a high school in a less fortunate community.

Why not consider Learning Dynamics as a partner in providing innovative talent management solutions to your business initiatives and learning and development needs?

Here are examples of our success stories from 2021:

Organizational Challenge	Provide an interactive approach to sexual harassment training and employee relations training for managers and employees
Learning Dynamics Solution	Our consultants presented numerous sessions of our award-winning Common Decency® program, which goes beyond sexual harassment to cover other employee relations situations. Other clients used our two-hour Common Decency® e-module, a Connecticut- and California-mandated training, to foster a fair and professional work environment. Clients reported a decrease in sexual harassment complaints and employee relations issues.
Organizational Challenge	Implement innovative approaches to business relationship building/consultative sales training
Learning Dynamics Solution	We designed and delivered customized modules including Customer Relationship Building, Consultative Selling, and Coaching for Sales and Service Excellence . Clients consistently reported increased sales with new and existing customers.
Organizational Challenge	Enhance the skills of new supervisors
Learning Dynamics Solution	We received many requests to deliver our Manager's Tool Kit , which includes modules on communication, change management, coaching, and performance management. Clients noted increased employee engagement, which they attributed to the program.

Organizational Challenge	Develop our existing/future leaders and identify a pipeline for succession planning
Learning Dynamics Solution	We delivered our popular <i>Investing in People</i> leadership development and succession planning program. The program includes workshops, a leadership assessment center, individual development plans, and capstone group projects based on actual company needs. Results included greater responsibilities, increased senior management visibility, and enhanced leadership skills for many of the participants. The capstone projects, endorsed by senior management, led to decreased expenses, or increased revenues for the organizations.

Organizational Challenge	Improve project management skills
Learning Dynamics Solution	We presented our <i>Essentials of Project Management</i> workshop to numerous clients, providing them with the essential tools for effective project management. This workshop was consistently well received by participants and led to numerous additional sessions of the program.

Organizational Challenge	Enhance skills for leading in a hybrid work environment
Learning Dynamics Solution	Given the challenges brought on by the pandemic, clients reached out to us in providing webinars on how to effectively lead in a hybrid work environment. We delivered many webinars on <i>Leading in a Hybrid Work Environment</i> , including for a new Fortune 100 client.

Organizational Challenge	Reinforce the importance of a diverse, equitable and inclusive workforce
Learning Dynamics Solution	The “Me Too” and Black Lives Matter movements spearheaded awareness of the need to understand and address sexism, racism, and other longstanding shameful and harmful inequities. Our <i>Diversity without Adversity</i> workshops and webinars helped clients launch initiatives designed to enrich discussions that can lead to the dismantling of sexism, racism, and other barriers to organizational effectiveness. Numerous clients have requested our consulting services to assist with their DEI initiatives.

Organizational Challenge	Provide coaching for executives, leaders, managers, and individual contributors
Learning Dynamics Solution	Numerous clients identified executives, leaders, managers, and individual contributors who we coached in areas such as communication, leadership skills, business development, time management, supervisory skills, emotional intelligence, and conflict management.