

“Solutions Now™” Workshops

"Participant-centered learning, without the pain of training."

Problem: Did you know that students lose 10-30% of the learning within 2 weeks of attending a training session? Do you see the results in productivity and profit from the training you deliver or receive? Do these comments sound familiar from participants who attend current training?

- Dry and Boring
- Not interactive
- Not able to practice the learning
- Not applicable to real work situations
- Too long and drawn out
- Too much lecture and PowerPoint slides
- My organization won't support these ideas
- Instructor not engaging
- No significantly new ideas or solutions

Solution: Stop training! Implement “Solutions Now™” workshops!

Each of the “Solutions Now™” workshops uses an action-learning (Analyze, Design, Apply, Measure) design. Human nature entices us to learn. However, the level of learning we chose to engage in depends on the current or future value placed on turning the information into knowledge and understanding. It is this transformation that allows us to broaden and add depth to our existing skills.

Every design incorporates the ADAM™ four-step process:

1. **A**nalyze Return-On-Investment (R-O-I)
2. **D**esign solutions for current problems or challenges
3. **A**pply proven tools to implement solutions
4. **M**easure success and outcome for continuous improvement

Today, organizations are striving to become more competitive and do more with less staff. Per GFK Research: *"In a new survey of 1,300 full-time employees, 40% say their workload has increased in the past 12 months"* (July, 2010). The level of skill, know-how and efficiency defines the difference between thriving and surviving organizations.

Each of us is expected to broaden and add depth to our existing skills. With all of the additional workload we have inherited, as headcount had been reduced, it is difficult to remember we should be growing our skills as the additional responsibilities and as the amount of work continues to build. Traditional training, conducted in many organizations, is often interpreted as "A day off to join your fellow co-workers to hear the management flavor of the month while the work piles up back in the office." Why is this? The primary reason is that traditional training classes are designed to disseminate information, but they do not focus the classroom time to solve the real problems in the workplace. This lack of application is the reason we implore organizations to **"just say NO"** to traditional training and move to what we call "Solutions Now" Workshops. Start bringing excitement and action to your organization by helping to engage your employees through increased productivity!

Outcome: What you will you experience with the “Solutions Now” workshop approach:

- Engaging and interactive activities
- Tools and techniques to analyze challenges
- Plans to dissolve root cause problems
- Breakthrough ideas for change
- Real-world focused applications
- Root causes identified, not just symptoms
- Implementation approaches for developed plans
- Measurement systems created

Action: Contact us to see how this on-site or virtual “Solutions Now” Certified Workshop can save you tens of thousands of dollars!





“With Purpose” Workshop Series for:

Process Improvement

1. **Vision:** Apply analytic tools to evaluate current business environment and create a compelling vision and mission that aligns goals to achieve short-term results and long-term success.
2. **Goals & Results:** Develop specific, measurable, accountable, realistic, and timely goals that align with higher-level objectives plus create a tracking tool to achieve significant results.
3. **Effective Communications:** Define 6 sources of conflict and 5 methods for resolution; by using “I” messages aligned with personal communications styles to create positive relationships.
4. **Problem Solving:** Differentiate between problems and symptoms by using the right tools to solve the right problems to reduce unnecessary work, maximizing resources and return-on-investment.
5. **Decision-Making:** Understand the different methods, models, cost/benefit analyses by applying a suite of 7 unique decision-making tools to rationally and intuitively optimize business results.
6. **Successful Meetings:** Increase accountability, clarify roles and responsibilities, and ensure the right attendees are present to eliminate unnecessary meetings and reduce time spent.
7. **Smart Delegation:** Establish stakeholder roles, responsibilities, and prioritize tasks to create win-win solutions by aligning people’s talents and skills for full engagement and job satisfaction.

Team Advancement

8. **Team Development:** Identify current team development stage, leverage team member talent and skills, build a solid group identity, and create strong alliances with other organizations.
9. **Leading Teams:** Balance management practices and leadership styles to move teams to a high performing stage by getting people to work together in a motivating global environment.
10. **Leading Change:** Lead teams, in a positive manner, through change and transition, by aligning people and SMART goals to organizational objectives for long-term growth and success.

People Development

11. **Motivating for Results:** Recognize how to balance challenge and skills, select the right tasks and align to the employee’s value system increasing individual motivation and engagement levels.
12. **Coaching:** Effectively listen and deliver messages in a positive manner that fosters behavior change through long-term goals focused around personal and professional development.

****All “Solutions Now™” Workshops (on-site or webinar) available in half-day, full-day and multi-day versions****

