

Experiential Training and Development Services

What are they and what do they do?

***Integration** – The extent to which the learning process will be embedded into the existing organization structures and ways of doing business. Some integration happens by chance, others by choice and through deliberate efforts in planning and follow-through.

<i>Type of Service</i>	<i>Depth of Integration*</i>	<i>Duration</i>	<i>Focus</i>	<i>Activity</i>	<i>Results</i>
Relationship Development (RD)	<p>Personal Awareness/ Group Cohesion <i>(Impact focus is on awareness/attitude)</i></p>	Typically half-day to 3 day sessions with minimal upfront time investment.	Awareness of relationships between people and entities	High energy activities are key elements. Content is business neutral.	Immediate impact on attitude or awareness. Follow-up is needed for integration.
Performance Enhancement (PE) <i>(includes aspects of RD)</i>	<p>Skill Building and Behavior Change <i>(Impact focuses on skills and tools for people)</i></p>	Multiple half- or single day programs with follow-up and reinforcement at work site.	Skill enhancement for people, systems, or specific business issues.	Specific activities designed to learn and apply new skills or build upon existing talents.	Results are seen in short-term. opportunities for immediate application & reinforcement are essential.
Organizational Consulting (OC) <i>(includes aspects of both RD and PE)</i>	<p>Group & Organizational Consulting <i>(Impact on Culture, Systems and Business Results)</i></p>	Ongoing work tied to building continuous improvement and changing systems that create long-term results.	Changing the focus of or the way we do business. Often the focus involves systemic change and issues of sustainability.	Custom learning built specifically around your business culture and content. Here you solve your own real business issues.	Short- to long- results are produced with significant focus being in areas of systems and organizational structures for sustainability.

*Breadth of Engagement***

As degree of integration and engagement increase... so does....
client commitment, upfront design, systems work, intensity, specificity of content to your business, results, and a need for a partnering approach.

****Engagement** – The degree to which the learning process involves deliberate efforts to coordinate and align learning to strategic objectives over an extended period of time. Some engagements are ongoing, others are point-in-time events. All are valuable as they fit client needs..