



We Delivered Business-Oriented Learning and Development Solutions in 2024. How Can We Partner with You in 2025?

2024 was another busy year for Learning Dynamics! We were pleased to deliver both webinars and in-person workshops to many organizations, including many new clients. We also **enjoyed multiple assignments with over 85% of our existing clients.**

As we move into our 44th year, 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 2024:

Organizational Challenge	Enhance supervisory skills for newer supervisors and managers
Learning Dynamics Solution	We delivered multiple sessions of our popular Manager's/ Supervisor's Toolkit program to those transitioning from their previous roles to newer managers or supervisors. The program's flexible format allowed for customization of the topics covered.
Organizational Challenge	Provide an interactive approach to sexual harassment training and employee relations training for managers and employees
Learning Dynamics Solution	Our consultants presented many sessions of our award-winning Common Decency® program, which goes beyond sexual harassment to cover other employee relations situations. Other clients used our interactive Common Decency® e-modules, which satisfy state-mandated harassment training, to foster a fair and professional work environment. Clients reported a decrease in sexual harassment complaints and employee relations issues.
Organizational Challenge	Provide workplace violence prevention training
Learning Dynamics Solution	We delivered multiple sessions of our popular Safe and Sound® program to numerous clients. Included in this program are scenarios designed to help employees determine the best courses of action for preventing workplace violence.
Organizational Challenge	Provide tools and techniques to help employees improve their emotional intelligence
Learning Dynamics Solution	We delivered our Emotional Intelligence program to numerous clients. In addition to completing an EI self-assessment and learning the four components of EI, employees also engaged in activities and exercises that allow for practical application of EI skills.

Organizational Challenge	Facilitate leadership webinars for a number of clients
Learning Dynamics Solution	We were asked by a number of clients to support their internal L&D staff by facilitating leadership webinars. Topics included Empowerment through Accountability, Delegation for Development, and Difficult Employee Conversations . This resulted in the efficient training of hundreds of employees.

Organizational Challenge	Reinforce the importance of a diverse, equitable, and inclusive workforce
Learning Dynamics Solution	There continues to be a need to understand and address sexism, racism, and other longstanding harmful inequities in the workplace. 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 utilized our consulting services to assist with their DEI initiatives and have reported significant progress toward meeting those 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, executive presence, and conflict management.

Organizational Challenge	Assess an organization's Learning and Development function
Learning Dynamics Solution	We were selected to assess a large manufacturing client's learning and development function. We conducted a comprehensive needs assessment. The client has already implemented an expanded sales and service training curriculum that has added to their bottom line.

Organizational Challenge	Provide a consultative approach to sales and service training
Learning Dynamics Solution	We designed and delivered programs such as <i>Consultative Selling</i> and <i>Coaching for Sales and Service Excellence</i> . Clients reported increased sales with new and existing customers.

Organizational Challenge	Provide interviewing skills for managers and supervisors
Learning Dynamics Solution	We delivered our <i>Hire Standards</i> workshop, which emphasizes the importance of using behavioral interviewing questions. Clients reported more consistency in the interview process and better hiring decisions.