



# TALENT DEVELOPMENT

# TRAIN /TREIN/ VERB

*To guide and facilitate discovery*

Here is what we know doesn't work about most training: learning in the absence of practical application. And here's what we know doesn't work about most change initiatives: expecting change in behavior or performance in the absence of learning.

For meaningful growth and improvement, you need both learning and real-world practice applying it. Our training approach hinges on this premise, that learning and application must walk hand-in-hand. Participants feel the difference and see the results. Call us today to experience it yourself.

Encouragingly,



## *About Us*

We help organizations achieve change, define strategy, shift culture, and build the capacity of their leaders and employees. We do it all with hard-hitting business acumen, deep knowledge of organization dynamics, and a strong emphasis on making a sustainable difference.

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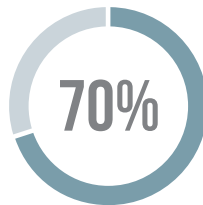
# WE HELP IMPROVE PERFORMANCE.

MOST TRAININGS DON'T WORK. OUR LEARNING LABORATORIES DO.

Our learning labs challenge participants to roll up their sleeves and use their hands. We use experiential exercises, real-world activities, and the hard-hitting triumvirate of focus, repetition, and practice to get them doing and applying, not just thinking.

**We act, not think, our way into new habits.**

But this doesn't mean we leave the head and heart behind. Our facilitators support participants in testing out new ways of thinking, learning new skills, applying new concepts, and realizing deep, personal growth. With head, heart, and hands engaged, new results follow quickly.



70%

OF LEARNING

COMES FROM HANDS-ON EXPERIENCE.

We understand that performance is a factor of both skill and environment; we help participants build new skills and habits.

# WHY CHANGEFUSION?

## OUR APPROACH: MAKE IT REAL



We tailor our sessions (whether custom or off-the-shelf) to fit your organization and needs. We know that in order for learning to stick, it has to be real, practical, and usable. We fit our content to your context and use concrete examples, customized activities, and experiential, shared learning experiences.

## OUR LEVERAGE POINTS: HOW YOU LEARN



We know the science of adult learning and infuse this into our learning design. Through a blend of practice, skill, and mindset, we create optimal learning experiences. We know when to stretch and challenge our participants, and when to help them pause and reflect. We incorporate multiple learning modalities to keep the learning interactive and dynamic, including multi-media, case studies, assessments, peer coaching, and more.

## OUR SECRET SAUCE: OUR FACILITATORS



What's the secret behind the success of our sessions? Our facilitators. They are highly skilled and have been in your seat; they have been leaders, managers, individual contributors, and people wanting to see, know, and achieve more. They care deeply about participants' experience and are highly attuned to creating the best learning environment possible. In short, they care and they excel at their work.

## *Our expertise*

Our training programs are packed with deep thinking, cutting-edge science, and a lot of business savvy and ChangeFusion style. We design our courses and tools based on years of business expertise and the latest thinking in change theory, complexity science, neuroscience, positive psychology, and organization leadership and development.

Our facilitators have advanced degrees and extensive experience. They are excellent observers of group dynamics and create a rich environment (a true laboratory) for learning. They use themselves as learning tools to deepen participants' experiences.

# OUR TRAINING POINT OF VIEW

DEVELOPMENT THAT STICKS



**100%** **OF PARTICIPANTS** REPORT INCREASED UNDERSTANDING OF LEADERSHIP BEHAVIORS EXPECTED TO BE SUCCESSFUL.

Our learning labs include three elements: individual pre-work consisting of either articles or a self-assessment. This pre-work accelerates learning and begins the reflection process. Second comes the interactive training session. Third and finally, this is followed by post session email exercises to reinforce the learning. Our approach is designed to build skill and increase the likelihood for lasting behavioral change.

“Thanks for the thought provoking and intense session. I am walking away with many more leadership actions.”

# OUR TRAINING OFFERING: LEADERSHIP

LEARNING LABS THAT TEACH THE ART, SCIENCE AND SKILL OF LEADERSHIP.

We offer fully customized trainings, designed exclusively for your situation, and off-the-shelf trainings tailored for your environment. Programs can be in-person (classroom style), virtual, or via e-learning (or a combination of all the above). A small sampling of our programs is below; give us a call to hear our whole portfolio and talk through your options.



## LEADERSHIP DEVELOPMENT PROGRAM

Our Leadership Development Program is an intense, deep-learning experience that immerses leaders in the mindset and skills they need to lead and achieve in complex, fast-paced environments. The program focuses on three leadership stances: the intentional leader, the relational leader, and the strategic leader. The program incorporates real-world application and creates a community of practice by bringing participants together as a cohort.



## LEADING WITH EMOTIONAL INTELLIGENCE

Leading with Emotional Intelligence is designed to help leaders energize, inspire, and mobilize their organizations. Participants learn to use emotional intelligence as a core leadership skill in creating high performance environments, improving relationships, and maximizing their personal effectiveness and leadership brand. As a part of the course, participants complete an online emotional intelligence assessment and receive individualized information to improve how they perceive and express themselves, interact with others, and use emotional information in dealing with challenges and uncertainty.



## LEADING CHANGE IN COMPLEX TIMES

Leading Change in Complex Times prepares leaders, executives, and individuals to catalyze and navigate change. It is a hard-hitting course that develops leaders' skills to understand and use the principles of self-organization in complex and challenging situations. It is a deep dive into change from which leaders emerge armed and ready to navigate transition in their organizations.

# OUR TRAINING OFFERING: MANAGERS

LEADERSHIP LABS TO BUILD CORE MANAGEMENT SKILLS.



## QUICKSTART FOR MANAGERS

QuickStart for Managers equips managers to manage. It is a laser-focused learning experience that builds critical management skills in a short period of time. It has eight interactive modules that combine practical tools with on-the-job application exercises and coaching. The modules are tightly scoped around the critical roles a manager plays and emphasize real-world application through scenarios, practice activities, and experiential exercises. The program brings participants together as a cohort (virtual or in-person) to create a community of practice and support that last beyond when the program completes.



## WORKING TOGETHER: CONVERSATIONS @ THE CORE

Effective conversations spur insights, motivate action, build alignment, and provide fresh direction and clarity. In short, they facilitate good work instead of blocking it. Conversations@the Core helps participants build the skills they need to engage in meaningful, productive conversations. It is a highly interactive training packed with real-world scenarios and application-ready tools that equip participants to share diverse perspectives, collaborate through dialogue, give and receive effective feedback, navigate difficult conversations, and constructively speak up to make things better.



## WORKING TOGETHER: PARTNERING FOR SUCCESS

The manager-employee relationship is an essential cornerstone of high performing organizations. Over 90 percent of employees state that trusting their manager is critical in the workplace, but managers and employees often struggle to establish and maintain relationships characterized by high trust, mutual accountability, openness, and support. Partnering for Success equips participants with the relationship skills to do this. It is a highly interactive training with real-world scenarios and application-ready tools to help participants build strong relationships and improve performance in partnership with others.

# OUR TRAINING OFFERING:

## BITE SIZED VIRTUAL OFFERING IN ESSENTIAL MANAGERIAL AND LEADERSHIP SKILLS

We offer a variety of “bite-sized” virtual trainings that you can fit into your regular workday and take from your desk. These trainings are laser-focused and scoped to the essentials for managerial and leadership success. Tune in and walk away with new skills, tools, and application exercises. Sessions are two hours and facilitated via our online interactive platform. Topics include:

VIRTUAL OR  
ON-DEMAND



### DELEGATION

Learn the skills and process to delegate work in a way that improves performance, builds employee capacity, and lightens your workload.



### CONFLICT

Learn primary conflict styles and how to navigate conflict effectively for innovation and creativity.



### TEAM BUILDING

Learn the core conditions for team effectiveness and how to instill these conditions in your team.



### MOTIVATION

Learn the core factors that drive motivation and how to use on-the-job experiences to tap into what really drives your employees.



### MANAGING CHANGE

Learn the four phases of change and how to navigate them in your organization.



### GIVING FEEDBACK

Learn the process and skills for delivering high-impact, effective feedback.

# OUR CLIENT IMPACT

## HEAR WHAT OUR CLIENTS HAVE TO SAY

Our trainings accelerate results. Through deep learning and real-world practice and application, our learning labs equip participants to change their behavior and realize lasting improvement.



*An exceptional partner in creating our leadership development strategy and capacity building programs. In the midst of our merger, this work helped to stabilize the organization. It mobilized [and] aligned leadership action and increased employee engagement.*



*Your practical examples and suggestions for specific challenges made this training practical, relevant, and impactful. I now know my next steps to being a better leader.*



*The QuickStart for Managers program continues year after year to be the highest rated training program we offer in the organization.*

## OUR CREDS

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NUMBER OF  
PARTICIPANTS  
SUPPORTED



FACILITATOR EFFECTIVENESS IN  
DEVELOPING NEW MINDSET, SKILLS,  
AND INCREASED EFFECTIVENESS

A wooden suspension bridge with metal cables and railings stretches across a lush, green forest. The bridge is made of wooden planks and leads towards a yellow gate in the distance. The surrounding trees are dense and vibrant green, creating a serene and natural environment.

# TRAINING CAN WORK

LET US SHOW YOU HOW.

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