



LIFT Training & Development

With LIFT (Learner Identified Facilitated Training,) your people build skills that last. Adult learners perform better in an environment where they are empowered to design their own curriculum, share their experience, and build a network of resources with each other. You and your people identify the skills they need most on the job. I introduce the basic concept for 15 minutes. During the balance of an hour, I facilitate the participants as they ask questions and share their specific experiences, ideas, successes, and challenges with each other. They grow together. What specific skills could give your people wings?

A Few Training Topic Ideas

Leadership & Supervision

- The role of the leader, manager, or supervisor.
- What makes a good or a bad leader?
- Why turn your organization chart upside down.?
- Disregard the golden rule in leadership?
- How learning styles affect performance
- Three excellent motivators (they're free!)
- Rewarding excellence and dealing with mistakes
- Set expectations to affect worker performance
- Treat people as volunteers to build loyalty
- Evaluations – feed forward, not back

Communication

- Personality study – know yours and others
- The friction & need for each personal style
- How to meet people where they are
- Words, tone and body language, and how each relays valuable information.
- Listening (here's an eye-opening guide)
- Building rapport with others, made easy

Teamwork

- Benefits and problems of working together
- Analyze your teamwork with a report card
- How to work together better
- Effective brainstorming techniques
- Using improvisation to encourage creativity
- Causes and effects of stress on your body
- Constructive arguing and resolving differences

Benefits of LIFT (Learner Identified Facilitated Training)

- Engages participants in the curriculum planning and learning process
- Allows them to apply concepts to their own leadership style
- Encourages employees to consult one another for answers (not just the facilitator)
- Builds a network of knowledge and talent between the participants within the workplace
- Uses real-world examples from the organization for discussion and application
- Sessions are cumulative and build on each other, yet they work individually
- Applauds individual insights and ideas
- Asks open-ended questions that don't have one single answer, just like real life

According to Gallup, skill-based development results in a 9% to 15% increase in engaged employees. People like to grow! Professional development also contributes to a 14% to 29% increase in profits. Organizations like to grow, too! Get leadership development and training services to enhance your people's skills, performance, and morale. It will improve your workplace culture, too.

Give your people wings and your organization will fly. You just need LIFT.