

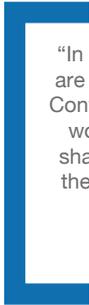


# microLEARNING SOLUTIONS

## BIG LEARNING ... SMALL DOSES

### WHY IS IT CRITICAL

The way we learn and the way we deliver training is no longer a “one-size fits all” approach. While a comprehensive learning solution is still best for shifting cultures and changing the way people talk, share, practice and learn, some learners and cultures demand something different. Whether short learning experiences or just-in-time access to content, tips and tools; whether you call it micro, mini or bite-sized — CSI has the solution.



“In the new economy, conversations are the most important form of work. Conversations are the way knowledge workers discover what they know, share it with their colleagues, and in the process, create new knowledge for the organization.”  
 – Alan Webber,  
 Co-Founder, Fast Company

### WHAT ARE THEY?

Using some of CSI’s most impactful thought-leadership and/or tools, these microLearning solutions are designed to support real-time, real-world and relevant conversations between employees and leaders, leading to high engagement, commitment, career growth, performance and productivity.

To introduce or support your career development or employee engagement initiative, to sustain those efforts, or to jumpstart conversations that engage, develop and retain talent, CSI offers flexible 1 to 2.5 hour sessions which can be delivered live, virtually (in most cases) and by your own trainers following a Trainer Certification process.

Choose the one(s) that will have the most impact for your organization.

### MICROLEARNING EXPERIENCES

 <b>INSTRUCTOR and VIRTUAL INSTRUCTOR LED</b>	 <b>INSTRUCTOR LED ONLY</b>
The Brand Called You Developing And Managing Your Personal Brand	Career Leverage Inventory® Uncovering Options for Career Development
Feedback is a Gift Getting Valuable Feedback From Others	Feedback Finder™ Strategies for Getting and Giving Feedback
Hello Stay Interviews Say Goodbye to Talent Loss	Invest In Your Values® Guiding Conversations and Taking Action
Help Them Grow or Watch Them Go Career Conversations Employees Want  Career Conversation Clinics (four sessions)	
Owing Career Satisfaction Getting What You Want Out of Work	
Strategic Networking How Healthy is Your Network?	





## THE BRAND CALLED YOU

### *Developing and Managing Your Personal Brand*

All of us have a personal brand. Others use their own perceptions of what we're capable of achieving, whether we intentionally manage it or not. This 60-75 minute live or virtual session helps individuals gain clarity on their brand, as they learn how to solicit feedback and promote their brand.



## CAREER LEVERAGE INVENTORY® (INSTRUCTOR LED ONLY)

### *Uncovering Options for Career Development*

Use CSI's Career Leverage Inventory® in a flexible 60-90 minute live learning experience to conversations flowing on career options. Help employees clarify their individual goals and identify what directions (in addition to vertical) they can take within the organization to reach their career objectives.



## FEEDBACK FINDER™ (INSTRUCTOR LED ONLY)

### *Strategies for Getting and Giving Feedback*

Use the **Feedback Finder™** tool in a 60-90 minute live session for the givers and/or receivers of feedback. Feedback, when not done well, can ruin relationships or create animosity. One of the best ways to handle these challenges is to create a culture where both giving and receiving feedback is valued.



## FEEDBACK IS A GIFT

### *Getting Valuable Feedback From Others*

For most people, receiving feedback is not just uncomfortable, but typically challenging. Employees must recognize that feedback is critical in career management. This 60-75 minute live or virtual session helps individuals understand the value of feedback and introduces a process to follow to ask for and receive it, to support their growth.



## HELLO STAY INTERVIEWS

### *Say Goodbye to Talent Loss*

Employee engagement impacts businesses – effective conversations drive engagement. Don't wait for Exit Interviews. Successful leaders in successful organizations hold Stay Interviews formally and integrate them regularly in their daily leadership style. This 2 - 2.5 hour live or virtual experience provides managers with the fundamentals (CONNECTION, COURAGE, COMMITMENT) as they learn, practice and master Stay Interviews with all team members. Participant materials support managers in continuing the conversations.



## HELP THEM GROW OR WATCH THEM GO

### *Career Conversations Employees Want*

Based on **Help Them Grow or Watch Them Go: Career Conversations Employees Want**, this 1 - 2 hour virtual or live experience introduces a high level practical framework for career conversations to build and polish development-focused conversation skills. Offer this manager session if you'd like to see career conversations occur in real-time and real-world. Participant materials support managers in continuing the career conversations.



## HELP THEM GROW OR WATCH THEM GO

### *Career Conversation Clinics (4 sessions)*

A series of four (4) 90 minute sessions that take leaders deeper into the concepts, application and practices expressed in the **Help Them Grow or Watch Them Go** book. These virtual or live microLearning experiences can be delivered over time, and include: 1) **Curiosity Driven Conversations:** Framework, Trust and the ROI of Career Development; 2) **Let Hindsight Light the Way:** Helping Employees Look Back to Move Forward; 3) **Behind the Crystal Ball:** Foresight Conversations to Guide Growth for the Future; and 4) **If Not Up ... Then What?** Insight Conversations to Incite Career Actions.



## INVEST IN YOUR VALUES®

### *Guiding Conversations and Taking Action*

Use CSI's **Invest In Your Values®** tool in a 60-75 minute live facilitated session to create a thriving environment full of engaged employees having values conversations. For years this inventory has been helping organizations guide employees to identify and prioritize their values, assess their alignment to goals and create actions to get more career satisfaction.



## OWNING CAREER SATISFACTION

### *Getting What You Want Out of Work*

Statistics show that engaged employees are satisfied employees who in turn create satisfied customers and impact an organization's bottom line. Employees can increase engagement by taking responsibility for their career satisfaction. Offer this 60-75 minute live or virtual session to your employees if you'd like to see them have effective conversations as they learn to take charge of their own engagement.



## STRATEGIC NETWORKING

### *How Healthy is Your Network?*

Successful networking accelerates on-the-job learning by connecting people with others to fill important knowledge, experience and relationship gaps. This 60-90 minute live or virtual session builds a high-level business context to the 'why, who and value' of building networking relationships. Offer this session if you'd like to strengthen professional networks and encourage career conversations within your organization.

