Learn2

EXPERIENCE CATALOGUE · SEPTEMBER 2026

# Start with what is happening to your team.

71 immersive, participant-driven experiences, organized by the situation you are living in. Most run anywhere from 60 minutes to 2 days, for any group size. Every one carries a named result, what it includes, and the investment.

Browse and filter online: Learn2.com/programs

# Ten doors into the catalogue

## “Our leaders are not ready for what is coming.”

Thin bench. New managers promoted for technical skill. Succession decisions with no evidence behind them.

- Lead the Endurance
- Lead the Endurance · One Day
- Lead the Endurance · Two Day (The Exponential Expedition)
- Results versus Reasons
- Lead Naturally
- Coach Naturally
- Orchestrate Impact (Leadership Foundations)
- Leadership Foundations · New Grads
- Leadership Foundations · Professionals (CP2)
- Leadership Foundations · Senior Professionals (CP3)
- Leadership Foundations · Team Leaders (CP2)
- Leadership Foundations · Leaders of Leaders (CP3)
- Leadership Foundations · Executives
- Leadership Foundations · Being a VP
- Leadership Foundations · Manufacturing Supervisor Program
- High Impact Coaching
- The Million Dollar Leadership Program
- Soul of a Leader
- Women's Leadership Series
- Step Up to Supervisor
- Career Builder
- Board Effectiveness
- Presentation Skills Workshop
- Sales Presentation Skills Workshop
- AI Deployment Simulator
- Retail Management Flight Simulators

## “Change keeps stalling out.”

The plan is sound and the adoption is not. People are tired. Leaders announce and hope.

- Save the Titanic
- Lead the Endurance
- Lead the Endurance · One Day
- Lead the Endurance · Two Day (The Exponential Expedition)
- Bridge the Gap
- Inspire the Future
- The Naturally Series
- Handle Resistance Naturally
- Handle Resistance
- Leadership Foundations · Leaders of Leaders (CP3)
- Leadership Foundations · Executives
- High Impact Coaching
- Profit from Change
- Change Walls to Doors
- Drive the Flow
- AI Deployment Simulator

## “Our teams work in silos.”

Functions protect turf. Hybrid distance turned into real distance. Trust is thin across the seams.

- Save the Titanic
- Lead the Endurance · Two Day (The Exponential Expedition)
- Bridge the Gap
- Inspire the Future
- Communicate Naturally
- The Naturally Series
- Lead Naturally
- Team Naturally
- Handle Resistance Naturally
- Work Naturally Membership
- Handle Resistance
- Team Forward
- Think from Multiple Perspectives
- Questions Are the Answer
- Corporate Improv
- 2 Become 1
- Pirates' Pursuit
- Amazing Race Team Building
- Tour the World
- Serve It Up!
- Film the Big Picture
- Connect and Collaborate
- Team Building Library
- Reveal the Secrets Buyer Simulators
- Share Best Practices
- Reveal the Secrets

## “We set goals and miss them.”

Strategy is clear at the top and fuzzy three levels down. Nobody owns the follow-through.

- Lead the Endurance
- Lead the Endurance · One Day

- Lead the Endurance · Two Day (The Exponential Expedition)
- Results versus Reasons
- Bridge the Gap
- Inspire the Future
- Meetings that Produce Results
- Orchestrate Impact (Leadership Foundations)
- Leadership Foundations · Professionals (CP2)
- Leadership Foundations · Senior Professionals (CP3)
- Leadership Foundations · Team Leaders (CP2)
- Leadership Foundations · Leaders of Leaders (CP3)
- Leadership Foundations · Executives
- Leadership Foundations · Being a VP
- Leadership Foundations · Manufacturing Supervisor Program
- High Impact Coaching
- The Million Dollar Leadership Program
- Board Effectiveness
- Team Forward
- Think from Multiple Perspectives
- Time and Tasks
- Drive the Flow
- Share Sales Best Practices
- Share Best Practices
- Custom Learning Design

### “We cannot tell who is ready to lead.”

Promotion runs on gut feel and visibility. Quiet talent stays invisible. Bias goes unchallenged.

- Save the Titanic
- Orchestrate Impact (Leadership Foundations)
- Leadership Foundations · New Grads
- Leadership Foundations · Professionals (CP2)
- Leadership Foundations · Senior Professionals (CP3)
- Leadership Foundations · Being a VP
- Soul of a Leader
- Women's Leadership Series
- Step Up to Supervisor
- Career Builder
- Amazing Race Team Building
- Film the Big Picture
- Retail Management Flight Simulators

### “Our days disappear into meetings.”

Calendars are full and decisions are slow. Everyone attends. Nothing concludes.

- Meetings that Produce Results
- Communicate Naturally
- Board Effectiveness
- Team Forward
- Time and Tasks
- Presentation Skills Workshop

### “We invested last time and nothing changed.”

Good reviews, no behavior change, no number to show the CFO. The scar that blocks the next purchase.

- Results versus Reasons
- Coach Naturally
- Work Naturally Membership
- Orchestrate Impact (Leadership Foundations)
- Leadership Foundations · New Grads
- Leadership Foundations · Team Leaders (CP2)
- Leadership Foundations · Manufacturing Supervisor Program
- High Impact Coaching
- The Million Dollar Leadership Program
- Profit from Change
- Change Walls to Doors
- Ready Set Sell! Sales Simulators
- Handle Objections Simulators
- AI Deployment Simulator
- Sales Programs
- Retail Orientation
- Redesigned Retail Programs
- Retail Needs Impact Identifier
- Custom Learning Design

### “Our sales team leaves revenue on the table.”

Reps talk past objections. The best seller's moves never spread. New launches stall in the first few calls.

- The Naturally Series
- Sell Naturally
- Team Naturally
- Serve Like a Pro Naturally
- Handle Objections Naturally
- Sell Real Estate Naturally
- Questions Are the Answer
- Sales Presentation Skills Workshop
- Ready Set Sell! Sales Simulators
- Handle Objections Simulators
- Reveal the Secrets Buyer Simulators
- Handle Objections
- Share Sales Best Practices
- Sales Programs
- Retail Customer Service
- Understanding the Retail Customer
- Reveal the Secrets
- Customer Retention Program

### “Customers walk in loyal and leave indifferent.”

Service is fine and forgettable. Saves cost a discount. New hires guess their way through week one.

- Sell Naturally
- Serve Like a Pro Naturally
- Handle Objections Naturally
- Sell Real Estate Naturally
- Handle Objections Simulators
- Reveal the Secrets Buyer Simulators
- Handle Objections
- Retail Management Flight Simulators
- Retail Customer Service
- Retail Orientation
- Redesigned Retail Programs
- Retail Needs Impact Identifier
- Understanding the Retail Customer
- Reveal the Secrets
- Customer Retention Program

### “Our offsite needs to do more than entertain.”

The last event was fun on the day and gone by Monday. This one has to move something.

- Corporate Improv
- 2 Become 1
- Pirates' Pursuit
- Amazing Race Team Building
- Tour the World
- Serve It Up!
- Film the Big Picture
- Connect and Collaborate
- Team Building Library

IMMERSIVE LEADERSHIP

# Save the Titanic

Your leaders diagnose, decide, and act together when the pressure is real, and you see who leads when it counts.

"Change keeps stalling out." "Our teams work in silos." "We cannot tell who is ready to lead."

## WHO IT IS FOR

**LEVEL**
Senior leaders, Mid-level leaders, High potentials, Intact teams

**GROUP SIZE**
Any group size

**TIME**
Anywhere from 60 minutes to 2 days

**FORMAT**
In person · Virtual

**LANGUAGES**
English · French · Spanish

**BUSINESS OUTCOME**
Collaboration, Decision speed, Talent insight

## WHAT HAPPENS

Your team sits as the Senior Officers on the Titanic's maiden voyage. Dozens of real situations arrive faster than the room wants them to, and every one demands a diagnosis, a plan, an action, and a result.

Nobody explains leadership. Participants live it. The ones who think on their feet show up. So do the ones who freeze, and the ones who quietly hold the team together.

The debrief ties each moment to the way your team works on a normal Tuesday: how ideas get killed, how decisions slow, how root causes get skipped.

## WHAT CHANGES

- Teams collaborate toward one goal instead of protecting their function
- Decisions speed up when the stakes are high, and the team could name why
- Root cause replaces symptom-chasing as the default move
- You leave knowing who leads under pressure, with evidence you watched

## HOW WE MEASURE

The Facilitator debrief names what the room revealed: who led, where decisions slowed, what the team committed to. You receive the commitments in writing, tied to names and dates.

## HOW IT FITS WHAT YOU HAVE

Maps to the competency model you already use. Runs as a module inside an existing leadership curriculum or as the immersive anchor a curriculum is missing. Reinforcement assets load into your LMS.

## INVESTMENT

**$17,500**

Per delivery · same number in USD, CAD and EUR

One room, one Facilitator, one price. Group size moves the room, not the fee. Travel and materials at cost.

**Formats:** anywhere from 60 minutes to 2 days, for any group size. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

## WHAT IT INCLUDES

- A one-hour Joint Solution Design call, where you choose what your Participants experience
- Your Blueprint, the design for your delivery, reviewed by you before anything is built
- A Participant Manual matched to that Blueprint

## PROOF

**Award-winning, 30+ years**

Delivered to Duke CE and Korn Ferry client cohorts, Amgen, Honeywell, and thousands of teams since 1989

**Schedule a 25-minute walkthrough**

See how it runs online

One of 71 Learn2 experiences. Browse and filter the whole catalogue at Learn2.com/programs.

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IMMERSIVE LEADERSHIP

# Lead the Endurance

Your leaders live the greatest story of leadership ever achieved and leave with a Big Picture plan they own for their own expedition.

"Our leaders are not ready for what is coming." | "Change keeps stalling out." | "We set goals and miss them."

## WHO IT IS FOR

**LEVEL**
Executives, Senior leaders, Mid-level leaders, High potentials

**GROUP SIZE**
Any group size

**TIME**
Anywhere from 60 minutes to 2 days

**FORMAT**
In person · Virtual · Hybrid

**LANGUAGES**
English · Spanish

**BUSINESS OUTCOME**
Alignment, Change adoption, Execution

## WHAT HAPPENS

Participants become Shackleton's Senior Advisors in 1914. The plan is confident. Then the ice takes the ship, and the room has to decide with only what the crew knew then.

Through the crush, Patience Camp, the boats, and the rescue, each leader works their own real change: POW (Problem, Opportunity, What Now). The room gets colder and darker as the day goes on.

Every one of the 28 crew came home alive. The experience closes with each leader's A-to-B-by-C named out loud, and an Accountability Partner to hold it.

## WHAT CHANGES

- Leaders hold a clear Big Picture through setbacks instead of re-planning every week
- Change lands with the people three levels down, in their own words
- Every leader leaves with one owned move, a date, and a partner
- Escalation drops: people decide what needs doing instead of asking

## HOW WE MEASURE

Each leader runs a High Impact Project against a real business number. Results roll up to the sponsor in dollars, with the Participant's own attribution of how much the experience contributed.

## HOW IT FITS WHAT YOU HAVE

Maps to the competency model you already use. Runs as a module inside an existing leadership curriculum or as the immersive anchor a curriculum is missing. Reinforcement assets load into your LMS.

## INVESTMENT

**$17,500**

Per delivery · same number in USD, CAD and EUR

$7,500 IP licence plus $10,000 Facilitator day. Partner deliveries with a certified Facilitator drop the day rate. Above 25 Participants adds $250 each.

**Formats:** anywhere from 60 minutes to 2 days, for any group size. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

## WHAT IT INCLUDES

- A one-hour Joint Solution Design call, where you choose what your Participants experience
- Your Blueprint, the design for your delivery, reviewed by you before anything is built
- A Participant Manual matched to that Blueprint

## PROOF

### 4,000+ Participants, 95% recommend

Progress Rail bought a $33,000 engagement a year after its EVP experienced it at Caterpillar's LD400

*"We got to where we needed to go, together, with unanimity. What I learned here applies to every aspect of my life."*
— Dennis Bishop, Squash Canada

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IMMERSIVE LEADERSHIP · PART OF LEAD THE ENDURANCE

# Lead the Endurance · One Day

The full expedition arc with the room to work every phase against each leader's own change, and leave with a High Impact Project set up.

"Our leaders are not ready for what is coming." "Change keeps stalling out." "We set goals and miss them."

## WHO IT IS FOR

**LEVEL**
Executives, Senior leaders, Mid-level leaders, High potentials

**GROUP SIZE**
Any group size

**TIME**
1 day

**FORMAT**
In person · Hybrid

**LANGUAGES**
English · Spanish

**BUSINESS OUTCOME**
Alignment, Change adoption, Execution

## WHAT HAPPENS

Morning: the Plan, Frozen in Ice, and the Crush. Leaders build their own Big Picture, practice small change, then face the large one with only what the crew knew then.

Afternoon: Baggage in a dark lantern-lit room (time, the past, resources), Patience Camp with Handle Resistance applied to the real people who will push back, Lifeboats, and the Rescue with the lights back up.

The day closes by converting each leader's change into a High Impact Project with an Accountability Partner and a 30/60/90 cadence.

## WHAT CHANGES

- Every phase of the expedition worked against a real change
- Resistance planned for, one sentence per resistor
- A High Impact Project per leader, set up in the room
- Accountability Partners paired before anyone leaves

## HOW WE MEASURE

Each leader runs a High Impact Project against a real business number. Results roll up to the sponsor in dollars, with the Participant's own attribution of how much the experience contributed.

## HOW IT FITS WHAT YOU HAVE

Maps to the competency model you already use. Runs as a module inside an existing leadership curriculum or as the immersive anchor a curriculum is missing. Reinforcement assets load into your LMS.

## INVESTMENT

**$17,500**

Per delivery · same number in USD, CAD and EUR

$7,500 IP licence plus one $10,000 Facilitator day. Same investment as the half day; the extra hours buy Baggage, Handle Resistance, and the project set-up. Above 25 Participants adds $250 each.

## WHAT IT INCLUDES

- A one-hour Joint Solution Design call, where you choose what your Participants experience
- Your Blueprint, the design for your delivery, reviewed by you before anything is built
- A Participant Manual matched to that Blueprint

## PROOF

### 4,000+ Participants, 95% recommend

The one-day format is the standard Duke CE and Korn Ferry delivery for Caterpillar, Parker, American Express and IMF cohorts

*"Learn2 did a fantastic job at connecting the Shackleton experience to the work environment."*
— Zahra Hirji, Leadership Development Manager, Deloitte

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IMMERSIVE LEADERSHIP · PART OF LEAD THE ENDURANCE

# Lead the Endurance · Two Day (The Exponential Expedition)

Day one turns the strategy into named projects with owners. Day two lives the expedition against those projects. Three experiences' worth of IP, one immersion.

"Our leaders are not ready for what is coming." "Change keeps stalling out." "Our teams work in silos." "We set goals and miss them."

## WHO IT IS FOR

**LEVEL**
Executives, Senior leaders, Mid-level leaders

**GROUP SIZE**
Any group size

**TIME**
2 days

**FORMAT**
In person

**LANGUAGES**
English · Spanish

**BUSINESS OUTCOME**
Alignment, Execution, Change adoption

## WHAT HAPPENS

Day one (Bridge the Gap): the sponsor sets the ambition, then the room builds the current state with figurines and a red-sharpie graffiti wall, finds the gold, runs Yes-And circles on the priorities, pitches projects and red-flags them with the sponsor live, and lays each survivor on the calendar with one owner and a definition of done.

Day two (Lead the Endurance): every expedition phase attaches to the project named on day one. Crew cards against real people, POW as the throughline, small change at Frozen in Ice, large change at the Crush, Baggage, Patience Camp with Handle Resistance, Lifeboats, the Rescue.

Results versus Reasons anchors the accountability conversation. Every leader leaves with an A-to-B-by-C named out loud and a partner to hold it.

## WHAT CHANGES

- Strategy clear three levels down, in the leaders' own words
- Eight to twelve named projects with owners, not a list of themes
- Escalation drops: people decide what needs doing
- A 90-day phase that starts the morning after

## HOW WE MEASURE

Each leader runs a High Impact Project against a real business number. Results roll up to the sponsor in dollars, with the Participant's own attribution of how much the experience contributed.

## HOW IT FITS WHAT YOU HAVE

Maps to the competency model you already use. Runs as a module inside an existing leadership curriculum or as the immersive anchor a curriculum is missing. Reinforcement assets load into your LMS.

## INVESTMENT

**$27,500**

Per delivery · same number in USD, CAD and EUR

Built from the rate card: $7,500 IP licence plus two $10,000 Facilitator days. Above 25 Participants adds $250 each. Progress Rail's August 2026 Exponential Expedition ran at $33,000 for 50 leaders including four Facilitator certifications and the 90-day results readout.

## WHAT IT INCLUDES

- Everything in a one-day delivery: JSD, Blueprint, Participant Manual
- Bridge the Gap and Results versus Reasons folded into the design
- The sponsor in the room on day one to make the red-flag calls live

## PROOF

### 8 named projects, each with an owner

Progress Rail Locomotive Division, Chicago, August 2026: sixty-plus leaders, then four internal Facilitators certifying to carry it to the wider division

*"It was so good to be a part of the last few days."*
— Jason Peterson, Director, Talent and Organizational Development, Progress Rail

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LEADERSHIP DEVELOPMENT

# Results versus Reasons

Leaders learn to hear, in real time, whether they are producing a result or producing a reason, and get a repeatable way to hold that line without blame.

"Our leaders are not ready for what is coming." "We set goals and miss them." "We invested last time and nothing changed."

## WHO IT IS FOR

**LEVEL**
Senior leaders, Mid-level leaders, Frontline leaders, Intact teams

**GROUP SIZE**
Any group size

**TIME**
Anywhere from 60 minutes to 2 days

**FORMAT**
In person · Virtual

**LANGUAGES**
English

**BUSINESS OUTCOME**
Execution, Alignment

## WHAT HAPPENS

The distinction, made plain: a result is the outcome you committed to. A reason is the explanation for why it did not happen. Both could be true. Only one moves the business.

Leaders practice naming which one they are offering, in real time, on their own live commitments, and practice hearing it from the people who report to them.

It rewires the manager's reflex: asking what would you do instead of answering what do I do, so ownership moves down and stays down.

## WHAT CHANGES

- A shared, blame-free language for accountability
- Managers who ask instead of answer
- Reasons stop passing as results in reviews
- The language every Accountability Partner conversation runs on

## HOW WE MEASURE

The team leaves with a written action plan, each item tied to a name and a date. Thirty days later we check which items moved and report that back to the sponsor.

## HOW IT FITS WHAT YOU HAVE

Drops into an existing leadership program as the accountability module, or anchors the review cadence of a High Impact Project phase.

## INVESTMENT

**$10,000 per day**

Per delivery · same number in USD, CAD and EUR

A 90-minute to half-day accountability experience, one Facilitator. Included inside every two-day Exponential Expedition; runs standalone for a leadership team or a manager population.

**Formats:** anywhere from 60 minutes to 2 days, for any group size. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

## WHAT IT INCLUDES

- A one-hour Joint Solution Design call, where you choose what your Participants experience
- Your Blueprint, the design for your delivery, reviewed by you before anything is built
- A Participant Manual matched to that Blueprint

## PROOF

> **Every contract renegotiated in weeks, not months**
>
> Cadbury Schweppes, after Results versus Reasons

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IMMERSIVE LEADERSHIP

# Bridge the Gap

Your team names where you are, where you want to be, and the gap in between, then builds the plan and the measures to close it.

"Change keeps stalling out." "Our teams work in silos." "We set goals and miss them."

## WHO IT IS FOR

**LEVEL**
All levels, executives to new graduates, and intact teams

**GROUP SIZE**
Any group size

**TIME**
Anywhere from 60 minutes to 2 days

**FORMAT**
In person · Virtual

**LANGUAGES**
English

**BUSINESS OUTCOME**
Alignment, Execution, Change adoption

## WHAT HAPPENS

Participants map the current state out loud, described by the people who see it every day. Most rooms find their first gap right here, before anyone mentions the future.

The future state gets built as a story, not a slide. Candidate projects get pitched, red-flagged, and pinned on an effort-versus-impact grid with the sponsor in the room.

Every surviving project leaves with one accountable owner, a definition of done, and a place on the calendar. Then teams trade projects for a reality check.

## WHAT CHANGES

- Staff effort lines up with leadership goals because staff wrote the plan
- Priorities shrink to the few that matter, decided in the room
- Each project has one owner and a definition of done in writing
- The team owns the transformation instead of receiving it

## HOW WE MEASURE

The team leaves with a written action plan, each item tied to a name and a date. Thirty days later we check which items moved and report that back to the sponsor.

## HOW IT FITS WHAT YOU HAVE

Maps to the competency model you already use. Runs as a module inside an existing leadership curriculum or as the immersive anchor a curriculum is missing. Reinforcement assets load into your LMS.

## INVESTMENT

**$17,500**

Per delivery · same number in USD, CAD and EUR

One continuous piece of work, one Facilitator, one price. Often paired with Lead the Endurance as a two-day strategy-to-ownership immersion.

**Formats:** anywhere from 60 minutes to 2 days, for any group size. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

## WHAT IT INCLUDES

- A one-hour Joint Solution Design call, where you choose what your Participants experience
- Your Blueprint, the design for your delivery, reviewed by you before anything is built
- A Participant Manual matched to that Blueprint

## PROOF

**91.7% would recommend**

Progress Rail Locomotive Division, August 2026: 8 named projects, each with an owner and an A-to-B-by-C

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IMMERSIVE LEADERSHIP

# Inspire the Future

Your senior team builds the strategic plan they will execute, not the one consultants hand them.

"Change keeps stalling out." "Our teams work in silos." "We set goals and miss them."

## WHO IT IS FOR

**LEVEL**
All levels, executives to new graduates, and intact teams

**GROUP SIZE**
Any group size

**TIME**
Anywhere from 60 minutes to 2 days

**FORMAT**
In person · Hybrid

**LANGUAGES**
English

**BUSINESS OUTCOME**
Alignment, Execution

## WHAT HAPPENS

Your senior team names the real barriers first, before anyone talks about vision. The barriers are usually already known and rarely said out loud.

The team decides the three to five priorities that matter and argues them to a close. The deck is a byproduct.

Each person commits to the specific moves they will make, in writing, in front of the people who will notice if they do not.

## WHAT CHANGES

- A plan authored by the people accountable for delivering it
- Three to five priorities instead of fifteen
- Named barriers with named owners
- Alignment that survives the drive home

## HOW WE MEASURE

The team leaves with a written action plan, each item tied to a name and a date. Thirty days later we check which items moved and report that back to the sponsor.

## HOW IT FITS WHAT YOU HAVE

Maps to the competency model you already use. Runs as a module inside an existing leadership curriculum or as the immersive anchor a curriculum is missing. Reinforcement assets load into your LMS.

## INVESTMENT

**$17,500**

Per delivery · same number in USD, CAD and EUR

A full-day strategic offsite. Multi-day offsites add $10,000 per additional Facilitator day.

**Formats:** anywhere from 60 minutes to 2 days, for any group size. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

## WHAT IT INCLUDES

- A one-hour Joint Solution Design call, where you choose what your Participants experience
- Your Blueprint, the design for your delivery, reviewed by you before anything is built
- A Participant Manual matched to that Blueprint

## PROOF

### 14 Gold Medals across 6 Games

Canadian Olympic Committee built its planning foundation with this participant-driven approach

**Schedule a 25-minute walkthrough**

See how it runs online

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COMMUNICATION

# Meetings that Produce Results

Your team runs meetings that end in decisions, using an agenda structure they practice live and keep using the next morning.

"We set goals and miss them." "Our days disappear into meetings."

## WHO IT IS FOR

**LEVEL**
Mid-level leaders, Frontline leaders, Intact teams, All employees

**GROUP SIZE**
Any group size

**TIME**
Anywhere from 60 minutes to 2 days

**FORMAT**
In person · Virtual

**LANGUAGES**
English

**BUSINESS OUTCOME**
Decision speed, Execution

## WHAT HAPPENS

Participants bring a real meeting they run. Using the XYZ agenda structure, they rebuild it in the room and run it against colleagues who push back.

The experience makes audible the listening and speech patterns that keep attention focused and let disagreement be productive.

Everyone leaves with their next real meeting redesigned and on the calendar.

## WHAT CHANGES

- Meetings end with a decision and an owner
- Half the meeting time comes back to real work
- Disagreement happens in the room instead of after it
- A shared agenda language the whole team uses

## HOW WE MEASURE

The team leaves with a written action plan, each item tied to a name and a date. Thirty days later we check which items moved and report that back to the sponsor.

## HOW IT FITS WHAT YOU HAVE

Runs inside an offsite, a kickoff, or a standalone half day. The debrief language matches your values and priorities so the lessons carry back to the day job.

## INVESTMENT

**$17,500**

Per delivery · same number in USD, CAD and EUR

Two-hour experience. Runs well inside a larger leadership day or as a standalone virtual session.

**Formats:** anywhere from 60 minutes to 2 days, for any group size. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

## WHAT IT INCLUDES

- A one-hour Joint Solution Design call, where you choose what your Participants experience
- Your Blueprint, the design for your delivery, reviewed by you before anything is built
- A Participant Manual matched to that Blueprint

## PROOF

### Over half of meetings eliminated

Thunder Bay Regional Health Sciences Centre: 600 participant-days across the Senior Management Team, Medical Advisory Council, Foundation Board and managers

*"Dyads practiced collaborating in real meetings, solved communication conflicts, and engaged program staff in decisions."*
— Approved case-study language, Thunder Bay Regional Health Sciences Centre

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See how it runs online

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NATURALLY

# Communicate Naturally

Your team says it once and it lands, because each person reads the Natural Approach of the colleague in front of them.

"Our teams work in silos." "Our days disappear into meetings."

## WHO IT IS FOR

**LEVEL**
All levels, executives to new graduates, and intact teams

**GROUP SIZE**
Any group size

**TIME**
Anywhere from 60 minutes to 2 days

**FORMAT**
In person · Virtual · Hybrid

**LANGUAGES**
English

**BUSINESS OUTCOME**
Collaboration, Decision speed

## WHAT HAPPENS

Every Participant takes the five-minute Naturally assessment first and arrives knowing their own approach: Natural Gold Mine, Natural Blue Ocean, Natural Green Planet, or Natural Orange Sky.

In the room, Participants read the approaches of the people they work with every day and practice adjusting in live conversations about real work.

The result is measurable in the next week: fewer redone tasks, cleaner handoffs, faster agreement.

## WHAT CHANGES

- Half the room stops hearing something else
- Handoffs get cleaner and rework drops
- People adjust to the person, not the script
- A shared language for how each colleague wants to be reached

## HOW WE MEASURE

Assessment data for every Participant, aggregated for the team, plus the commitments each person wrote. The team's approach map becomes a working tool for managers.

## HOW IT FITS WHAT YOU HAVE

The Naturally assessment plugs into onboarding, team formation, and sales enablement. Reports and the approach map load into your LMS or intranet.

## INVESTMENT

**$25,000**

Per bundle · same number in USD, CAD and EUR

Naturally sells as a bundle of three experiences, up to 30 Participants each, on a 6 to 12 month rollout. Add certification for two internal Facilitators for $30,000 total. A single experience runs only as a pilot, by approval.

**Formats:** anywhere from 60 minutes to 2 days, for any group size. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

## WHAT IT INCLUDES

- Naturally assessment for every Participant before the session
- Three Naturally experiences of your choice
- Materials and Facilitator guides

## PROOF

### 1,000,000+ Participants

Awarded more than a dozen times in ten years. Rogers ran Communicate Naturally with Vocalize Value across its customer-service teams: 26,000 customers converted in six weeks.

*"Our teams are now able and, more importantly, willing to communicate the value Rogers represents, rather than only focusing on price."*
— Lise Cote, Senior Director, Rogers Communications

**Schedule a 25-minute walkthrough**

See how it runs online

One of 71 Learn2 experiences. Browse and filter the whole catalogue at Learn2.com/programs.

Reply to the email this came with, or write to sales@Learn2.com.

NATURALLY

# The Naturally Series

A 121-day communication install: assessment, one immersive live day, and the follow-through that makes the new habits stick.

"Change keeps stalling out." "Our teams work in silos." "Our sales team leaves revenue on the table."

## WHO IT IS FOR

**LEVEL**
Intact teams, All employees, Sales teams, Mid-level leaders

**GROUP SIZE**
Any group size

**TIME**
Sessions over weeks

**FORMAT**
In person · Virtual · Hybrid

**LANGUAGES**
English

**BUSINESS OUTCOME**
Collaboration, Revenue growth, Change adoption

## WHAT HAPPENS

The pre-learn phase starts with a personal assessment of every team member: strengths and blind spots before anyone walks in.

The live day is fully immersive. Your team coaches each other's behaviors and reframes the way they communicate, with no theory braindump.

The 121 days after carry the practice into real conversations, with the tools built in the room.

## WHAT CHANGES

- Objections get countered instead of absorbed
- Team unity ties back to the company vision
- Communication skills the team could name and use
- A common language across functions

## HOW WE MEASURE

Assessment data before and after, plus the team's written commitments. The 121-day arc gives you a before-and-after the sponsor could see.

## HOW IT FITS WHAT YOU HAVE

Designed as a rollout, not an event. Fits a culture initiative, a merger integration, or a sales enablement calendar.

## INVESTMENT

**$25,000**

Per bundle · same number in USD, CAD and EUR

The standard bundle: three Naturally experiences, up to 30 Participants each, over 6 to 12 months. $30,000 with certification for two internal Facilitators.

## WHAT IT INCLUDES

- Naturally assessment for every Participant
- Three experiences from the series: Communicate, Sell, Lead, Team, Coach, Serve, or Handle Resistance
- Materials, Facilitator guides, and the pre-learn phase

## PROOF

**91% recommend**

Over a million Participants through Lead and Communicate Naturally

**Schedule a 25-minute walkthrough**

See how it runs online

One of 71 Learn2 experiences. Browse and filter the whole catalogue at Learn2.com/programs.

Reply to the email this came with, or write to sales@Learn2.com.

NATURALLY

# Sell Naturally

Your reps read the buyer's Natural Approach in the first minute and tailor the pitch, so the buyer stops going quiet.

"Our sales team leaves revenue on the table." "Customers walk in loyal and leave indifferent."

## WHO IT IS FOR

**LEVEL**
Sales teams, Frontline leaders

**GROUP SIZE**
Any group size

**TIME**
Anywhere from 60 minutes to 2 days

**FORMAT**
In person · Virtual

**LANGUAGES**
English

**BUSINESS OUTCOME**
Revenue growth, Customer loyalty

## WHAT HAPPENS

Reps discover their own approach and the approaches of the buyers they lose most often.

Using color as the memory hook, they rebuild pitches, presentations, and follow-ups for each buyer type.

A series of sales simulations puts the new approach under pressure until it holds.

## WHAT CHANGES

- Pitches match the buyer instead of the rep
- Quiet buyers get the follow-up that reopens the conversation
- Objections read as buying signals
- A shared read on every buyer in the pipeline

## HOW WE MEASURE

Assessment data plus a 60-day pipeline read: close rate and cycle time on the deals reps flagged in the room.

## HOW IT FITS WHAT YOU HAVE

Built around your buyers, your products, and the objections your reps actually hear. The tools Participants build become their own job aid and drop into your sales playbook.

## INVESTMENT

**$25,000**

Per bundle · same number in USD, CAD and EUR

Part of the Naturally bundle of three. Custom sales simulators built on your products add $10,000 to $25,000.

**Formats:** anywhere from 60 minutes to 2 days, for any group size. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

## WHAT IT INCLUDES

- Naturally assessment for every rep
- Three Naturally experiences
- Sales simulations built on your buyers

## PROOF

### +173% global sales revenue

Wharf Hotels, running Sell Naturally with Handle Objections. Best Internal Training Program, Canadian Awards for Training Excellence. 100% of Participants would recommend the experience to a colleague.

*"Highly recommend if you want results."*
— Sandy Russell, VP Sales and Marketing, Wharf Hotels

**Schedule a 25-minute walkthrough**

See how it runs online

One of 71 Learn2 experiences. Browse and filter the whole catalogue at Learn2.com/programs.

Reply to the email this came with, or write to sales@Learn2.com.

NATURALLY

# Lead Naturally

Leaders see the real impact of their approach and learn to reach each team member the way that person needs to be reached.

"Our leaders are not ready for what is coming." "Our teams work in silos."

## WHO IT IS FOR

**LEVEL**
Mid-level leaders, Frontline leaders, Senior leaders

**GROUP SIZE**
Any group size

**TIME**
Anywhere from 60 minutes to 2 days

**FORMAT**
In person · Virtual

**LANGUAGES**
English

**BUSINESS OUTCOME**
Talent insight, Collaboration

## WHAT HAPPENS

Leaders confront the authenticity of their own leadership and see the effect their approach has on the people around them.

A series of activities uncovers each leader's style and the needs of their team, including the most challenging colleague.

Leaders leave with a tailored way to reach each person, built from the team's real approach map.

## WHAT CHANGES

- Leaders adjust to the person instead of expecting the reverse
- Difficult colleagues get reached, not managed around
- Diverse perspectives get used instead of tolerated
- Engagement rises where the leader's approach used to block it

## HOW WE MEASURE

Assessment data for the leader and the team, plus each leader's written plan for the three people they most need to reach differently.

## HOW IT FITS WHAT YOU HAVE

Maps to the competency model you already use. Runs as a module inside an existing leadership curriculum or as the immersive anchor a curriculum is missing. Reinforcement assets load into your LMS.

## INVESTMENT

**$25,000**

Per bundle · same number in USD, CAD and EUR

Part of the Naturally bundle of three, up to 30 Participants each.

**Formats:** anywhere from 60 minutes to 2 days, for any group size. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

## WHAT IT INCLUDES

- Naturally assessment for every leader
- Three Naturally experiences
- Materials and Facilitator guides

## PROOF

**91% recommend**

Over one million Participants through Lead and Communicate Naturally

*"Always great to learn new tools."*

**Schedule a 25-minute walkthrough**

See how it runs online

One of 71 Learn2 experiences. Browse and filter the whole catalogue at Learn2.com/programs.

Reply to the email this came with, or write to sales@Learn2.com.

NATURALLY

# Team Naturally

Your sales team pulls the winning moves out of your best sellers and leaves with a plan they wrote, in as little as three hours.

"Our teams work in silos." "Our sales team leaves revenue on the table."

## WHO IT IS FOR

**LEVEL**
Sales teams, Frontline leaders

**GROUP SIZE**
Any group size

**TIME**
Anywhere from 60 minutes to 2 days

**FORMAT**
In person · Virtual

**LANGUAGES**
English

**BUSINESS OUTCOME**
Revenue growth, Collaboration

## WHAT HAPPENS

Every rep brings a win and a stuck deal. The room pulls apart what the top sellers actually do, in their words.

Teams solve the common roadblocks together and decide which tactics to adopt next, not someday.

The plan gets written in the room, owned by the people who will run it.

## WHAT CHANGES

- The best rep's moves spread to the whole team
- Common roadblocks get one shared answer
- Reps decide what is valuable and what is noise
- One team instead of a room of competitors

## HOW WE MEASURE

The written plan plus a 60-day read on the tactics the team chose to adopt.

## HOW IT FITS WHAT YOU HAVE

Built around your buyers, your products, and the objections your reps actually hear. The tools Participants build become their own job aid and drop into your sales playbook.

## INVESTMENT

**$25,000**

Per bundle · same number in USD, CAD and EUR

Part of the Naturally bundle of three. Runs standalone inside a sales kickoff by approval.

**Formats:** anywhere from 60 minutes to 2 days, for any group size. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

## WHAT IT INCLUDES

- Naturally assessment for every rep
- Three Naturally experiences
- Materials and Facilitator guides

## PROOF

### 3X sales in one year

Arla Foods, running Sell Naturally, Share Best Practices and Team Naturally together: sales tripled and engagement rose 20% in a year

*"We experienced a 20% increase in employee engagement. Our sales increased, our efficiency increased dramatically."*
— Asger Drewes Joergensen, President and CEO, Arla Foods

**Schedule a 25-minute walkthrough**

See how it runs online

One of 71 Learn2 experiences. Browse and filter the whole catalogue at Learn2.com/programs.

Reply to the email this came with, or write to sales@Learn2.com.

NATURALLY

# Coach Naturally

Managers finish the day coaching, not promising to coach later, with their first real coaching conversation already on the calendar.

"Our leaders are not ready for what is coming." "We invested last time and nothing changed."

## WHO IT IS FOR

**LEVEL**
Mid-level leaders, Frontline leaders, Store and service teams

**GROUP SIZE**
Any group size

**TIME**
Anywhere from 60 minutes to 2 days

**FORMAT**
In person · Virtual

**LANGUAGES**
English

**BUSINESS OUTCOME**
Talent insight, Execution

## WHAT HAPPENS

Managers coach each other through real stuck-point conversations about real work. No role plays.

Feedback lands in the moment, and the four Natural Approaches give each manager a simple read on each team member so coaching lands the first time.

Everyone leaves with a scheduled first coaching conversation.

## WHAT CHANGES

- Coaching becomes a habit instead of a framework
- Managers read the person before they open their mouth
- Peer coaching runs without Learn2 in the room
- Stuck points get named and moved

## HOW WE MEASURE

Assessment data plus a count, 30 days out, of the coaching conversations that actually happened.

## HOW IT FITS WHAT YOU HAVE

Maps to the competency model you already use. Runs as a module inside an existing leadership curriculum or as the immersive anchor a curriculum is missing. Reinforcement assets load into your LMS.

## INVESTMENT

**$25,000**

Per bundle · same number in USD, CAD and EUR

Part of the Naturally bundle of three, up to 30 Participants each.

**Formats:** anywhere from 60 minutes to 2 days, for any group size. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

## WHAT IT INCLUDES

- Naturally assessment for every manager
- Three Naturally experiences
- Peer coaching mechanics and the Natural Approaches primer

## PROOF

### $26 million added in under a year

The Forzani Group (Sport Chek): store-manager coaching installed in the first 90 days, with Communicate Naturally and High Impact Coaching

*"Together we added over $26 million to the bottom line in less than a year!"*
— John Backewich, Manager of Training and Development, Forzani Group

**Schedule a 25-minute walkthrough**

See how it runs online

One of 71 Learn2 experiences. Browse and filter the whole catalogue at Learn2.com/programs.

Reply to the email this came with, or write to sales@Learn2.com.

NATURALLY

# Serve Like a Pro Naturally

Servers read each guest's approach and leave them feeling understood, so regulars come back and servers stay.

"Our sales team leaves revenue on the table." "Customers walk in loyal and leave indifferent."

## WHO IT IS FOR

**LEVEL**
Store and service teams, Frontline leaders

**GROUP SIZE**
Any group size

**TIME**
Anywhere from 60 minutes to 2 days

**FORMAT**
In person

**LANGUAGES**
English

**BUSINESS OUTCOME**
Customer loyalty, Revenue growth

## WHAT HAPPENS

Servers discover their own approach and practice reading guests in the first exchange at the table.

Real service moments get rebuilt for each guest type: the rushed, the curious, the celebrating, the annoyed.

Servers take ownership of sales and service together, with the words they will use tonight.

## WHAT CHANGES

- Guests feel understood and return
- Check averages rise without pushy upsells
- Servers own the job and stay longer
- Labor costs steady as turnover drops

## HOW WE MEASURE

Assessment data plus your own numbers: check average, return-guest rate, and server retention at 90 days.

## HOW IT FITS WHAT YOU HAVE

Built around your store formats, your customers, and the moments your associates face on the floor. Practice rounds use your merchandise and your policies.

## INVESTMENT

**$25,000**

Per bundle · same number in USD, CAD and EUR

Part of the Naturally bundle of three. Multi-location rollouts priced per restaurant group after a JSD.

**Formats:** anywhere from 60 minutes to 2 days, for any group size. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

## WHAT IT INCLUDES

- Naturally assessment for every server
- Three Naturally experiences
- Materials for restaurant and hospitality settings

## PROOF

**+27% average bill, +12% table turns**

A hotel chain's restaurants after Serve Like a Pro Naturally; chain to be named

**Schedule a 25-minute walkthrough**

See how it runs online

One of 71 Learn2 experiences. Browse and filter the whole catalogue at Learn2.com/programs.

Reply to the email this came with, or write to sales@Learn2.com.

NATURALLY

# Handle Resistance Naturally

Your team builds the resistance management plan for a real change and starts using it the same day.

"Change keeps stalling out." "Our teams work in silos."

## WHO IT IS FOR

**LEVEL**
Mid-level leaders, Frontline leaders, Intact teams, All employees

**GROUP SIZE**
Any group size

**TIME**
Anywhere from 60 minutes to 2 days

**FORMAT**
In person · Virtual

**LANGUAGES**
English · Spanish

**BUSINESS OUTCOME**
Change adoption, Collaboration

## WHAT HAPPENS

Participants name the hardest resistance they have faced, then learn to read it through four lenses: process unclear, relationship threatened, vision missing, speed wrong.

Using the Naturally colors, they draft the one sentence they will actually say to the person resisting, and pressure-test it in pairs.

The plan for the live change gets written in the room.

## WHAT CHANGES

- Resistance reads as information instead of defiance
- Leaders acknowledge before they argue
- Projects land on time because the pushback was planned for
- Relationships hold through the change

## HOW WE MEASURE

The team leaves with a written action plan, each item tied to a name and a date. Thirty days later we check which items moved and report that back to the sponsor.

## HOW IT FITS WHAT YOU HAVE

Attaches to a named change initiative. The plan built in the room becomes the change team's working document. Choose the standalone Handle Resistance when the team has not taken the Naturally assessment.

## INVESTMENT

**$25,000**

Per bundle · same number in USD, CAD and EUR

Part of the Naturally bundle of three. Also runs as the afternoon block inside Lead the Endurance.

**Formats:** anywhere from 60 minutes to 2 days, for any group size. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

## WHAT IT INCLUDES

- Naturally assessment for every Participant
- Three Naturally experiences
- Handle Resistance quick-reference card

## PROOF

### $4 million a year in saved sales

Freedom Mobile (then WIND Mobile): reps handling cancellation resistance moved the save rate from 47% to 86%, worth $86,000 a week

**Schedule a 25-minute walkthrough**

See how it runs online

One of 71 Learn2 experiences. Browse and filter the whole catalogue at Learn2.com/programs.

Reply to the email this came with, or write to sales@Learn2.com.

NATURALLY

# Handle Objections Naturally

Your reps read the buyer's Natural Approach behind the objection and answer the person, not the words, so the sale keeps moving.

"Our sales team leaves revenue on the table." "Customers walk in loyal and leave indifferent."

## WHO IT IS FOR

**LEVEL**
Sales teams, Store and service teams, Frontline leaders

**GROUP SIZE**
Any group size

**TIME**
Anywhere from 60 minutes to 2 days

**FORMAT**
In person · Virtual

**LANGUAGES**
English

**BUSINESS OUTCOME**
Revenue growth, Customer loyalty

## WHAT HAPPENS

Reps bring the worst objections they hear and sort them by the Natural Approach behind each one: the Natural Gold Mine who wants proof, the Natural Blue Ocean who wants the relationship, the Natural Green Planet who wants the logic, the Natural Orange Sky who wants it now.

They practice naming, acknowledging, and questioning in the buyer's own approach, out loud, until one lands.

Each rep leaves with the words that work for each color, written down and theirs.

## WHAT CHANGES

- The same objection gets four different answers, and each one fits
- Reps stop selling through the objection and start reading it
- Buyers feel understood at the exact moment they were about to leave
- A shared objection playbook by approach

## HOW WE MEASURE

Assessment data plus a 60-day read on the deals reps flagged in the room: how many objections turned into a next step.

## HOW IT FITS WHAT YOU HAVE

Built around your buyers, your products, and the objections your reps actually hear. The tools Participants build become their own job aid and drop into your sales playbook.

## INVESTMENT

**$25,000**

Per bundle · same number in USD, CAD and EUR

Part of the Naturally bundle of three, up to 30 Participants each. The Natural Approaches version of Handle Objections: same three moves, read through the buyer's color.

**Formats:** anywhere from 60 minutes to 2 days, for any group size. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

## WHAT IT INCLUDES

- Naturally assessment for every rep
- Three Naturally experiences
- Objection cards built on your buyers

## PROOF

**Save rate 47% → 86%**

Freedom Mobile (then WIND Mobile) retail channel: $86,000 a week in saved sales, about $4 million a year, and a 94.4% Net Promoter Score for the program

*"We came away with a different way of handling objections."*
— Caroline Smith-Bailey, Channel Training Manager, WIND Mobile

**Schedule a 25-minute walkthrough**

See how it runs online

One of 71 Learn2 experiences. Browse and filter the whole catalogue at Learn2.com/programs.

Reply to the email this came with, or write to sales@Learn2.com.

NATURALLY

# Sell Real Estate Naturally

Agents read a buyer or seller's Natural Approach in the first meeting and adapt the listing presentation, the consultation, and the negotiation to it.

"Our sales team leaves revenue on the table." "Customers walk in loyal and leave indifferent."

## WHO IT IS FOR

**LEVEL**
Sales teams, Frontline leaders

**GROUP SIZE**
Any group size

**TIME**
Anywhere from 60 minutes to 2 days

**FORMAT**
In person · Virtual

**LANGUAGES**
English

**BUSINESS OUTCOME**
Revenue growth, Customer loyalty

## WHAT HAPPENS

Agents identify the buyer or seller's approach in the first meeting and practice the read on real client stories from the room.

Listing presentations, buyer consultations, and offer negotiations get rebuilt for each of the four approaches.

Open houses and team coordination get the same treatment, so the whole brokerage speaks one language.

## WHAT CHANGES

- Listing presentations that match the seller, not the template
- Negotiations run on approach-specific tactics
- Deals close faster when the approach aligns
- One shared read across the brokerage

## HOW WE MEASURE

Assessment data plus your brokerage's own numbers: listings won, days to close, and referrals at 90 days.

## HOW IT FITS WHAT YOU HAVE

Built around your buyers, your products, and the objections your reps actually hear. The tools Participants build become their own job aid and drop into your sales playbook.

## INVESTMENT

**$25,000**

Per bundle · same number in USD, CAD and EUR

Part of the Naturally bundle of three, up to 30 Participants each. Industry-specific for real estate brokerages and teams; runs through the RRi partner channel with the RRi assessment. Communicate Naturally is the foundation it builds on.

**Formats:** anywhere from 60 minutes to 2 days, for any group size. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

## WHAT IT INCLUDES

- RRi or Learn2 Naturally assessment for every agent
- Three Naturally experiences
- Scenarios built on listings, buyer consultations, offers, and open houses

## PROOF

**500 to 750 agents, 100 a week**

Richard Robbins International rollout starting the week of September 8, 2026

**Schedule a 25-minute walkthrough**

See how it runs online

One of 71 Learn2 experiences. Browse and filter the whole catalogue at Learn2.com/programs.

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NATURALLY

# Work Naturally Membership

Short videos that keep the Natural Approaches alive between sessions: what my colors mean, what you see, what you hear, and the tools.

"Our teams work in silos." "We invested last time and nothing changed."

## WHO IT IS FOR

**LEVEL**
All employees, Intact teams, Sales teams

**GROUP SIZE**
Any group size

**TIME**
Ongoing

**FORMAT**
Virtual

**LANGUAGES**
English

**BUSINESS OUTCOME**
Collaboration, Change adoption

## WHAT HAPPENS

Participants watch a short video before each live session, so the room starts warm.

Between sessions, the tools arrive one at a time: Yes And, WYSIITMB, the Game of Questions.

Managers use the same clips in team meetings, so the language keeps spreading after Learn2 leaves.

## WHAT CHANGES

- The Naturally language survives past the workshop
- New hires catch up without a new session
- Managers reinforce it in their own meetings
- Sustainment that costs minutes, not days

## HOW WE MEASURE

Completion and re-watch data from the LMS, read against the team's assessment map.

## HOW IT FITS WHAT YOU HAVE

Loads into your LMS or intranet as modules, or runs as a drip email sequence alongside a Naturally rollout.

INVESTMENT

## Included

Per bundle · same number in USD, CAD and EUR

Included with the Naturally bundle and alongside other Learn2 experiences as the drip companion: short videos for LMS modules and watch-this-before-next-session emails.

### WHAT IT INCLUDES

- Membership welcome videos
- Video 1: What do my colors mean? Video 2: What do you see? Video 3: What do you hear?
- Tool videos: Yes And, WYSIITMB, the Game of Questions

**Schedule a 25-minute walkthrough**

See how it runs online

One of 71 Learn2 experiences. Browse and filter the whole catalogue at Learn2.com/programs.

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LEADERSHIP DEVELOPMENT

# Handle Resistance

Leaders read the resistance in front of them through four lenses, acknowledge it, and turn it into forward motion before it stalls the change.

"Change keeps stalling out." "Our teams work in silos."

## WHO IT IS FOR

**LEVEL**
Mid-level leaders, Frontline leaders, Senior leaders, Intact teams

**GROUP SIZE**
Any group size

**TIME**
Anywhere from 60 minutes to 2 days

**FORMAT**
In person · Virtual

**LANGUAGES**
English · Spanish

**BUSINESS OUTCOME**
Change adoption, Collaboration

## WHAT HAPPENS

Participants name the hardest resistance they have faced, then learn what resistance is: a predictable, natural, emotional response that lives in everyone.

They diagnose real resistance through four lenses: process unclear, relationship threatened, vision missing, speed wrong. Then they draft the one sentence they will actually say and pressure-test it in pairs.

The resistance plan for the live change gets written in the room.

## WHAT CHANGES

- Resistance reads as information instead of defiance
- Leaders acknowledge before they argue
- Projects land on time because the pushback was planned for
- One sentence per resistor, ready to say

## HOW WE MEASURE

The team leaves with a written action plan, each item tied to a name and a date. Thirty days later we check which items moved and report that back to the sponsor.

## HOW IT FITS WHAT YOU HAVE

Attaches to a named change initiative. Pairs with Lead the Endurance, where it runs as the Patience Camp block. Choose Handle Resistance Naturally when the team already holds Naturally assessments.

## INVESTMENT

**$10,000 per day**

Per delivery · same number in USD, CAD and EUR

Half day or full day, one Facilitator. The standalone version: no assessment required. Also runs as the Patience Camp block inside Lead the Endurance. Available in Spanish.

**Formats:** anywhere from 60 minutes to 2 days, for any group size. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

## WHAT IT INCLUDES

- A one-hour Joint Solution Design call, where you choose what your Participants experience
- Your Blueprint, the design for your delivery, reviewed by you before anything is built
- A Participant Manual matched to that Blueprint

## PROOF

### Every contract renegotiated in 8 weeks

Cadbury-Schweppes, 500+ team members: the renegotiation was planned for 8 months

*"Because our team already knew how to handle objections, we renegotiated every contract in just 8 weeks!"*
— VP Channel Sales, Cadbury-Schweppes

**Schedule a 25-minute walkthrough**

See how it runs online

One of 71 Learn2 experiences. Browse and filter the whole catalogue at Learn2.com/programs.

Reply to the email this came with, or write to sales@Learn2.com.

LEADERSHIP DEVELOPMENT

# Orchestrate Impact (Leadership Foundations)

Each leader picks one real goal in their own business unit and leads a High Impact Project until they beat it.

"Our leaders are not ready for what is coming." "We set goals and miss them." "We cannot tell who is ready to lead." "We invested last time and nothing changed."

## WHO IT IS FOR

**LEVEL**
Senior leaders, Mid-level leaders, High potentials

**GROUP SIZE**
Under 20 · 20–60

**TIME**
Sessions over weeks

**FORMAT**
In person · Virtual · Hybrid

**LANGUAGES**
English · French

**BUSINESS OUTCOME**
Execution, Talent insight, Alignment

## WHAT HAPPENS

Leaders sit in the driver's seat from the first hour. Each picks a real target in their own unit and commits to exceeding it.

Sessions install the moves for their level: Power of You, Connection, Peers, Impact. Every exercise attaches to the live project.

Leaders measure and report their own impact in dollars. The sponsor sees the number, not a satisfaction score.

## WHAT CHANGES

- Leaders lead differently because they had to, on a real goal
- You learn who your real leaders are, with results attached
- Top talent stays because the work mattered
- First-year impact in dollars, with ripple effects that compound

## HOW WE MEASURE

Each leader runs a High Impact Project against a real business number. Results roll up to the sponsor in dollars, with the Participant's own attribution of how much the experience contributed.

## HOW IT FITS WHAT YOU HAVE

Maps to the competency model you already use. Runs as a module inside an existing leadership curriculum or as the immersive anchor a curriculum is missing. Reinforcement assets load into your LMS.

## INVESTMENT

**$1,800**

Per Participant · same number in USD, CAD and EUR

Per Participant, cohorts of 16 to 32. One cohort runs from $28,800. Two days live or four sessions of 2.5 hours. Impact project and coaching included. Twelve role-specific experiences, English and French, mapped to Korn Ferry competencies.

## WHAT IT INCLUDES

- Twelve role-specific leadership experiences to choose from
- A High Impact Project per leader with an Accountability Partner
- Impact Coaching through the project

## PROOF

**12 leaders. 12 projects. $58.8M.**

Bell Canada Leadership Foundations, measured by Bell with the ROI Institute method: 2.6X to 21X ROI per impact project, over $36,000 average net return per project, 3X less attrition (2% vs 6%), 35% more Exceeds ratings (31% vs 23%), 42% more promotions (6% vs 4%), and 20% more women participating than the Bell average.

*"Results are based on completing Foundations with High Impact Projects and High Impact Coaching, coaching, feedback and career conversations."*
— Footnote on every Bell results deck

**Schedule a 25-minute walkthrough**

See how it runs online

One of 71 Learn2 experiences. Browse and filter the whole catalogue at Learn2.com/programs.

Reply to the email this came with, or write to sales@Learn2.com.

LEADERSHIP FOUNDATIONS · PART OF ORCHESTRATE IMPACT

# Leadership Foundations · New Grads

New graduates lead their first real project in their first year, and hand their leader a result in dollars instead of a list of courses completed.

"Our leaders are not ready for what is coming." "We cannot tell who is ready to lead." "We invested last time and nothing changed."

## WHO IT IS FOR

**LEVEL**
New graduates, Professionals

**GROUP SIZE**
Under 20 · 20–60

**TIME**
Sessions over weeks

**FORMAT**
In person · Virtual · Hybrid

**LANGUAGES**
English · French

**BUSINESS OUTCOME**
Execution, Talent insight

## WHAT HAPPENS

New graduates pick one real piece of work in their own team that matters to the business and commit to exceeding a target on it.

Sessions install the first moves of leading: choice, creating the conditions, the top three development priorities, and how to talk to their leader about impact.

They report the number to their leader. Most have never been asked for one before.

## WHAT CHANGES

- First-year hires who lead instead of waiting to be told
- Leaders see who has it, with a result attached
- Retention of the graduates you fought to hire
- A first impact number on the record

## HOW WE MEASURE

Each leader runs a High Impact Project against a real business number. Results roll up to the sponsor in dollars, with the Participant's own attribution of how much the experience contributed.

## HOW IT FITS WHAT YOU HAVE

Maps to the competency model you already use. Runs as a module inside an existing leadership curriculum or as the immersive anchor a curriculum is missing. Reinforcement assets load into your LMS.

## INVESTMENT

**$1,800**

Per Participant · same number in USD, CAD and EUR

Per Participant, cohorts of 16 to 32. The Orchestrate Impact role experience for the new-grad level. Impact project and coaching included. Bell ran the new-grad cohort separately from CP2 because the hardest-first concept lands differently for people in their first year.

## WHAT IT INCLUDES

- The New Grad role experience of Orchestrate Impact
- A High Impact Project per Participant with an Accountability Partner
- Impact Coaching through the project

## PROOF

**$14,090 average attributed impact**

Per New Grad High Impact Project, 4.5X+ ROI. Bell Leadership Foundations, New Grad cohorts.

**Schedule a 25-minute walkthrough**

See how it runs online

One of 71 Learn2 experiences. Browse and filter the whole catalogue at Learn2.com/programs.

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LEADERSHIP FOUNDATIONS · PART OF ORCHESTRATE IMPACT

# Leadership Foundations · Professionals (CP2)

Individual contributors in IT, legal, finance and operations lead a High Impact Project without a title, and prove they could.

"Our leaders are not ready for what is coming." "We set goals and miss them." "We cannot tell who is ready to lead."

## WHO IT IS FOR

**LEVEL**
Professionals, All employees

**GROUP SIZE**
Under 20 · 20–60

**TIME**
Sessions over weeks

**FORMAT**
In person · Virtual · Hybrid

**LANGUAGES**
English · French

**BUSINESS OUTCOME**
Execution, Talent insight

## WHAT HAPPENS

Professionals pick a real problem in their own function, one that has been tolerated because nobody owned it.

Sessions install leading without authority: influence across the seams, creating the conditions, and the conversation with finance that puts a value on the fix.

They report the number. At Bell, professional projects averaged $52,000 to $115,000 in value.

## WHAT CHANGES

- Specialists who lead the work, not just do it
- Cross-functional problems get an owner
- A visible pipeline of people ready for a first team
- Impact measured in the function's own numbers

## HOW WE MEASURE

Each leader runs a High Impact Project against a real business number. Results roll up to the sponsor in dollars, with the Participant's own attribution of how much the experience contributed.

## HOW IT FITS WHAT YOU HAVE

Maps to the competency model you already use. Runs as a module inside an existing leadership curriculum or as the immersive anchor a curriculum is missing. Reinforcement assets load into your LMS.

## INVESTMENT

**$1,800**

Per Participant · same number in USD, CAD and EUR

Per Participant, cohorts of 16 to 32. The Orchestrate Impact role experience for professionals (Bell's CP2 Professional Foundations). Impact project and coaching included.

## WHAT IT INCLUDES

- The Professional role experience of Orchestrate Impact
- A High Impact Project per Participant with an Accountability Partner
- Impact Coaching through the project

## PROOF

**2.6X to 5.7X ROI**

Bell Professional Foundations: CP2 projects averaged $52,184, CP3 projects $115,124. Generalized: $11,512 average attributed impact per Professional project.

**Schedule a 25-minute walkthrough**

See how it runs online

One of 71 Learn2 experiences. Browse and filter the whole catalogue at Learn2.com/programs.

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LEADERSHIP FOUNDATIONS · PART OF ORCHESTRATE IMPACT

# Leadership Foundations · Senior Professionals (CP3)

Your most experienced specialists stop being the bottleneck everyone waits on and start leading the people around them to the result.

"Our leaders are not ready for what is coming." "We set goals and miss them." "We cannot tell who is ready to lead."

## WHO IT IS FOR

**LEVEL**
Professionals, High potentials

**GROUP SIZE**
Under 20 · 20–60

**TIME**
Sessions over weeks

**FORMAT**
In person · Virtual · Hybrid

**LANGUAGES**
English · French

**BUSINESS OUTCOME**
Execution, Talent insight, Decision speed

## WHAT HAPPENS

Senior professionals pick the project that only their expertise could unlock, and commit to delivering it through other people rather than alone.

Sessions install the shift from expert to leader of experts: delegating the craft, coaching peers, and making the case to leadership.

They report the number, and their leader sees a successor instead of a single point of failure.

## WHAT CHANGES

- Expertise that multiplies instead of bottlenecks
- Peers coached instead of corrected
- A credible next step for people who did not want to manage
- Impact the function could point to

## HOW WE MEASURE

Each leader runs a High Impact Project against a real business number. Results roll up to the sponsor in dollars, with the Participant's own attribution of how much the experience contributed.

## HOW IT FITS WHAT YOU HAVE

Maps to the competency model you already use. Runs as a module inside an existing leadership curriculum or as the immersive anchor a curriculum is missing. Reinforcement assets load into your LMS.

## INVESTMENT

**$1,800**

Per Participant · same number in USD, CAD and EUR

Per Participant, cohorts of 16 to 32. The Orchestrate Impact role experience for senior professionals (Bell's CP3 Professional Foundations: $115,124 average project, 5.66X). Impact project and coaching included.

## WHAT IT INCLUDES

- The Senior Professional role experience of Orchestrate Impact
- A High Impact Project per Participant with an Accountability Partner
- Impact Coaching through the project

## PROOF

**$8,042 average attributed impact**

Per Senior Professional High Impact Project, 4.5X+ ROI. Bell Leadership Foundations.

**Schedule a 25-minute walkthrough**

See how it runs online

One of 71 Learn2 experiences. Browse and filter the whole catalogue at Learn2.com/programs.

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LEADERSHIP FOUNDATIONS · PART OF ORCHESTRATE IMPACT

# Leadership Foundations · Team Leaders (CP2)

First-line leaders run a High Impact Project through their own team and return more than ten times the investment.

"Our leaders are not ready for what is coming." "We set goals and miss them." "We invested last time and nothing changed."

## WHO IT IS FOR

**LEVEL**
Frontline leaders, Mid-level leaders

**GROUP SIZE**
Under 20 · 20–60

**TIME**
Sessions over weeks

**FORMAT**
In person · Virtual · Hybrid

**LANGUAGES**
English · French

**BUSINESS OUTCOME**
Execution, Talent insight, Alignment

## WHAT HAPPENS

Each team leader picks a target their own team could beat, and names it to their leader before the first session.

Sessions install leading a team to a number: creating the conditions, the growth and performance conversations, and the accountability cadence.

They report the number. At Bell, CP2 leaders with Impact Coaching averaged $74,005 per project.

## WHAT CHANGES

- Team leaders who own a result instead of a to-do list
- Fewer escalations up the line
- Teams that know what the number is and where they stand
- Retention three times better than the company average

## HOW WE MEASURE

Each leader runs a High Impact Project against a real business number. Results roll up to the sponsor in dollars, with the Participant's own attribution of how much the experience contributed.

## HOW IT FITS WHAT YOU HAVE

Maps to the competency model you already use. Runs as a module inside an existing leadership curriculum or as the immersive anchor a curriculum is missing. Reinforcement assets load into your LMS.

## INVESTMENT

**$1,800**

Per Participant · same number in USD, CAD and EUR

Per Participant, cohorts of 16 to 32. The Orchestrate Impact role experience for team leaders and front-line leaders (Bell's CP2 People Leader Foundations). Impact project and coaching included.

## WHAT IT INCLUDES

- The Team Leader role experience of Orchestrate Impact
- A High Impact Project per leader with an Accountability Partner
- Impact Coaching through the project

## PROOF

**10.5X ROI**

Bell CP2 Leader Foundations with Impact Coaching: $74,005 average project, $32,562 net attributed value per leader. Generalized: $17,761 average per Front-Line Leader project.

**Schedule a 25-minute walkthrough**

See how it runs online

One of 71 Learn2 experiences. Browse and filter the whole catalogue at Learn2.com/programs.

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LEADERSHIP FOUNDATIONS · PART OF ORCHESTRATE IMPACT

# Leadership Foundations · Leaders of Leaders (CP3)

Directors and senior managers lead a High Impact Project through the leaders below them, and the strategy stops being clear only at the top.

"Our leaders are not ready for what is coming." "Change keeps stalling out." "We set goals and miss them."

## WHO IT IS FOR

**LEVEL**
Senior leaders, Mid-level leaders, High potentials

**GROUP SIZE**
Under 20 · 20–60

**TIME**
Sessions over weeks

**FORMAT**
In person · Virtual · Hybrid

**LANGUAGES**
English · French

**BUSINESS OUTCOME**
Alignment, Execution, Change adoption

## WHAT HAPPENS

Each leader of leaders picks a strategic target that only moves if the leaders under them move it, and names it to the sponsor.

Sessions install leading through leaders: cascading the big picture, coaching team leaders instead of doing their job, and running the accountability cadence two levels down.

They report the number. At Bell, CP3 leaders with Impact Coaching averaged $165,633 per project.

## WHAT CHANGES

- Strategy that reaches three levels down in the leaders' own words
- Team leaders who decide instead of escalate
- Directors who develop leaders, not just manage them
- The largest returns in the Foundations set

## HOW WE MEASURE

Each leader runs a High Impact Project against a real business number. Results roll up to the sponsor in dollars, with the Participant's own attribution of how much the experience contributed.

## HOW IT FITS WHAT YOU HAVE

Maps to the competency model you already use. Runs as a module inside an existing leadership curriculum or as the immersive anchor a curriculum is missing. Reinforcement assets load into your LMS.

## INVESTMENT

**$1,800**

Per Participant · same number in USD, CAD and EUR

Per Participant, cohorts of 16 to 32. The Orchestrate Impact role experience for leaders of leaders (Bell's CP3 Leader Foundations). Impact project and coaching included.

## WHAT IT INCLUDES

- The Leaders of Leaders role experience of Orchestrate Impact
- A High Impact Project per leader with an Accountability Partner
- Impact Coaching through the project

## PROOF

**21X ROI**

Bell CP3 Leader Foundations with Impact Coaching: $165,633 average project, $62,941 net attributed value per leader; the summary case ran 24X. Generalized: $34,783 average per Leader-of-Leaders project.

**Schedule a 25-minute walkthrough**

See how it runs online

One of 71 Learn2 experiences. Browse and filter the whole catalogue at Learn2.com/programs.

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LEADERSHIP FOUNDATIONS · PART OF ORCHESTRATE IMPACT

# Leadership Foundations · Executives

Executives lead one enterprise-level High Impact Project and report an attributed result that averages over $300,000.

"Our leaders are not ready for what is coming." "Change keeps stalling out." "We set goals and miss them."

## WHO IT IS FOR

**LEVEL**
Executives, Senior leaders

**GROUP SIZE**
Under 20 · 20–60

**TIME**
Sessions over weeks

**FORMAT**
In person · Virtual · Hybrid

**LANGUAGES**
English · French

**BUSINESS OUTCOME**
Alignment, Execution, Change adoption

## WHAT HAPPENS

Each executive picks the enterprise result that is theirs to move this year, and puts a number on it in front of peers.

Sessions install directing at scale: choosing what to deploy where, orchestrating many projects and coaches so the whole portfolio moves, and shifting as results come in.

They report the number. No executive cohort has returned less than the committed 4X; the average runs past 6X.

## WHAT CHANGES

- Executives who own one result out loud, not a portfolio of intentions
- A leadership system below them that runs on the same cadence
- Strategy that moves into execution instead of languishing
- The largest attributed impact per leader in the catalogue

## HOW WE MEASURE

Each leader runs a High Impact Project against a real business number. Results roll up to the sponsor in dollars, with the Participant's own attribution of how much the experience contributed.

## HOW IT FITS WHAT YOU HAVE

Maps to the competency model you already use. Runs as a module inside an existing leadership curriculum or as the immersive anchor a curriculum is missing. Reinforcement assets load into your LMS.

## INVESTMENT

**$1,800**

Per Participant · same number in USD, CAD and EUR

Per Participant, cohorts of 8 to 32. The Orchestrate Impact role experience for executives (CP4). Impact project and coaching included; executive cohorts usually pair it with the 12-Month Impact Coaching Commitment at $4,000.

## WHAT IT INCLUDES

- The Executive role experience of Orchestrate Impact
- A High Impact Project per executive with an Accountability Partner
- Impact Coaching through the project

## PROOF

**$307,500 average attributed impact**

Per Executive (CP4) High Impact Project, 6X+ ROI. No client has ever received less than the committed 4X.

**Schedule a 25-minute walkthrough**

See how it runs online

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LEADERSHIP FOUNDATIONS · PART OF ORCHESTRATE IMPACT

# Leadership Foundations · Being a VP

New and rising vice presidents learn what the title actually asks of them, and lead one enterprise project that proves they are already doing it.

"Our leaders are not ready for what is coming." "We set goals and miss them." "We cannot tell who is ready to lead."

## WHO IT IS FOR

**LEVEL**
Executives, Senior leaders, High potentials

**GROUP SIZE**
Under 20 · 20–60

**TIME**
Sessions over weeks

**FORMAT**
In person · Virtual · Hybrid

**LANGUAGES**
English · French

**BUSINESS OUTCOME**
Alignment, Execution, Talent insight

## WHAT HAPPENS

Each VP, or VP-in-waiting, names the enterprise result the role exists to move, in front of peers who hold the same title.

Sessions install the shift from running a function to owning a slice of the company: the peer relationships, the board-level conversation, the trade-offs nobody below them could make.

They report the number to the executive team, which is the first time most have done it in that room.

## WHAT CHANGES

- VPs who act like owners of the company, not heads of a department
- A cross-functional peer group that keeps holding the line
- Succession evidence for the executive team
- Impact measured at the enterprise level

## HOW WE MEASURE

Each leader runs a High Impact Project against a real business number. Results roll up to the sponsor in dollars, with the Participant's own attribution of how much the experience contributed.

## HOW IT FITS WHAT YOU HAVE

Maps to the competency model you already use. Runs as a module inside an existing leadership curriculum or as the immersive anchor a curriculum is missing. Reinforcement assets load into your LMS.

## INVESTMENT

**$1,800**

Per Participant · same number in USD, CAD and EUR

Per Participant, cohorts of 8 to 32. The Orchestrate Impact role experience for the step into a vice president role. Impact project and coaching included; usually paired with the 12-Month Impact Coaching Commitment.

## WHAT IT INCLUDES

- The Being a VP role experience of Orchestrate Impact
- A High Impact Project per leader with an Accountability Partner
- Impact Coaching through the project

## PROOF

**42% more promotions**

Bell Leadership Foundations participants versus the Bell average (6% vs 4%), with a third the attrition. A system-level result; no VP-only cut is on file

**Schedule a 25-minute walkthrough**

See how it runs online

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LEADERSHIP FOUNDATIONS · PART OF ORCHESTRATE IMPACT

# Leadership Foundations · Manufacturing Supervisor Program

Plant and line supervisors lead a High Impact Project on their own floor, in shifts, and report the result in the numbers the plant already tracks.

"Our leaders are not ready for what is coming." "We set goals and miss them." "We invested last time and nothing changed."

## WHO IT IS FOR

**LEVEL**
Frontline leaders, Mid-level leaders

**GROUP SIZE**
Under 20 · 20–60

**TIME**
Sessions over weeks

**FORMAT**
In person · Hybrid

**LANGUAGES**
English · French

**BUSINESS OUTCOME**
Execution, Talent insight, Decision speed

## WHAT HAPPENS

Supervisors pick one number on their own line: scrap, changeover, safety, throughput, absenteeism. The plant already measures it.

Sessions install leading a crew to that number: the shift-start conversation, delegation on the floor, the safety conversation nobody wants to have, and the accountability cadence between shifts.

They report the number in the plant's own language. Operations leaders see who runs a line and who leads one.

## WHAT CHANGES

- Supervisors who lead crews instead of covering for them
- Floor problems solved on the floor, not escalated
- A plant metric moved by the person closest to it
- A visible bench for the next plant leaders

## HOW WE MEASURE

Each leader runs a High Impact Project against a real business number. Results roll up to the sponsor in dollars, with the Participant's own attribution of how much the experience contributed.

## HOW IT FITS WHAT YOU HAVE

Built around your plant's metrics, shift patterns, and safety system. Runs in the plant, not a hotel.

## INVESTMENT

**$1,800**

Per Participant · same number in USD, CAD and EUR

Per Participant, cohorts of 16 to 32, scheduled around shifts. The Orchestrate Impact role experience built for manufacturing supervisors. Impact project and coaching included.

## WHAT IT INCLUDES

- The Manufacturing Supervisor role experience of Orchestrate Impact
- A High Impact Project per supervisor with an Accountability Partner
- Impact Coaching through the project, scheduled around the shift calendar

## PROOF

### 10.5X ROI at the supervisor level

Bell Leadership Foundations, CP2 leaders with Impact Coaching: $74,005 average project, $32,562 net each. Bell is a telecom; a manufacturing client is not yet named

**Schedule a 25-minute walkthrough**

See how it runs online

One of 71 Learn2 experiences. Browse and filter the whole catalogue at Learn2.com/programs.

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LEADERSHIP DEVELOPMENT

# High Impact Coaching

Each leader carries one real project, an Accountability Partner, and milestones their boss could see, and calculates the impact in dollars.

"Our leaders are not ready for what is coming." "Change keeps stalling out." "We set goals and miss them." "We invested last time and nothing changed."

## WHO IT IS FOR

**LEVEL**
Executives, Senior leaders, Mid-level leaders, High potentials

**GROUP SIZE**
Under 20 · 20–60

**TIME**
Ongoing

**FORMAT**
Virtual · Hybrid

**LANGUAGES**
English

**BUSINESS OUTCOME**
Execution, Change adoption

## WHAT HAPPENS

Leaders come back from an experience inspired, then get buried. Coaching starts the week after and keeps the project moving.

Each session is a solution-focused conversation with the leader and their Accountability Partner, challenging them to drive the project and their own development priority.

At the end of the Commitment, each leader reports impact in dollars, with their own attribution of how much the coaching contributed.

## WHAT CHANGES

- The experience turns into a result the CFO could see
- Leaders finish what they started
- Accountability Partners hold the line between sessions
- A number, not a feeling, at the end

## HOW WE MEASURE

Each leader runs a High Impact Project against a real business number. Results roll up to the sponsor in dollars, with the Participant's own attribution of how much the experience contributed.

## HOW IT FITS WHAT YOU HAVE

Attaches to any Learn2 experience or to your existing program. The results readout is designed to be forwarded to a CFO.

## INVESTMENT

**$1,000 – $4,000**

Per Participant · same number in USD, CAD and EUR

Three Commitments. 3-Month at $1,000 per Participant with a 4X ROI commitment. 6-Month at $2,000 with 8X. 12-Month at $4,000 with 10X. The client commits to the months; Learn2 commits to the multiple. Blocks of 3, 6, 9 or unlimited sessions also run; the number depends on frequency and length.

## WHAT IT INCLUDES

- 45 to 60 minute strength-based sessions with the leader and their Accountability Partner
- A High Impact Project with milestones the sponsor sees
- A results readout in dollars at the end of the Commitment

## PROOF

**12% → applied**

Only 12% of people who learn a skill apply it on the job. American Express call center teams built their own playbooks with Impact Coaching and raised insurance sales 147% in under a year.

**Schedule a 25-minute walkthrough**

See how it runs online

One of 71 Learn2 experiences. Browse and filter the whole catalogue at Learn2.com/programs.

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LEADERSHIP DEVELOPMENT

# The Million Dollar Leadership Program

Your senior leaders take one target: a million dollars of proven bottom-line impact in six to nine months. No group has ever missed it.

"Our leaders are not ready for what is coming." "We set goals and miss them." "We invested last time and nothing changed."

## WHO IT IS FOR

**LEVEL**
Executives, Senior leaders, High potentials

**GROUP SIZE**
Under 20 · 20–60

**TIME**
Sessions over weeks

**FORMAT**
In person · Virtual · Hybrid

**LANGUAGES**
English

**BUSINESS OUTCOME**
Execution, Talent insight

## WHAT HAPPENS

Senior leaders each take a real project with a dollar value attached and a six-to-nine-month clock.

Distilled insight from 30 years and 10,000 clients arrives as practice rounds, not lectures, each one attached to the live project.

Leaders coach 1:1 through the clock and report a number the CFO could verify.

## WHAT CHANGES

- A million dollars of proven impact, or more
- Senior leaders who achieve more with less, on purpose
- The high potentials of tomorrow show themselves by doing
- A 4:1 return the sponsor could name

## HOW WE MEASURE

Each leader runs a High Impact Project against a real business number. Results roll up to the sponsor in dollars, with the Participant's own attribution of how much the experience contributed.

## HOW IT FITS WHAT YOU HAVE

Maps to the competency model you already use. Runs as a module inside an existing leadership curriculum or as the immersive anchor a curriculum is missing. Reinforcement assets load into your LMS.

## INVESTMENT

**From $5,800**

Per Participant · same number in USD, CAD and EUR

Built from the rate card: Orchestrate Impact at $1,800 per Participant plus the 12-Month Impact Coaching Commitment at $4,000. A 12-leader cohort runs from $69,600 against a $1,000,000 target.

## WHAT IT INCLUDES

- Role-specific Orchestrate Impact experiences
- One real project per leader with 1:1 Impact Coaching
- A number each leader reports to the sponsor

## PROOF

> **Every cohort adds over $1 million to the bottom line**
>
> American Express: every cohort that has run the program has added more than $1 million, a 400% return on the investment. No group has ever missed the million.

**Schedule a 25-minute walkthrough**

See how it runs online

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LEADERSHIP DEVELOPMENT

# Soul of a Leader

Leaders stop treating leadership as a set of skills to collect and start leading from their values, their vision, and the future of the organization.

"Our leaders are not ready for what is coming." "We cannot tell who is ready to lead."

## WHO IT IS FOR

**LEVEL**
Senior leaders, Mid-level leaders, High potentials

**GROUP SIZE**
Under 20 · 20–60

**TIME**
Sessions over weeks

**FORMAT**
In person · Hybrid

**LANGUAGES**
English

**BUSINESS OUTCOME**
Talent insight, Alignment

## WHAT HAPPENS

Each module is a full day of bold conversation: what is a leader, and can the barriers restricting leadership be removed.

Between modules, leaders apply what surfaced and check in weekly with a designated coach.

Over six modules the shift lands: from thinking about leadership to being the force driving the organization's future.

## WHAT CHANGES

- Leadership as a stance, not a title
- Barriers named and removed in the open
- Values, vision, and results in one conversation
- A cohort that holds each other to it

## HOW WE MEASURE

The team leaves with a written action plan, each item tied to a name and a date. Thirty days later we check which items moved and report that back to the sponsor.

## HOW IT FITS WHAT YOU HAVE

Maps to the competency model you already use. Runs as a module inside an existing leadership curriculum or as the immersive anchor a curriculum is missing. Reinforcement assets load into your LMS.

## INVESTMENT

**$10,000 per module day**

Per delivery · same number in USD, CAD and EUR

Six full-day modules, each followed by two to four weeks of application and weekly 20 to 30 minute coaching calls. Priced per Facilitator day plus coaching.

## WHAT IT INCLUDES

- A one-hour Joint Solution Design call, where you choose what your Participants experience
- Your Blueprint, the design for your delivery, reviewed by you before anything is built
- A Participant Manual matched to that Blueprint

## PROOF

**100% would recommend**

Best Internal Training Program, Canadian Awards for Training Excellence. Six full-day modules with coaching between them.

**Schedule a 25-minute walkthrough**

See how it runs online

One of 71 Learn2 experiences. Browse and filter the whole catalogue at Learn2.com/programs.

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LEADERSHIP DEVELOPMENT

# Women's Leadership Series

Ten full-day sessions, each breaking one barrier your women leaders keep hitting, so Monday looks different from Friday.

"Our leaders are not ready for what is coming." "We cannot tell who is ready to lead."

## WHO IT IS FOR

**LEVEL**
Senior leaders, Mid-level leaders, High potentials

**GROUP SIZE**
Under 20 · 20–60

**TIME**
Sessions over weeks

**FORMAT**
In person · Virtual · Hybrid

**LANGUAGES**
English

**BUSINESS OUTCOME**
Talent insight, Alignment

## WHAT HAPPENS

Each session names one barrier out loud and builds the move that gets past it, practiced in the room against real situations.

Women leaders move from leadership as something to aspire to toward being the force driving the organization's future.

Every session ends with the next meeting rehearsed and a commitment the cohort will ask about.

## WHAT CHANGES

- Engagement rises where women leaders were being talked over
- Internal capacity doubles as leaders step into decisions
- Sales and results follow the confidence
- A cohort network that outlasts the series

## HOW WE MEASURE

The team leaves with a written action plan, each item tied to a name and a date. Thirty days later we check which items moved and report that back to the sponsor.

## HOW IT FITS WHAT YOU HAVE

Maps to the competency model you already use. Runs as a module inside an existing leadership curriculum or as the immersive anchor a curriculum is missing. Reinforcement assets load into your LMS.

## INVESTMENT

**$10,000 per module day**

Per delivery · same number in USD, CAD and EUR

Pick one module or run the series of ten. Each is a full Facilitator day built around one barrier: being talked over, meetings that drift, change that stalls.

## WHAT IT INCLUDES

- A one-hour Joint Solution Design call, where you choose what your Participants experience
- Your Blueprint, the design for your delivery, reviewed by you before anything is built
- A Participant Manual matched to that Blueprint

## PROOF

**+22% engagement**

A construction company's women leaders after the series: engagement up 22%, internal capacity doubled, sales up

**Schedule a 25-minute walkthrough**

See how it runs online

One of 71 Learn2 experiences. Browse and filter the whole catalogue at Learn2.com/programs.

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LEADERSHIP DEVELOPMENT · PART OF ORCHESTRATE IMPACT

# Step Up to Supervisor

Your best individual contributor practices the first-time leader job before the title lands, and finds out whether they want it.

"Our leaders are not ready for what is coming." "We cannot tell who is ready to lead."

## WHO IT IS FOR

**LEVEL**
Frontline leaders, High potentials, All employees

**GROUP SIZE**
Any group size

**TIME**
Anywhere from 60 minutes to 2 days

**FORMAT**
In person · Virtual

**LANGUAGES**
English

**BUSINESS OUTCOME**
Talent insight, Execution

## WHAT HAPPENS

Participants practice the core moves the step demands: communication, delegation, coaching, accountability, and handling pressure.

A realistic look at supervision replaces the fantasy. Some Participants decide the role is for them; some decide it is not, which saves everyone a year.

Each leaves with a development plan and a first conversation with their own manager scheduled.

## WHAT CHANGES

- First-time leaders arrive ready instead of overwhelmed
- Your best worker does not become your worst boss
- Career decisions made on evidence, not flattery
- A pipeline you could see

## HOW WE MEASURE

The team leaves with a written action plan, each item tied to a name and a date. Thirty days later we check which items moved and report that back to the sponsor.

## HOW IT FITS WHAT YOU HAVE

Maps to the competency model you already use. Runs as a module inside an existing leadership curriculum or as the immersive anchor a curriculum is missing. Reinforcement assets load into your LMS.

## INVESTMENT

**$10,000 per day**

Per delivery · same number in USD, CAD and EUR

One Facilitator day plus materials. Larger cohorts split into two rooms.

**Formats:** anywhere from 60 minutes to 2 days, for any group size. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

## WHAT IT INCLUDES

- A one-hour Joint Solution Design call, where you choose what your Participants experience
- Your Blueprint, the design for your delivery, reviewed by you before anything is built
- A Participant Manual matched to that Blueprint

## PROOF

**Retention up 16%**

More than half of Participants chose to stay in their union roles rather than step up, avoiding the turnover a wrong promotion brings; client to be named

**Schedule a 25-minute walkthrough**

See how it runs online

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LEADERSHIP DEVELOPMENT

# Career Builder

Your high potentials and their leaders build a development path together, so the HiPo investment pays for years instead of a quarter.

"Our leaders are not ready for what is coming." "We cannot tell who is ready to lead."

## WHO IT IS FOR

**LEVEL**
High potentials, Mid-level leaders, Senior leaders

**GROUP SIZE**
Under 20 · 20–60

**TIME**
Anywhere from 60 minutes to 2 days

**FORMAT**
In person · Virtual

**LANGUAGES**
English

**BUSINESS OUTCOME**
Talent insight, Alignment

## WHAT HAPPENS

Foundations puts high potentials to work on their own path: strengths, the gap to the next role, and the projects that close it.

The Enhanced option brings their leaders into a half day on the war for talent and how to keep the people in the room.

Integrated adds a follow-up half day where the plan meets reality and gets revised.

## WHAT CHANGES

- HiPos see a path instead of a label
- Leaders know how to keep them
- Development tied to real projects
- Retention of the people you cannot afford to lose

## HOW WE MEASURE

The team leaves with a written action plan, each item tied to a name and a date. Thirty days later we check which items moved and report that back to the sponsor.

## HOW IT FITS WHAT YOU HAVE

Maps to the competency model you already use. Runs as a module inside an existing leadership curriculum or as the immersive anchor a curriculum is missing. Reinforcement assets load into your LMS.

## INVESTMENT

**$10,000 per day**

Per delivery · same number in USD, CAD and EUR

Foundations is one full day for HiPos. Enhanced adds a half day for the HiPo's leader. Integrated adds a half-day follow-up. Each half day is $5,000.

**Formats:** anywhere from 60 minutes to 2 days. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

## WHAT IT INCLUDES

- A one-hour Joint Solution Design call, where you choose what your Participants experience
- Your Blueprint, the design for your delivery, reviewed by you before anything is built
- A Participant Manual matched to that Blueprint

## PROOF

**TD Bank**

Retained key talent and prepared it with pathways across the organization

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LEADERSHIP DEVELOPMENT

# Board Effectiveness

Your board amplifies its strengths, clears the obstacles in its own decision making, and leads innovation instead of reviewing it.

"Our leaders are not ready for what is coming." "We set goals and miss them." "Our days disappear into meetings."

## WHO IT IS FOR

**LEVEL**
Boards, Executives

**GROUP SIZE**
Under 20 · 20–60

**TIME**
Anywhere from 60 minutes to 2 days

**FORMAT**
In person · Hybrid

**LANGUAGES**
English

**BUSINESS OUTCOME**
Decision speed, Alignment

## WHAT HAPPENS

Directors work on practical tools and high-gain strategies against the board's real agenda.

Personal hot spots surface: where each director connects well and where they block.

The board identifies and removes obstacles from its own decision-making process, in the room.

## WHAT CHANGES

- Director communication strengthens across the table
- Decisions move faster with fewer re-opens
- The board leads innovation and inspires the future
- A foundation for continued development

## HOW WE MEASURE

The team leaves with a written action plan, each item tied to a name and a date. Thirty days later we check which items moved and report that back to the sponsor.

## HOW IT FITS WHAT YOU HAVE

Fits a board retreat, an annual planning session, or onboarding a new slate of directors.

## INVESTMENT

**$10,000 per day**

Per delivery · same number in USD, CAD and EUR

Half-day or full-day board session. Often paired with Inspire the Future for a board strategy retreat.

**Formats:** anywhere from 60 minutes to 2 days. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

## WHAT IT INCLUDES

- A one-hour Joint Solution Design call, where you choose what your Participants experience
- Your Blueprint, the design for your delivery, reviewed by you before anything is built
- A Participant Manual matched to that Blueprint

## PROOF

**100% would recommend**

Boards including CAA, IMPAC (annual and semi-annual board offsites) and Thunder Bay Regional Health Sciences Centre (Board and Medical Advisory Council)

*"Doug facilitated a great workshop for our Board. He was relentless in his goal to help the group achieve success. He challenged the group and brought fresh energy."*
— Helene Kenny, CAA

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LEADERSHIP DEVELOPMENT · PART OF ORCHESTRATE IMPACT

# Profit from Change

Participants run a change inside a live simulation and watch the repercussions in real time, so they own the process instead of resenting it.

"Change keeps stalling out." "We invested last time and nothing changed."

## WHO IT IS FOR

**LEVEL**
Mid-level leaders, Frontline leaders, Intact teams, All employees

**GROUP SIZE**
Any group size

**TIME**
Anywhere from 60 minutes to 2 days

**FORMAT**
In person · Virtual

**LANGUAGES**
English · French

**BUSINESS OUTCOME**
Change adoption, Alignment

## WHAT HAPPENS

Teams make a change inside the simulation and see what it does to the rest of the organization, immediately.

The room discovers that change takes time and dedication, and talks openly about the difficulty and the benefit.

Participants take full ownership of a real change back at work, using the process they just lived.

## WHAT CHANGES

- Attitudes toward change shift from resentment to ownership
- Implementation speeds up because people understand the process
- Difficult conversations about change happen with tact
- Leaders stop announcing and hoping

## HOW WE MEASURE

The team leaves with a written action plan, each item tied to a name and a date. Thirty days later we check which items moved and report that back to the sponsor.

## HOW IT FITS WHAT YOU HAVE

Attaches to a named change. Also licensable: deliver it to your own clients under a Learn2 licence.

## INVESTMENT

**$10,000 per day**

Per delivery · same number in USD, CAD and EUR

One Facilitator day plus materials. Certify your own Facilitators to deliver it inside your organization for $7,500 each.

**Formats:** anywhere from 60 minutes to 2 days, for any group size. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

## WHAT IT INCLUDES

- A one-hour Joint Solution Design call, where you choose what your Participants experience
- Your Blueprint, the design for your delivery, reviewed by you before anything is built
- A Participant Manual matched to that Blueprint

## PROOF

**95% satisfaction**

Thunder Bay Regional Health Sciences Centre. CIBC ran it for 200 Participants in 2004.

**Schedule a 25-minute walkthrough**

See how it runs online

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LEADERSHIP DEVELOPMENT

# Change Walls to Doors

Your team faces four blank white walls, covers them, and steps back to see the change they created and the choices it opened.

"Change keeps stalling out." "We invested last time and nothing changed."

## WHO IT IS FOR

**LEVEL**
All levels, executives to new graduates, and intact teams

**GROUP SIZE**
Any group size

**TIME**
Anywhere from 60 minutes to 2 days

**FORMAT**
In person

**LANGUAGES**
English

**BUSINESS OUTCOME**
Change adoption, Collaboration

## WHAT HAPPENS

Participants are literally confronted with four white walls, the way change feels: impossible to break through and empty of solutions.

Exercise by exercise, the walls fill. Each one targets a specific outcome: moving past the past, rekindling the future, creating choice.

When the walls are full, the group steps back and reviews them whole, and sees for themselves what they built.

## WHAT CHANGES

- Resentment and apathy give way to inspiration about the future
- The past gets acknowledged and left
- Choice replaces helplessness
- A visible artifact of the team's own thinking

## HOW WE MEASURE

The team leaves with a written action plan, each item tied to a name and a date. Thirty days later we check which items moved and report that back to the sponsor.

## HOW IT FITS WHAT YOU HAVE

Fits the start of a reorganization, a merger, or a leadership change.

## INVESTMENT

**$10,000 per day**

Per delivery · same number in USD, CAD and EUR

One Facilitator day plus wall materials. Needs a room with four clear walls.

**Formats:** anywhere from 60 minutes to 2 days, for any group size. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

## WHAT IT INCLUDES

- A one-hour Joint Solution Design call, where you choose what your Participants experience
- Your Blueprint, the design for your delivery, reviewed by you before anything is built
- A Participant Manual matched to that Blueprint

## PROOF

**36 pages of solutions in one day**

Disney Buena Vista Home Entertainment, the Change Walls to Doors delivery on record

**Schedule a 25-minute walkthrough**

See how it runs online

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TEAM PERFORMANCE

# Team Forward

Your team names the barriers it has not been able to say, finds the root causes, and commits to the fix together, each item tied to a name and a date.

"Our teams work in silos." "We set goals and miss them." "Our days disappear into meetings."

## WHO IT IS FOR

**LEVEL**
Intact teams, Mid-level leaders, Senior leaders

**GROUP SIZE**
Any group size

**TIME**
Anywhere from 60 minutes to 2 days

**FORMAT**
In person · Virtual

**LANGUAGES**
English

**BUSINESS OUTCOME**
Collaboration, Execution, Decision speed

## WHAT HAPPENS

The team surfaces what it has been walking on eggshells about, using real materials and imaginative processes that make the unsayable easier to say.

The causal chain gets worked out loud until the root cause shows, not the symptom everyone has been treating.

The team leaves with specific, owned commitments. Meetings stop going in circles because the circle got broken here.

## WHAT CHANGES

- Unresolved gaps stop compounding
- Decisions stop stalling on the thing nobody said
- Root causes replace repeat symptoms
- Commitments with names and dates

## HOW WE MEASURE

The team leaves with a written action plan, each item tied to a name and a date. Thirty days later we check which items moved and report that back to the sponsor.

## HOW IT FITS WHAT YOU HAVE

Runs inside an offsite, a kickoff, or a standalone half day. The debrief language matches your values and priorities so the lessons carry back to the day job.

## INVESTMENT

**$10,000 per day**

Per delivery · same number in USD, CAD and EUR

One immersive session, one Facilitator day. Runs on real materials and imaginative processes, not flip charts.

**Formats:** anywhere from 60 minutes to 2 days, for any group size. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

## WHAT IT INCLUDES

- A one-hour Joint Solution Design call, where you choose what your Participants experience
- Your Blueprint, the design for your delivery, reviewed by you before anything is built
- A Participant Manual matched to that Blueprint

## PROOF

### Best Internal Training Program

Canadian Awards for Training Excellence. 100% of Participants would recommend it. The same participant-driven method shaped the Canadian Olympic Committee's planning in the run to Vancouver 2010, the year Canada took 14 gold medals.

**Schedule a 25-minute walkthrough**

See how it runs online

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TEAM PERFORMANCE

# Think from Multiple Perspectives

Your team argues the same problem from six angles, using Edward de Bono's Six Thinking Hats, and finds the options it kept walking past.

"Our teams work in silos." "We set goals and miss them."

## WHO IT IS FOR

**LEVEL**
Executives, Senior leaders, Mid-level leaders, Intact teams

**GROUP SIZE**
Any group size

**TIME**
Anywhere from 60 minutes to 2 days

**FORMAT**
In person · Virtual

**LANGUAGES**
English

**BUSINESS OUTCOME**
Decision speed, Collaboration

## WHAT HAPPENS

Most thinking mistakes come from perception, not logic. The room brings a real decision and puts on the first hat.

Figurative and literal hats move Participants out of the one viewpoint they always use and into five they rarely do.

By the end the options that were invisible are on the table, and the team knows which hat it skips by habit.

## WHAT CHANGES

- The same problem stops producing the same answer
- Creative options show up in the room
- Quiet perspectives get a turn
- A shared method the team could run alone

## HOW WE MEASURE

The team leaves with a written action plan, each item tied to a name and a date. Thirty days later we check which items moved and report that back to the sponsor.

## HOW IT FITS WHAT YOU HAVE

Runs inside an offsite, a kickoff, or a standalone half day. The debrief language matches your values and priorities so the lessons carry back to the day job.

## INVESTMENT

**$10,000 per day**

Per delivery · same number in USD, CAD and EUR

Half day or full day. Scales to large rooms: 112 executives have run it at once.

**Formats:** anywhere from 60 minutes to 2 days, for any group size. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

## WHAT IT INCLUDES

- A one-hour Joint Solution Design call, where you choose what your Participants experience
- Your Blueprint, the design for your delivery, reviewed by you before anything is built
- A Participant Manual matched to that Blueprint

## PROOF

**112 executives at once**

Rooted in Edward de Bono's Power of Perception

**Schedule a 25-minute walkthrough**

See how it runs online

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TEAM PERFORMANCE

# Time and Tasks

A real-time simulation where Participants decide what gets done, what waits, and who does it, then bring the same judgment to Monday.

"We set goals and miss them." "Our days disappear into meetings."

## WHO IT IS FOR

**LEVEL**
Frontline leaders, Mid-level leaders, All employees, Intact teams

**GROUP SIZE**
Any group size

**TIME**
Anywhere from 60 minutes to 2 days

**FORMAT**
In person · Virtual

**LANGUAGES**
English

**BUSINESS OUTCOME**
Execution, Decision speed

## WHAT HAPPENS

A constant stream of decisions arrives: which tasks take priority, how to balance long projects against the urgent, when to delegate.

Participants coordinate as a team under a real crunch and see where time leaks.

The debrief turns the simulation into a new way of thinking about their role.

## WHAT CHANGES

- Bad habits that waste time get named and dropped
- Coordination replaces heroics
- Unforeseen work gets a budget
- Productivity the team could feel by Friday

## HOW WE MEASURE

The team leaves with a written action plan, each item tied to a name and a date. Thirty days later we check which items moved and report that back to the sponsor.

## HOW IT FITS WHAT YOU HAVE

Runs inside an offsite, a kickoff, or a standalone half day. The debrief language matches your values and priorities so the lessons carry back to the day job.

## INVESTMENT

**$10,000 per day**

Per delivery · same number in USD, CAD and EUR

One Facilitator day plus simulation materials.

**Formats:** anywhere from 60 minutes to 2 days, for any group size. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

## WHAT IT INCLUDES

- A one-hour Joint Solution Design call, where you choose what your Participants experience
- Your Blueprint, the design for your delivery, reviewed by you before anything is built
- A Participant Manual matched to that Blueprint

## PROOF

> **Meetings 50% shorter, impact doubled**
> Learn2 client result reported by Doug Bolger; client name to be added

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TEAM PERFORMANCE

# Drive the Flow

The people who live inside your slow processes redesign them, and implement the fixes before the session ends.

"Change keeps stalling out." "We set goals and miss them."

## WHO IT IS FOR

**LEVEL**
Intact teams, Frontline leaders, Mid-level leaders, All employees

**GROUP SIZE**
Any group size

**TIME**
Anywhere from 60 minutes to 2 days

**FORMAT**
In person · Virtual

**LANGUAGES**
English

**BUSINESS OUTCOME**
Execution, Decision speed

## WHAT HAPPENS

Your team names the real friction points, the ones consultants never see because nobody tells them.

They map the causal chain and commit to specific process moves, with owners.

Some fixes ship in the room. The rest have a date.

## WHAT CHANGES

- Processes that slowed the work get fixed by the people who use them
- No consultant report gathering dust
- Engagement follows the friction leaving
- A measurable return, fast

## HOW WE MEASURE

The team leaves with a written action plan, each item tied to a name and a date. Thirty days later we check which items moved and report that back to the sponsor.

## HOW IT FITS WHAT YOU HAVE

Runs inside an offsite, a kickoff, or a standalone half day. The debrief language matches your values and priorities so the lessons carry back to the day job.

## INVESTMENT

**$10,000 per day**

Per delivery · same number in USD, CAD and EUR

One Facilitator day. Pairs the Natural Approaches with the participant-driven method.

**Formats:** anywhere from 60 minutes to 2 days, for any group size. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

## WHAT IT INCLUDES

- A one-hour Joint Solution Design call, where you choose what your Participants experience
- Your Blueprint, the design for your delivery, reviewed by you before anything is built
- A Participant Manual matched to that Blueprint

## PROOF

**2,100% ROI in 3 months**

RBC team members redesigned their own workflows

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COMMUNICATION

# Questions Are the Answer

Participants become the person other people listen to, by asking inviting questions and listening for what the other person needs.

"Our teams work in silos." "Our sales team leaves revenue on the table."

## WHO IT IS FOR

**LEVEL**
All employees, Sales teams, Frontline leaders, Mid-level leaders

**GROUP SIZE**
Any group size

**TIME**
Anywhere from 60 minutes to 2 days

**FORMAT**
In person · Virtual

**LANGUAGES**
English

**BUSINESS OUTCOME**
Collaboration, Revenue growth

## WHAT HAPPENS

Participants practice conversations that make a difference for the other person, and notice the difference between having an agenda and being committed to value.

Difficult conversations get rehearsed with real stakes and live feedback.

Everyone leaves with a conversation they were avoiding, scheduled.

## WHAT CHANGES

- People listen to you because you listened first
- Difficult conversations happen sooner and go better
- Sales conversations open up instead of closing down
- Questions replace assumptions

## HOW WE MEASURE

The team leaves with a written action plan, each item tied to a name and a date. Thirty days later we check which items moved and report that back to the sponsor.

## HOW IT FITS WHAT YOU HAVE

Runs inside an offsite, a kickoff, or a standalone half day. The debrief language matches your values and priorities so the lessons carry back to the day job.

## INVESTMENT

**$10,000 per day**

Per delivery · same number in USD, CAD and EUR

Half day or full day, one Facilitator.

**Formats:** anywhere from 60 minutes to 2 days, for any group size. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

## WHAT IT INCLUDES

- A one-hour Joint Solution Design call, where you choose what your Participants experience
- Your Blueprint, the design for your delivery, reviewed by you before anything is built
- A Participant Manual matched to that Blueprint

## PROOF

**JP Morgan Chase · RBC · BMO · Wachovia**

Named clients of the productive-conversation experience, alongside Royal Bank of Scotland, Dominion Lending Centres, The Mortgage Group and Citizens Bank. No result number on file yet.

**Schedule a 25-minute walkthrough**

See how it runs online

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COMMUNICATION

# Presentation Skills Workshop

Leaders present so ideas get understood the first time and people act, instead of spending 17 hours a week clarifying.

"Our leaders are not ready for what is coming." "Our days disappear into meetings."

## WHO IT IS FOR

**LEVEL**
Mid-level leaders, Senior leaders, All employees

**GROUP SIZE**
Under 20 · 20–60

**TIME**
Anywhere from 60 minutes to 2 days

**FORMAT**
In person · Virtual

**LANGUAGES**
English

**BUSINESS OUTCOME**
Decision speed, Alignment

## WHAT HAPPENS

We build on the presentation skills Participants already have, not from zero.

Every Participant presents, gets feedback, and presents again, so confidence comes from practice, not tips.

The real presentation they have coming up gets rebuilt in the room.

## WHAT CHANGES

- Ideas get understood and acted on
- Leaders' messages land with impact
- Teams stop feeling lost after the all-hands
- Hours a week come back from clarifying

## HOW WE MEASURE

The Facilitator debrief names what the room revealed: who led, where decisions slowed, what the team committed to. You receive the commitments in writing, tied to names and dates.

## HOW IT FITS WHAT YOU HAVE

Runs inside an offsite, a kickoff, or a standalone half day. The debrief language matches your values and priorities so the lessons carry back to the day job.

## INVESTMENT

**$10,000 per day**

Per delivery · same number in USD, CAD and EUR

Small groups so every Participant presents more than once. Larger groups add a second room.

**Formats:** anywhere from 60 minutes to 2 days. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

## WHAT IT INCLUDES

- A one-hour Joint Solution Design call, where you choose what your Participants experience
- Your Blueprint, the design for your delivery, reviewed by you before anything is built
- A Participant Manual matched to that Blueprint

## PROOF

**Accredited: 6 to 8 CEUs**

Accredited by the Canadian Association of Accredited Mortgage Professionals (2012). Run for Bell, RBC and the IMF. No result number on file yet.

**Schedule a 25-minute walkthrough**

See how it runs online

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SALES

# Sales Presentation Skills Workshop

Your sales team reads the audience, opens with a POW, and drops the nervous tension that kills a prospective deal.

"Our leaders are not ready for what is coming." "Our sales team leaves revenue on the table."

## WHO IT IS FOR

**LEVEL**
Sales teams

**GROUP SIZE**
Under 20 · 20–60

**TIME**
Anywhere from 60 minutes to 2 days

**FORMAT**
In person · Virtual

**LANGUAGES**
English

**BUSINESS OUTCOME**
Revenue growth

## WHAT HAPPENS

Reps assess a real audience, build a POW opening, and use tone and body language on purpose.

Direct exercises and feedback replace theory. Everyone presents a live pitch more than once.

Anxiety gets handled with practice rounds, not pep talks.

## WHAT CHANGES

- Pitches that engage instead of inform
- Openings buyers remember
- Less nervous tension in the room that matters
- A repeatable framework for every rep

## HOW WE MEASURE

The Facilitator debrief names what the room revealed: who led, where decisions slowed, what the team committed to. You receive the commitments in writing, tied to names and dates.

## HOW IT FITS WHAT YOU HAVE

Built around your buyers, your products, and the objections your reps actually hear. The tools Participants build become their own job aid and drop into your sales playbook.

## INVESTMENT

**$10,000 per day**

Per delivery · same number in USD, CAD and EUR

One Facilitator day. Pairs well with Sell Naturally for the buyer read.

**Formats:** anywhere from 60 minutes to 2 days. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

## WHAT IT INCLUDES

- A one-hour Joint Solution Design call, where you choose what your Participants experience
- Your Blueprint, the design for your delivery, reviewed by you before anything is built
- A Participant Manual matched to that Blueprint

## PROOF

**100% satisfaction**
Canadian Olympic Committee

**Schedule a 25-minute walkthrough**

See how it runs online

One of 71 Learn2 experiences. Browse and filter the whole catalogue at Learn2.com/programs.

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COMMUNICATION

# Corporate Improv

Your team stops freezing when the conversation goes off-script, and learns to listen harder and build on each other.

"Our teams work in silos." "Our offsite needs to do more than entertain."

## WHO IT IS FOR

**LEVEL**
Intact teams, All employees, Sales teams

**GROUP SIZE**
Any group size

**TIME**
Anywhere from 60 minutes to 2 days

**FORMAT**
In person

**LANGUAGES**
English

**BUSINESS OUTCOME**
Collaboration, Decision speed

## WHAT HAPPENS

Improv techniques rewire the freeze reflex: produce offers, avoid blocks, move every conversation forward.

Scenes are built from your work environment, so the room laughs at itself and recognizes the pattern.

The debrief names where the team blocks each other on a normal day.

## WHAT CHANGES

- Conversations move forward instead of stalling
- People listen to build, not to rebut
- A client's curveball becomes an opening
- Laughter that carries a real message

## HOW WE MEASURE

The Facilitator debrief names what the room revealed: who led, where decisions slowed, what the team committed to. You receive the commitments in writing, tied to names and dates.

## HOW IT FITS WHAT YOU HAVE

Runs inside an offsite, a kickoff, or a standalone half day. The debrief language matches your values and priorities so the lessons carry back to the day job.

## INVESTMENT

**$10,000 per day**

Per delivery · same number in USD, CAD and EUR

90 minutes to a half day. Fits inside a conference or offsite agenda.

**Formats:** anywhere from 60 minutes to 2 days, for any group size. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

## WHAT IT INCLUDES

- A one-hour Joint Solution Design call, where you choose what your Participants experience
- Your Blueprint, the design for your delivery, reviewed by you before anything is built
- A Participant Manual matched to that Blueprint

**Schedule a 25-minute walkthrough**

See how it runs online

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TEAM BUILDING

# 2 Become 1

Two teams with clashing directions discover, mid-challenge, that the final task needs both of them.

"Our teams work in silos." "Our offsite needs to do more than entertain."

## WHO IT IS FOR

**LEVEL**
Intact teams, All employees

**GROUP SIZE**
Any group size

**TIME**
Anywhere from 60 minutes to 2 days

**FORMAT**
In person

**LANGUAGES**
English

**BUSINESS OUTCOME**
Collaboration

## WHAT HAPPENS

Teams compete through a lightning-paced series of challenges. Each completed task unlocks the next.

The final task cannot be done alone. An unexpected merge forces the competitors to collaborate.

The debrief names what happened at the merge and where the same thing happens at work.

## WHAT CHANGES

- Diverse teams collaborate across clashing directions
- Each person's strengths get seen and used
- A shared story about what collaboration cost and paid
- An efficient team culture the room built itself

## HOW WE MEASURE

The Facilitator debrief names what the room revealed: who led, where decisions slowed, what the team committed to. You receive the commitments in writing, tied to names and dates.

## HOW IT FITS WHAT YOU HAVE

Runs inside an offsite, a kickoff, or a standalone half day. The debrief language matches your values and priorities so the lessons carry back to the day job.

## INVESTMENT

**$10,000 per day**

Per delivery · same number in USD, CAD and EUR

Half day, one lead Facilitator plus crew for large rooms. Materials at cost.

**Formats:** anywhere from 60 minutes to 2 days, for any group size. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

## WHAT IT INCLUDES

- A one-hour Joint Solution Design call, where you choose what your Participants experience
- Your Blueprint, the design for your delivery, reviewed by you before anything is built
- A Participant Manual matched to that Blueprint

## PROOF

**FedEx · Tech Data · Canadian Olympic Committee**

Merged-team deliveries, plus KCI Philanthropy and a 200-person Signia + Widex national sales meeting (Dallas, 2019). No result number on file yet.

**Schedule a 25-minute walkthrough**

See how it runs online

One of 71 Learn2 experiences. Browse and filter the whole catalogue at Learn2.com/programs.

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TEAM BUILDING

# Pirates' Pursuit

An Amazing Race style pursuit with a pirate theme: hearts racing, creativity at the heart of the voyage, and a debrief that lands.

"Our teams work in silos." "Our offsite needs to do more than entertain."

## WHO IT IS FOR

**LEVEL**
Intact teams, All employees

**GROUP SIZE**
Any group size

**TIME**
Anywhere from 60 minutes to 2 days

**FORMAT**
In person

**LANGUAGES**
English

**BUSINESS OUTCOME**
Collaboration

## WHAT HAPPENS

The whistle blows. Teams find their pouches, their first clue, and run.

Build a boat and race it, raise a team flag, serve the grog, do the Cannonball shuffle. Challenges are tailored to your team and your time.

Teams finish with stories, and the debrief ties the stories to how the team really decides.

## WHAT CHANGES

- Colleagues who barely knew names now have a shared story
- Playful competition reveals real team dynamics
- Creativity shows up under a clock
- Energy that carries into the conference sessions

## HOW WE MEASURE

The Facilitator debrief names what the room revealed: who led, where decisions slowed, what the team committed to. You receive the commitments in writing, tied to names and dates.

## HOW IT FITS WHAT YOU HAVE

Runs inside an offsite, a kickoff, or a standalone half day. The debrief language matches your values and priorities so the lessons carry back to the day job.

## INVESTMENT

**$10,000 per day**

Per delivery · same number in USD, CAD and EUR

Half day. Crew and materials scale with headcount; venues indoors or out.

**Formats:** anywhere from 60 minutes to 2 days, for any group size. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

## WHAT IT INCLUDES

- A one-hour Joint Solution Design call, where you choose what your Participants experience
- Your Blueprint, the design for your delivery, reviewed by you before anything is built
- A Participant Manual matched to that Blueprint

**Schedule a 25-minute walkthrough**

See how it runs online

One of 71 Learn2 experiences. Browse and filter the whole catalogue at Learn2.com/programs.

Reply to the email this came with, or write to sales@Learn2.com.

TEAM BUILDING

# Amazing Race Team Building

Teams race through your city, and how they really decide under pressure shows up at every checkpoint.

"Our teams work in silos." | "We cannot tell who is ready to lead." | "Our offsite needs to do more than entertain."

## WHO IT IS FOR

**LEVEL**
Intact teams, All employees, High potentials

**GROUP SIZE**
Any group size

**TIME**
Anywhere from 60 minutes to 2 days

**FORMAT**
In person

**LANGUAGES**
English

**BUSINESS OUTCOME**
Collaboration, Talent insight

## WHAT HAPPENS

After an energetic launch, teams navigate to checkpoints across the city and complete challenges at each, capturing progress in photos and video.

Challenges customize to your goals: explore competitors' approaches, spot innovative marketing, practice a skill.

Some teams do not care who won. The stories are the point, and the debrief makes them useful.

## WHAT CHANGES

- You see how the team decides when nobody is watching
- Collaborative leadership gets practiced, not discussed
- Cross-team relationships form fast
- A memory that outlasts the quarter

## HOW WE MEASURE

The Facilitator debrief names what the room revealed: who led, where decisions slowed, what the team committed to. You receive the commitments in writing, tied to names and dates.

## HOW IT FITS WHAT YOU HAVE

Runs inside an offsite, a kickoff, or a standalone half day. The debrief language matches your values and priorities so the lessons carry back to the day job.

## INVESTMENT

**$10,000 per day**

Per delivery · same number in USD, CAD and EUR

Half day outdoors, any city. Challenges customize to your business goals.

**Formats:** anywhere from 60 minutes to 2 days, for any group size. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

## WHAT IT INCLUDES

- A one-hour Joint Solution Design call, where you choose what your Participants experience
- Your Blueprint, the design for your delivery, reviewed by you before anything is built
- A Participant Manual matched to that Blueprint

## PROOF

**2,000 KPMG Participants**

Learn2's race experiences, from the program record

**Schedule a 25-minute walkthrough**

See how it runs online

One of 71 Learn2 experiences. Browse and filter the whole catalogue at Learn2.com/programs.

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TEAM BUILDING

# Tour the World

Teams race through the cultural neighborhoods of your city, translating signs and finding clues, and learn how to tackle obstacles together.

"Our teams work in silos." "Our offsite needs to do more than entertain."

## WHO IT IS FOR

**LEVEL**
Intact teams, All employees

**GROUP SIZE**
Any group size

**TIME**
Anywhere from 60 minutes to 2 days

**FORMAT**
In person · Virtual

**LANGUAGES**
English

**BUSINESS OUTCOME**
Collaboration

## WHAT HAPPENS

Teams move through Greek Town, Little Italy, Chinatown, Little Korea, Old Town, translating signs and finding clues planted in local papers.

Challenges bend to your business needs: your competitors' storefronts, innovative marketing downtown, a skill to practice.

The day ends with a shared meal and a debrief on how the team handled the unfamiliar.

## WHAT CHANGES

- Cross-cultural awareness the team could feel
- Obstacles handled as a team, not by the loudest
- Relationships across functions
- 100% of Participants would recommend it

## HOW WE MEASURE

The Facilitator debrief names what the room revealed: who led, where decisions slowed, what the team committed to. You receive the commitments in writing, tied to names and dates.

## HOW IT FITS WHAT YOU HAVE

Runs inside an offsite, a kickoff, or a standalone half day. The debrief language matches your values and priorities so the lessons carry back to the day job.

## INVESTMENT

**$10,000 per day**

Per delivery · same number in USD, CAD and EUR

Half day, real or virtual. Built for Toronto's neighborhoods and customizes to any city.

**Formats:** anywhere from 60 minutes to 2 days, for any group size. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

## WHAT IT INCLUDES

- A one-hour Joint Solution Design call, where you choose what your Participants experience
- Your Blueprint, the design for your delivery, reviewed by you before anything is built
- A Participant Manual matched to that Blueprint

## PROOF

**100% would recommend**

Tour the World Participants

**Schedule a 25-minute walkthrough**

See how it runs online

One of 71 Learn2 experiences. Browse and filter the whole catalogue at Learn2.com/programs.

Reply to the email this came with, or write to sales@Learn2.com.

TEAM BUILDING

# Serve It Up!

A high-pressure cooking challenge where roles, delegation, and the big picture either add up to a dish or do not.

"Our teams work in silos." "Our offsite needs to do more than entertain."

## WHO IT IS FOR

**LEVEL**
Intact teams, All employees

**GROUP SIZE**
Any group size

**TIME**
Anywhere from 60 minutes to 2 days

**FORMAT**
In person

**LANGUAGES**
English

**BUSINESS OUTCOME**
Collaboration, Execution

## WHAT HAPPENS

Teams take on a culturally themed cooking challenge with tight time and detailed measures for success.

The pressure forces the efficient approach: break the project down, delegate the right task to the right person, keep the attitude up.

The debrief connects each role in the kitchen to each role on the team.

## WHAT CHANGES

- Complex projects break into achievable goals
- The right task lands with the right person
- Individual roles read against the big picture
- Positive attitudes hold under duress

## HOW WE MEASURE

The Facilitator debrief names what the room revealed: who led, where decisions slowed, what the team committed to. You receive the commitments in writing, tied to names and dates.

## HOW IT FITS WHAT YOU HAVE

Runs inside an offsite, a kickoff, or a standalone half day. The debrief language matches your values and priorities so the lessons carry back to the day job.

## INVESTMENT

**$10,000 per day**

Per delivery · same number in USD, CAD and EUR

Half day in a kitchen venue. Food and venue at cost.

**Formats:** anywhere from 60 minutes to 2 days, for any group size. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

## WHAT IT INCLUDES

- A one-hour Joint Solution Design call, where you choose what your Participants experience
- Your Blueprint, the design for your delivery, reviewed by you before anything is built
- A Participant Manual matched to that Blueprint

## PROOF

> **100% would recommend**
> Serve It Up! Participants

**Schedule a 25-minute walkthrough**

See how it runs online

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TEAM BUILDING

# Film the Big Picture

Your team gets a script, a camera, and a deadline. Where they stall shows up in the final cut, and the room names what to change.

"Our teams work in silos." "We cannot tell who is ready to lead." "Our offsite needs to do more than entertain."

## WHO IT IS FOR

**LEVEL**
Intact teams, All employees, High potentials

**GROUP SIZE**
Any group size

**TIME**
Anywhere from 60 minutes to 2 days

**FORMAT**
In person

**LANGUAGES**
English

**BUSINESS OUTCOME**
Collaboration, Talent insight

## WHAT HAPPENS

Teams receive a theme, props, costumes, a camera, and a boom mic, and race the clock to shoot a real script at set locations.

How they plan, decide, and hand off work is on the footage.

At the screening, the room watches itself and names what to change.

## WHAT CHANGES

- Planning and handoffs seen on screen, not described
- Everyone contributes, in front of or behind the camera
- High-performance habits practiced under a clock
- A film the team keeps

## HOW WE MEASURE

The Facilitator debrief names what the room revealed: who led, where decisions slowed, what the team committed to. You receive the commitments in writing, tied to names and dates.

## HOW IT FITS WHAT YOU HAVE

Runs inside an offsite, a kickoff, or a standalone half day. The debrief language matches your values and priorities so the lessons carry back to the day job.

## INVESTMENT

**$10,000 per day**

Per delivery · same number in USD, CAD and EUR

Half day plus a screening. Props, costumes, cameras, and editing included. Licensable so your teams could run it themselves.

**Formats:** anywhere from 60 minutes to 2 days, for any group size. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

## WHAT IT INCLUDES

- A one-hour Joint Solution Design call, where you choose what your Participants experience
- Your Blueprint, the design for your delivery, reviewed by you before anything is built
- A Participant Manual matched to that Blueprint

**Schedule a 25-minute walkthrough**

See how it runs online

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TEAM BUILDING

# Connect and Collaborate

Your people meet, swap names, and keep talking, because the relationships got built through low-risk work on real strategic gaps.

"Our teams work in silos." "Our offsite needs to do more than entertain."

## WHO IT IS FOR

**LEVEL**
Intact teams, All employees

**GROUP SIZE**
Any group size

**TIME**
Anywhere from 60 minutes to 2 days

**FORMAT**
In person · Virtual

**LANGUAGES**
English

**BUSINESS OUTCOME**
Collaboration

## WHAT HAPPENS

Low-risk activities get strangers talking and practicing approaches for engaging new people.

The framework bends to your team: solve the strategic gaps you face at work and generate solutions toward one direction.

Teams leave able to track progress quarter by quarter.

## WHAT CHANGES

- Networking that produces relationships
- Cross-team communication that lasts past the event
- Innovative solutions toward one direction
- Impressive results tracked quarter by quarter

## HOW WE MEASURE

The team leaves with a written action plan, each item tied to a name and a date. Thirty days later we check which items moved and report that back to the sponsor.

## HOW IT FITS WHAT YOU HAVE

Runs inside an offsite, a kickoff, or a standalone half day. The debrief language matches your values and priorities so the lessons carry back to the day job.

## INVESTMENT

**$10,000 per day**

Per delivery · same number in USD, CAD and EUR

Runs as 60 or 90 minutes, 3 hours, or a full day, and works with groups under 20 as well as conference rooms of hundreds. Built for conferences, events, and new teams.

**Formats:** anywhere from 60 minutes to 2 days, for any group size. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

## WHAT IT INCLUDES

- A one-hour Joint Solution Design call, where you choose what your Participants experience
- Your Blueprint, the design for your delivery, reviewed by you before anything is built
- A Participant Manual matched to that Blueprint

## PROOF

**92% would recommend**

Canadian Olympic Committee, Deloitte, InterContinental Hotels Group

**Schedule a 25-minute walkthrough**

See how it runs online

One of 71 Learn2 experiences. Browse and filter the whole catalogue at Learn2.com/programs.

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TEAM BUILDING

# Team Building Library

Hundreds of team building activities in one library, matched to the specific area your team needs to improve.

"Our teams work in silos." "Our offsite needs to do more than entertain."

## WHO IT IS FOR

**LEVEL**
Intact teams, All employees

**GROUP SIZE**
Any group size

**TIME**
Anywhere from 60 minutes to 2 days

**FORMAT**
In person · Virtual · Hybrid

**LANGUAGES**
English

**BUSINESS OUTCOME**
Collaboration

## WHAT HAPPENS

Some activities are pure fun and entertainment. Others target a specific need the team has.

We match the activity to your goal, your headcount, and your venue, from the full library.

Every one ends in a debrief that connects the activity to Monday.

## WHAT CHANGES

- A revitalized team with new skills
- Morale the bottom line could feel
- An activity chosen for the need, not the catalogue
- A door into the immersive experiences

## HOW WE MEASURE

The Facilitator debrief names what the room revealed: who led, where decisions slowed, what the team committed to. You receive the commitments in writing, tied to names and dates.

## HOW IT FITS WHAT YOU HAVE

Runs inside an offsite, a kickoff, or a standalone half day. The debrief language matches your values and priorities so the lessons carry back to the day job.

## INVESTMENT

**$10,000 per day**

Per delivery · same number in USD, CAD and EUR

Priced per Facilitator day. Tell us the area to improve and the time you have; we match the activity.

**Formats:** anywhere from 60 minutes to 2 days, for any group size. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

## WHAT IT INCLUDES

- A one-hour Joint Solution Design call, where you choose what your Participants experience
- Your Blueprint, the design for your delivery, reviewed by you before anything is built
- A Participant Manual matched to that Blueprint

## PROOF

### Highest-rated of 1,000+ sessions a year

PCMA: Learn2 sessions ranked first at 93%+ Participant satisfaction, 9 of PCMA's top 10 sessions. Get Connected roster: Canadian Olympic Committee, RBS, MDRT, Deloitte, IHG, RICA, MPI.

*"Learn2 truly gets it. A valued partner who achieved our goals for the meeting."*
— Deborah Sexton, President and CEO, PCMA

**Schedule a 25-minute walkthrough**

See how it runs online

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SIMULATORS

# Ready Set Sell! Sales Simulators

Your reps practice the new product, the new market, and the worst objections on a simulator built on your buyers, before they practice on customers.

"We invested last time and nothing changed." "Our sales team leaves revenue on the table."

## WHO IT IS FOR

**LEVEL**
Sales teams, Frontline leaders

**GROUP SIZE**
Any group size

**TIME**
1 day · Ongoing

**FORMAT**
In person · Virtual · Hybrid

**LANGUAGES**
English

**BUSINESS OUTCOME**
Revenue growth, Execution

## WHAT HAPPENS

Reps start with a single stage of your selling cycle and practice it until it holds, then combine stages into the full process.

The simulator replicates your buyers and your targets. The team sits in the middle of the action under pressure.

New product, new market, new approach: the reps arrive at the first real call already confident.

## WHAT CHANGES

- Launch conversations that land in the first few calls
- Confidence built on practice instead of hope
- Key messages every rep could say
- A practice environment the whole team keeps

## HOW WE MEASURE

A 60-day pipeline read on the launch or market the simulator targeted: conversations opened, objections handled, deals advanced.

## HOW IT FITS WHAT YOU HAVE

Built around your buyers, your products, and the objections your reps actually hear. The tools Participants build become their own job aid and drop into your sales playbook.

## INVESTMENT

**$10,000 – $25,000**

Custom build · same number in USD, CAD and EUR

Design, build, and first live cohort. Scope and tier set where in the range. Dispersed virtual access for the whole team and every future hire: $99 per person per year.

## WHAT IT INCLUDES

- A simulator built on your selling environment: decision maker, influencers, economic buyer
- The first live cohort, facilitated
- Ongoing AI practice trained on what the live room captured

## PROOF

**10 out of 10**

Participant feedback across Ready, Set, Sell! deliveries for J.P. Morgan Chase, RBC, TD, Bell Media, Deloitte, NCR, GSK, AstraZeneca, Baxter and Canadian Blood Services

**Schedule a 25-minute walkthrough**

See how it runs online

One of 71 Learn2 experiences. Browse and filter the whole catalogue at Learn2.com/programs.

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SIMULATORS

# Handle Objections Simulators

Your reps face the exact objections your buyers raise, from an AI buyer built on your market, until the answer that keeps the sale moving is a reflex.

"We invested last time and nothing changed." "Our sales team leaves revenue on the table." "Customers walk in loyal and leave indifferent."

## WHO IT IS FOR

**LEVEL**
Sales teams, Store and service teams, Frontline leaders

**GROUP SIZE**
Any group size

**TIME**
1 day · Ongoing

**FORMAT**
Virtual · Hybrid · In person

**LANGUAGES**
English

**BUSINESS OUTCOME**
Revenue growth, Execution

## WHAT HAPPENS

The live room comes first: reps list the objections that stall them and practice the three moves out loud. Everything they say gets captured.

The simulator turns that capture into an AI buyer who raises those objections, in your buyer's words, and pushes back the way real buyers do.

Reps practice on their own schedule. Managers see who handles what, and where the team goes quiet.

## WHAT CHANGES

- Objections handled before they cost a deal
- New reps ramp on the veterans' best answers
- Practice happens weekly, not once a year
- A scoreboard of who is ready for the hard calls

## HOW WE MEASURE

Simulator scores by rep and objection, read against the pipeline: objections that turned into a next step at 60 days.

## HOW IT FITS WHAT YOU HAVE

Built around your buyers, your products, and the objections your reps actually hear. The tools Participants build become their own job aid and drop into your sales playbook.

## INVESTMENT

**$10,000 – $25,000**

Custom build · same number in USD, CAD and EUR

Design, build, and first live cohort, built from the objections your own reps bring. Dispersed access for the whole team and every future hire: $99 per Participant per year. Pairs with Handle Objections or Handle Objections Naturally as the live room that captures the material.

## WHAT IT INCLUDES

- The objection library captured from your reps in a live session
- An AI buyer trained on your market, your products, and your worst objections
- Ongoing practice with scoring on naming, acknowledging, and questioning

**Schedule a 25-minute walkthrough**

See how it runs online

One of 71 Learn2 experiences. Browse and filter the whole catalogue at Learn2.com/programs.

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SIMULATORS

# Reveal the Secrets Buyer Simulators

Your team interviews an AI buyer built on your real customer segments and learns what the customer actually needs before the next real conversation.

"Our teams work in silos." "Our sales team leaves revenue on the table." "Customers walk in loyal and leave indifferent."

## WHO IT IS FOR

**LEVEL**
Sales teams, Store and service teams, Mid-level leaders, All employees

**GROUP SIZE**
Any group size

**TIME**
1 day · Ongoing

**FORMAT**
Virtual · Hybrid · In person

**LANGUAGES**
English

**BUSINESS OUTCOME**
Customer loyalty, Revenue growth, Talent insight

## WHAT HAPPENS

The live Reveal the Secrets session pools what your people already know about each customer segment onto one page.

The simulator turns each page into a buyer your team could interview, qualify, and pitch, who answers the way that segment answers.

Marketing, sales, and service practice on the same buyers, so the one-page read becomes shared instinct.

## WHAT CHANGES

- Customer insight that gets used, not filed
- New hires learn the customer before they meet one
- Sales and marketing working from one buyer
- Positioning tested before it goes to market

## HOW WE MEASURE

Simulator usage and qualification scores by segment, read against win rate on those segments at 90 days.

## HOW IT FITS WHAT YOU HAVE

Built around your buyers, your products, and the objections your reps actually hear. The tools Participants build become their own job aid and drop into your sales playbook.

## INVESTMENT

**$10,000 – $25,000**

Custom build · same number in USD, CAD and EUR

Design, build, and first live cohort, built on the customer insight your team pools in the Reveal the Secrets live session. Dispersed access: $99 per Participant per year.

### WHAT IT INCLUDES

- Buyer personas built from the insight your own people pooled in the live room
- An AI buyer per segment: needs, priorities, and your point of difference as they see it
- Ongoing practice interviewing, qualifying, and positioning against each persona

**Schedule a 25-minute walkthrough**

See how it runs online

One of 71 Learn2 experiences. Browse and filter the whole catalogue at Learn2.com/programs.

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SIMULATORS

# AI Deployment Simulator

Leaders practice deploying AI on the most draining part of their own role, verify what it produces, and feel the hours come back before they do it for real.

"Our leaders are not ready for what is coming." "Change keeps stalling out." "We invested last time and nothing changed."

## WHO IT IS FOR

**LEVEL**
Executives, Senior leaders, Mid-level leaders, Frontline leaders, Professionals

**GROUP SIZE**
Any group size

**TIME**
1 day · Ongoing

**FORMAT**
Virtual · Hybrid · In person

**LANGUAGES**
English

**BUSINESS OUTCOME**
Execution, Change adoption, Decision speed

## WHAT HAPPENS

Leaders start with what drains them. Each names one part of the job that eats hours and could be automated with verification built in.

In the simulator they deploy AI on it, check its output, and feel the result firsthand: the hours come back, the quality holds. Resistance dissolves because they chose the target and measured the payoff.

The skill changes with scope. Early leaders practice deploying and verifying on their own work. Senior leaders practice judgment: what to deploy, where, and what to shift as results come in. Executives practice directing AI across the enterprise.

## WHAT CHANGES

- Leaders who deploy AI on real work instead of attending a briefing about it
- Verification as a habit, not an afterthought
- Recovered hours reinvested in work only a leader could do
- Adoption that spreads because the leader chose the target

## HOW WE MEASURE

Hours recovered per leader, self-reported and verified against the workflow, plus the value of the work that replaced them. Reported as a High Impact Project result.

## HOW IT FITS WHAT YOU HAVE

Runs as the practice layer under the AI leadership development program, or as the hands-on module inside any Foundations cohort.

## INVESTMENT

**$10,000 – $25,000**

Custom build · same number in USD, CAD and EUR

Design, build, and first live cohort, built on the real workflows your leaders bring. Dispersed access for every leader and every future hire: $99 per Participant per year. Runs alongside the AI leadership development program for executives.

## WHAT IT INCLUDES

- A live session where leaders name the most frustrating, time-eating part of their role
- A simulator where they deploy AI on that work, with verification built in, and see the ripple effects
- A second round that replaces the recovered time with the work only they could do

**Schedule a 25-minute walkthrough**

See how it runs online

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SALES

# Handle Objections

Your people bring the worst objections they hear, practice out loud until one lands, and leave with the words that keep the sale moving.

"Our sales team leaves revenue on the table." "Customers walk in loyal and leave indifferent."

## WHO IT IS FOR

**LEVEL**
Sales teams, Store and service teams

**GROUP SIZE**
Any group size

**TIME**
Anywhere from 60 minutes to 2 days

**FORMAT**
In person · Virtual

**LANGUAGES**
English

**BUSINESS OUTCOME**
Revenue growth, Customer loyalty

## WHAT HAPPENS

Reps list the worst objections they get. Then they learn the nature of an objection, the levels of acknowledgement, and the questions that open it.

Three moves get practiced out loud: naming, acknowledging, questioning. Then the real fun: live objections, live responses.

An objection turns into a read on the customer's buying process and a signal of intent.

## WHAT CHANGES

- Reps keep the customer in the conversation instead of selling through the objection
- Objections read as buying signals
- The words that work get written down and shared
- Fewer deals go quiet

## HOW WE MEASURE

The team leaves with a written action plan, each item tied to a name and a date. Thirty days later we check which items moved and report that back to the sponsor.

## HOW IT FITS WHAT YOU HAVE

Built around your buyers, your products, and the objections your reps actually hear. The tools Participants build become their own job aid and drop into your sales playbook.

## INVESTMENT

**$10,000 per day**

Per delivery · same number in USD, CAD and EUR

Half day or full day, one Facilitator.

**Formats:** anywhere from 60 minutes to 2 days, for any group size. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

## WHAT IT INCLUDES

- A one-hour Joint Solution Design call, where you choose what your Participants experience
- Your Blueprint, the design for your delivery, reviewed by you before anything is built
- A Participant Manual matched to that Blueprint

## PROOF

### Every contract renegotiated in 8 weeks

Cadbury-Schweppes, 500+ team members: the renegotiation was planned for 8 months. Sales-associate data across 285,000 assessments shows 74% average or weak on objections, which is the gap this closes.

*"Because our team already knew how to handle objections, we renegotiated every contract in just 8 weeks!"*
— VP Channel Sales, Cadbury-Schweppes

**Schedule a 25-minute walkthrough**

See how it runs online

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SALES · PART OF ORCHESTRATE IMPACT

# Share Sales Best Practices

A sales acceleration process where your sales force creates and owns the accelerators, with the numbers to prove it works.

"We set goals and miss them." "Our sales team leaves revenue on the table."

## WHO IT IS FOR

**LEVEL**
Sales teams, Frontline leaders, Senior leaders

**GROUP SIZE**
Any group size

**TIME**
Anywhere from 60 minutes to 2 days

**FORMAT**
In person · Virtual

**LANGUAGES**
English · French

**BUSINESS OUTCOME**
Revenue growth, Alignment

## WHAT HAPPENS

Sales leaders share buyer insights and what actually worked, on a graffiti wall the whole room could see.

Together they crack the hardest roadblocks and translate ideas into practical, measurable actions.

The plan they own leaves with them.

## WHAT CHANGES

- Sales growth from the same sales force
- Ideas turned into measurable actions
- Creativity in overcoming obstacles
- The whole team's competency rises

## HOW WE MEASURE

The team leaves with a written action plan, each item tied to a name and a date. Thirty days later we check which items moved and report that back to the sponsor.

## HOW IT FITS WHAT YOU HAVE

Built around your buyers, your products, and the objections your reps actually hear. The tools Participants build become their own job aid and drop into your sales playbook.

## INVESTMENT

**$10,000 per day**

Per delivery · same number in USD, CAD and EUR

One Facilitator day. Scales to a national sales meeting.

**Formats:** anywhere from 60 minutes to 2 days, for any group size. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

## WHAT IT INCLUDES

- A one-hour Joint Solution Design call, where you choose what your Participants experience
- Your Blueprint, the design for your delivery, reviewed by you before anything is built
- A Participant Manual matched to that Blueprint

## PROOF

**$800M → $1.4B in a year**

Bell MTS grew revenue with the same sales force. Another client grew a product line from $220M.

*"Share Best Practices really helped me see that I was not the only one with these thoughts across IHG."*

**Schedule a 25-minute walkthrough**

See how it runs online

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Reply to the email this came with, or write to sales@Learn2.com.

TEAM PERFORMANCE · PART OF ORCHESTRATE IMPACT

# Share Best Practices

Internal experts who share the same problems pool what works and leave with a shared plan for leading their teams to better results.

"Our teams work in silos." "We set goals and miss them."

## WHO IT IS FOR

**LEVEL**
All levels, executives to new graduates, and intact teams

**GROUP SIZE**
Any group size

**TIME**
Anywhere from 60 minutes to 2 days

**FORMAT**
In person · Virtual

**LANGUAGES**
English · French

**BUSINESS OUTCOME**
Alignment, Execution

## WHAT HAPPENS

Participants assess needs, share ideas, and give each other feedback through interactive activities, starting with a graffiti wall of what already works.

They explore new ways of approaching old problems and build a shared plan of action.

Ownership of the plan is what makes it stick.

## WHAT CHANGES

- Ownership over plans for improvement
- Engagement and effectiveness rise together
- Leaders lead their teams through decision-making and creative processes
- Best practices spread instead of staying local

## HOW WE MEASURE

The team leaves with a written action plan, each item tied to a name and a date. Thirty days later we check which items moved and report that back to the sponsor.

## HOW IT FITS WHAT YOU HAVE

Runs inside an offsite, a kickoff, or a standalone half day. The debrief language matches your values and priorities so the lessons carry back to the day job.

## INVESTMENT

**$10,000 per day**

Per delivery · same number in USD, CAD and EUR

One Facilitator day. Runs across regions or franchises.

**Formats:** anywhere from 60 minutes to 2 days, for any group size. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

## WHAT IT INCLUDES

- A one-hour Joint Solution Design call, where you choose what your Participants experience
- Your Blueprint, the design for your delivery, reviewed by you before anything is built
- A Participant Manual matched to that Blueprint

## PROOF

### Stretch targets beaten, first time in 12 years

Prophix sales team: each member implemented one idea and measured the impact

*"Each team member implemented one idea and we measured the impact. We exceeded our sales targets for the quarter!"*
— Russ Durant, AVP Sales, Prophix

**Schedule a 25-minute walkthrough**

See how it runs online

One of 71 Learn2 experiences. Browse and filter the whole catalogue at Learn2.com/programs.

Reply to the email this came with, or write to sales@Learn2.com.

SALES

# Sales Programs

Sales development built on what sales leaders have found actually moves results: buyer focus, the buying process, and practice before the call.

"We invested last time and nothing changed." "Our sales team leaves revenue on the table."

## WHO IT IS FOR

**LEVEL**
Sales teams, Frontline leaders

**GROUP SIZE**
Any group size

**TIME**
Anywhere from 60 minutes to 2 days

**FORMAT**
In person · Virtual · Hybrid

**LANGUAGES**
English

**BUSINESS OUTCOME**
Revenue growth

## WHAT HAPPENS

Buyer focus first: every decision is emotional, and reps learn to assess the buyer in front of them fast.

Then the buying process: what the buyer needs to see before they say yes, and where reps skip a step.

Then practice, on your products and your objections, until the credibility is real.

## WHAT CHANGES

- A sales culture that does not suck the leader's credibility
- Capacity for more sales with the same team
- Buyers treated as the individuals they are
- Results the sales leader could show

## HOW WE MEASURE

The team leaves with a written action plan, each item tied to a name and a date. Thirty days later we check which items moved and report that back to the sponsor.

## HOW IT FITS WHAT YOU HAVE

Built around your buyers, your products, and the objections your reps actually hear. The tools Participants build become their own job aid and drop into your sales playbook.

## INVESTMENT

**$10,000 per day**

Per delivery · same number in USD, CAD and EUR

Priced per Facilitator day. Most sales rollouts combine Sell Naturally, Handle Objections, and a Sales Simulator.

**Formats:** anywhere from 60 minutes to 2 days, for any group size. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

## WHAT IT INCLUDES

- A one-hour Joint Solution Design call, where you choose what your Participants experience
- Your Blueprint, the design for your delivery, reviewed by you before anything is built
- A Participant Manual matched to that Blueprint

## PROOF

**+147% insurance sales**

American Express call-center teams, in under a year, with an L2 to L3 promotion pathway

*"The process led to new best practices, sales playbooks and even identified and launched a specialty sales call center."*
— Victoria Carter, VP US and Canada Call Centers, American Express

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SIMULATORS

# Retail Management Flight Simulators

Store leaders make the expensive mistakes in a simulation built on your P&L, your competitors, and your store formats, not on your floor.

"Our leaders are not ready for what is coming." "We cannot tell who is ready to lead." "Customers walk in loyal and leave indifferent."

## WHO IT IS FOR

**LEVEL**
Store and service teams, Frontline leaders, Mid-level leaders, High potentials

**GROUP SIZE**
Any group size

**TIME**
1 day · Ongoing

**FORMAT**
In person · Virtual · Hybrid

**LANGUAGES**
English

**BUSINESS OUTCOME**
Decision speed, Talent insight, Revenue growth

## WHAT HAPPENS

Store leaders go head-to-head against aggressive competition and formulate strategies to hit their targets.

Every call plays out. The market pushes back. The cost lands in the room instead of in your quarter.

Veterans and rookies both come out with better judgment, and you see who has it.

## WHAT CHANGES

- Expensive mistakes made where they cost nothing
- Judgment under the thousands of retail variables
- You see which store leaders think like owners
- Strategy that competes

## HOW WE MEASURE

The Facilitator debrief names what the room revealed: who led, where decisions slowed, what the team committed to. You receive the commitments in writing, tied to names and dates.

## HOW IT FITS WHAT YOU HAVE

Built around your store formats, your customers, and the moments your associates face on the floor. Practice rounds use your merchandise and your policies.

## INVESTMENT

**$10,000 – $25,000**

Custom build · same number in USD, CAD and EUR

Design, build, and first live cohort, built on your P&L. Dispersed virtual access for every store leader and every future hire: $99 per person per year.

## WHAT IT INCLUDES

- A simulator built on your P&L, competitors, and store formats
- The first live cohort, facilitated
- Ongoing AI practice trained on what the live room captured

## PROOF

### Simulators for 3 leadership levels, 65 countries

Bata Shoes: Devco, Advanco and EMP levels; TJ Bata attended the debriefs. No business-result number on file yet

*"Doug is fantastic at what he does."*
— Kathryn Hotte, Bata

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RETAIL AND CUSTOMER

# Retail Customer Service

Associates connect fast, turn 'just looking' into 'I actually need', and leave an impression that brings customers back.

"Our sales team leaves revenue on the table." "Customers walk in loyal and leave indifferent."

## WHO IT IS FOR

**LEVEL**
Store and service teams, Frontline leaders

**GROUP SIZE**
Any group size

**TIME**
Anywhere from 60 minutes to 2 days

**FORMAT**
In person · Virtual

**LANGUAGES**
English

**BUSINESS OUTCOME**
Customer loyalty, Revenue growth

## WHAT HAPPENS

Associates practice the first thirty seconds: connect quickly and create a comfort zone.

They ask the questions that find the need sooner, showcase the product in its best light, and handle 'I'll think about it' out loud.

Each leaves with the words they will use on the next shift.

## WHAT CHANGES

- 'Just looking' turns into a conversation
- 'I'll think about it' turns into 'I'll take it' more often
- Customers return because they were understood
- Loyal customers cost a fifth of new ones

## HOW WE MEASURE

The team leaves with a written action plan, each item tied to a name and a date. Thirty days later we check which items moved and report that back to the sponsor.

## HOW IT FITS WHAT YOU HAVE

Built around your store formats, your customers, and the moments your associates face on the floor. Practice rounds use your merchandise and your policies.

## INVESTMENT

**$10,000 per day**

Per delivery · same number in USD, CAD and EUR

Half day or full day per store cluster. Multi-store rollouts scoped after a JSD.

**Formats:** anywhere from 60 minutes to 2 days, for any group size. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

## WHAT IT INCLUDES

- A one-hour Joint Solution Design call, where you choose what your Participants experience
- Your Blueprint, the design for your delivery, reviewed by you before anything is built
- A Participant Manual matched to that Blueprint

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RETAIL AND CUSTOMER

# Retail Orientation

New associates practice the real job before their first shift instead of losing week one guessing.

"We invested last time and nothing changed." "Customers walk in loyal and leave indifferent."

## WHO IT IS FOR

**LEVEL**
Store and service teams, All employees

**GROUP SIZE**
Any group size

**TIME**
Anywhere from 60 minutes to 2 days

**FORMAT**
In person · Virtual · Hybrid

**LANGUAGES**
English

**BUSINESS OUTCOME**
Customer loyalty, Execution

## WHAT HAPPENS

A needs assessment links your business results and time constraints to the specific behaviors expected of a new associate.

We search your existing content for practices, job aids, and tools, then build interactive exercises so associates practice the skills.

New hires arrive on the floor having done the job once already.

## WHAT CHANGES

- Week one produces instead of guesses
- Motivation gets used instead of wasted
- Associates master the job faster
- An orientation your managers could run

## HOW WE MEASURE

The team leaves with a written action plan, each item tied to a name and a date. Thirty days later we check which items moved and report that back to the sponsor.

## HOW IT FITS WHAT YOU HAVE

Built around your store formats, your customers, and the moments your associates face on the floor. Practice rounds use your merchandise and your policies.

## INVESTMENT

**$10,000 per day**

Per delivery · same number in USD, CAD and EUR

Design and first delivery priced per Facilitator day. The orientation becomes yours to run.

**Formats:** anywhere from 60 minutes to 2 days, for any group size. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

## WHAT IT INCLUDES

- A one-hour Joint Solution Design call, where you choose what your Participants experience
- Your Blueprint, the design for your delivery, reviewed by you before anything is built
- A Participant Manual matched to that Blueprint

## PROOF

### Onboarding 11 days → 2

Rogers Wireless: new associates earn the keys to their own store in two days instead of eleven, with greater sales results, across 3,000+ sales reps a year. 2006 Canadian Training Excellence Award (CSTD).

**Schedule a 25-minute walkthrough**

See how it runs online

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RETAIL AND CUSTOMER

# Redesigned Retail Programs

Your existing retail programs rebuilt so associates create the approach together and practice it, instead of being told.

"We invested last time and nothing changed." "Customers walk in loyal and leave indifferent."

## WHO IT IS FOR

**LEVEL**
Store and service teams, Frontline leaders

**GROUP SIZE**
Any group size

**TIME**
Sessions over weeks

**FORMAT**
In person · Virtual · Hybrid

**LANGUAGES**
English

**BUSINESS OUTCOME**
Customer loyalty, Execution

## WHAT HAPPENS

A needs assessment aligns the outcomes with your business results and how your target community prefers to learn.

We identify the behaviors that matter and rebuild the modules so associates practice in environments like the floor.

Retention goes from under 10% at 48 hours to skills applied on the next shift.

## WHAT CHANGES

- Programs that engage today's associates
- Capabilities retained instead of drained
- Record results in the channels that run it
- Less time in the room, more on the floor

## HOW WE MEASURE

The team leaves with a written action plan, each item tied to a name and a date. Thirty days later we check which items moved and report that back to the sponsor.

## HOW IT FITS WHAT YOU HAVE

Built around your store formats, your customers, and the moments your associates face on the floor. Practice rounds use your merchandise and your policies.

## INVESTMENT

**$10,000 per design day**

Custom build · same number in USD, CAD and EUR

Redesign scoped after a needs assessment. Design days at $10,000. Customization of existing Learn2 content runs $2,500 per addition.

## WHAT IT INCLUDES

- A needs assessment matched to how your associates actually learn
- Redesigned modules built for practice, not slides
- Facilitator guides your managers could run

## PROOF

> **Turnover 80% → under 15%**
>
> Columbia House call centre: onboarding cut from 20 days to 10, sales up $18 million in year one

**Schedule a 25-minute walkthrough**

See how it runs online

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RETAIL AND CUSTOMER

# Retail Needs Impact Identifier

A report that finds what actually affects store behavior and prioritizes the learning investments that will move store results.

"We invested last time and nothing changed." "Customers walk in loyal and leave indifferent."

## WHO IT IS FOR

**LEVEL**
Senior leaders, Mid-level leaders, Store and service teams

**GROUP SIZE**
Under 20

**TIME**
Sessions over weeks

**FORMAT**
Virtual · Hybrid

**LANGUAGES**
English

**BUSINESS OUTCOME**
Talent insight, Customer loyalty

## WHAT HAPPENS

We find out what affects behaviors on the floor and what barriers stand between associates and store results.

The report prioritizes the learning investments by expected impact, and names the ones to skip.

You invest in the right content, the right approach, and the right fit, before spending on delivery.

## WHAT CHANGES

- Stop spending on irrelevant programs
- Stop damaging morale with content that does not apply
- Clear priorities for the learning budget
- ROI you could defend

## HOW WE MEASURE

The report itself, plus a review 90 days after the first recommended investment ships.

## HOW IT FITS WHAT YOU HAVE

Built around your store formats, your customers, and the moments your associates face on the floor. Practice rounds use your merchandise and your policies.

INVESTMENT

## $10,000 per design day

Custom build · same number in USD, CAD and EUR

Scoped after a one-hour JSD. Typically two to four design days including store visits and interviews.

### WHAT IT INCLUDES

- Interviews and store observation
- The prioritized Needs Impact Identifier Report
- A recommended investment sequence

**Schedule a 25-minute walkthrough**

See how it runs online

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RETAIL AND CUSTOMER

# Understanding the Retail Customer

Your service team works in teams, each on one customer segment, and leaves with clear insight into what those customers actually want.

"Our sales team leaves revenue on the table." "Customers walk in loyal and leave indifferent."

## WHO IT IS FOR

**LEVEL**
Store and service teams, Frontline leaders, Sales teams

**GROUP SIZE**
Any group size

**TIME**
Anywhere from 60 minutes to 2 days

**FORMAT**
In person · Virtual

**LANGUAGES**
English

**BUSINESS OUTCOME**
Customer loyalty, Revenue growth

## WHAT HAPPENS

Each team takes a retail customer segment and works a concrete, pragmatic tool to understand its priorities and requirements.

Insights get pooled across teams so the whole room sees the whole customer base.

The output is a one-page read per segment the team built themselves.

## WHAT CHANGES

- The right message reaches the right customer the right way
- Loyal customers, who spend 15x more, get recognized
- Service priorities match customer priorities
- Sales and every bottom line move

## HOW WE MEASURE

The team leaves with a written action plan, each item tied to a name and a date. Thirty days later we check which items moved and report that back to the sponsor.

## HOW IT FITS WHAT YOU HAVE

Built around your store formats, your customers, and the moments your associates face on the floor. Practice rounds use your merchandise and your policies.

## INVESTMENT

**$10,000 per day**

Per delivery · same number in USD, CAD and EUR

Half day or full day, one Facilitator.

**Formats:** anywhere from 60 minutes to 2 days, for any group size. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

### WHAT IT INCLUDES

- A one-hour Joint Solution Design call, where you choose what your Participants experience
- Your Blueprint, the design for your delivery, reviewed by you before anything is built
- A Participant Manual matched to that Blueprint

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RETAIL AND CUSTOMER

# Reveal the Secrets

Your people already know what your customer needs. In one room, on one problem, they pool it onto one page.

"Our teams work in silos." "Our sales team leaves revenue on the table." "Customers walk in loyal and leave indifferent."

## WHO IT IS FOR

**LEVEL**
Sales teams, Mid-level leaders, Intact teams, All employees

**GROUP SIZE**
Any group size

**TIME**
Anywhere from 60 minutes to 2 days

**FORMAT**
In person · Virtual

**LANGUAGES**
English

**BUSINESS OUTCOME**
Revenue growth, Customer loyalty, Alignment

## WHAT HAPPENS

Teams each take a client, a segment, or a persona and work through a concrete customer insights process.

Short experiential activities illustrate each step: needs, the benefits that matter most, and your point of difference.

Participants are amazed at the data they generate, and return eager to use it.

## WHAT CHANGES

- Target market, requirements, and differentiation on one page
- Built by the people who have to act on it
- Marketing and sales working from the same read
- Insight you already paid for, finally pooled

## HOW WE MEASURE

The team leaves with a written action plan, each item tied to a name and a date. Thirty days later we check which items moved and report that back to the sponsor.

## HOW IT FITS WHAT YOU HAVE

Built around your buyers, your products, and the objections your reps actually hear. The tools Participants build become their own job aid and drop into your sales playbook.

## INVESTMENT

**$10,000 per day**

Per delivery · same number in USD, CAD and EUR

Half day or full day, one Facilitator.

**Formats:** anywhere from 60 minutes to 2 days, for any group size. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

## WHAT IT INCLUDES

- A one-hour Joint Solution Design call, where you choose what your Participants experience
- Your Blueprint, the design for your delivery, reviewed by you before anything is built
- A Participant Manual matched to that Blueprint

## PROOF

**$800M → $1.4B in a year**

Bell MTS: customer insights was one module inside the program that took revenue from $800 million to $1.4 billion with fewer staff

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RETAIL AND CUSTOMER

# Customer Retention Program

Your team saves customers without buying them back, using a mix of strategy, engagement, and tactics that moved retention from 56% to 89%.

"Our sales team leaves revenue on the table." "Customers walk in loyal and leave indifferent."

## WHO IT IS FOR

**LEVEL**
Store and service teams, Sales teams, Frontline leaders

**GROUP SIZE**
Any group size

**TIME**
Anywhere from 60 minutes to 2 days

**FORMAT**
In person · Virtual

**LANGUAGES**
English

**BUSINESS OUTCOME**
Customer loyalty, Revenue growth

## WHAT HAPPENS

We listen to your retention target first and design toward it.

The team works real save conversations: the ones that ended in a discount and the ones that ended in a loyal customer.

Proven tactics get practiced until they are the team's own.

## WHAT CHANGES

- Save rate rises without discount spend
- Retention becomes a skill, not a budget line
- The team owns the number
- Churn stops being weather

## HOW WE MEASURE

Your retention and save rates, before and 90 days after, reported against the target we agreed on day one.

## HOW IT FITS WHAT YOU HAVE

Built around your store formats, your customers, and the moments your associates face on the floor. Practice rounds use your merchandise and your policies.

## INVESTMENT

**$10,000 per day**

Per delivery · same number in USD, CAD and EUR

Design and delivery per Facilitator day. We agree the retention target before design starts.

**Formats:** anywhere from 60 minutes to 2 days, for any group size. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

## WHAT IT INCLUDES

- A one-hour Joint Solution Design call, where you choose what your Participants experience
- Your Blueprint, the design for your delivery, reviewed by you before anything is built
- A Participant Manual matched to that Blueprint

## PROOF

**56% → 89% retention**

Freedom Mobile (then WIND Mobile): save rate 47% to 86% (47% to 66% including the loyalty desk), retention 56% to 89%, program NPS 94.4%, Facilitator NPS 100%

**Schedule a 25-minute walkthrough**

See how it runs online

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DESIGN SERVICES

# Custom Learning Design

We agree on the business number before design starts, then build the practice rounds that move it. Ratings are a byproduct.

"We set goals and miss them." "We invested last time and nothing changed."

## WHO IT IS FOR

**LEVEL**
Senior leaders, Mid-level leaders, All employees

**GROUP SIZE**
Any group size

**TIME**
Sessions over weeks

**FORMAT**
In person · Virtual · Hybrid

**LANGUAGES**
English

**BUSINESS OUTCOME**
Execution, Change adoption

## WHAT HAPPENS

Most designs buy you a good day and a stack of 4-out-of-5 ratings. We start with the number instead.

The design is on strategy, on time, on budget, and on culture, built so Participants think differently and solve real problems.

Delivery comes with the measurement plan already attached.

## WHAT CHANGES

- Learning that produces a business payoff
- Engagement and retention that follow it
- Leaders prepared to receive engaged teams
- A number to show, not a rating

## HOW WE MEASURE

The business number agreed at the JSD, measured before and after, with Participant attribution.

## HOW IT FITS WHAT YOU HAVE

Fits any gap your current curriculum leaves. Also the path for a client who wants a Learn2 experience adapted to their competency model, scenarios, and metrics.

INVESTMENT

## $10,000 per design day

Custom build · same number in USD, CAD and EUR

A new experience designed around one business problem you own takes 8 to 12 weeks. Design days at $10,000. Rebranding an experience in your identity: $20,000.

### WHAT IT INCLUDES

- A one-hour JSD to agree the business number
- A Blueprint you approve before build
- Facilitator guides and Participant materials

### PROOF

**+74% employee engagement**

CBC Television, where Learn2 is the primary learning and development partner

*"Learn2 is our primary partner for learning and development. Their programs always hit the mark, and deliver a high return on investment."*
— Cheryl Fry, Sr. Manager, People and Development, CBC

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# Price the unit, not the experience.

Same number in USD, CAD and EUR. Travel at cost. Purpose-driven buyers (registered not-for-profits, charities, associations, government-funded cultural organizations) receive 30% off list. Most experiences run anywhere from 60 minutes to 2 days, for any group size: the investment shown covers up to a full day, and a second day adds $10,000.

## WHAT $17,500 INCLUDES

INCLUDED

### One-hour JSD

Joint Solution Design, where you choose what your Participants experience.

INCLUDED

### Your Blueprint

The design for your delivery, reviewed by you before anything is built.

INCLUDED

### Participant Manual

Matched to that Blueprint, so the room holds the design you approved.

## PRICED PER DELIVERY

| EXPERIENCE | FORMATS | INVESTMENT |
|---|---|---|
| Save the Titanic | 60 min to 2 days | $17,500 |
| Lead the Endurance | 60 min to 2 days | $17,500 |
| Lead the Endurance · One Day | 1 day | $17,500 |
| Lead the Endurance · Two Day (The Exponential Expedition) | 2 days | $27,500 |
| Results versus Reasons | 60 min to 2 days | $10,000 per day |
| Bridge the Gap | 60 min to 2 days | $17,500 |
| Inspire the Future | 60 min to 2 days | $17,500 |
| Meetings that Produce Results | 60 min to 2 days | $17,500 |
| Handle Resistance | 60 min to 2 days | $10,000 per day |
| Soul of a Leader | Sessions over weeks | $10,000 per module day |
| Women's Leadership Series | Sessions over weeks | $10,000 per module day |
| Step Up to Supervisor | 60 min to 2 days | $10,000 per day |
| Career Builder | 60 min to 2 days | $10,000 per day |
| Board Effectiveness | 60 min to 2 days | $10,000 per day |
| Profit from Change | 60 min to 2 days | $10,000 per day |
| Change Walls to Doors | 60 min to 2 days | $10,000 per day |
| Team Forward | 60 min to 2 days | $10,000 per day |
| Think from Multiple Perspectives | 60 min to 2 days | $10,000 per day |
| Time and Tasks | 60 min to 2 days | $10,000 per day |
| Drive the Flow | 60 min to 2 days | $10,000 per day |
| Questions Are the Answer | 60 min to 2 days | $10,000 per day |
| Presentation Skills Workshop | 60 min to 2 days | $10,000 per day |

| | | |
|---|---|---|
| Sales Presentation Skills Workshop | 60 min to 2 days | $10,000 per day |
| Corporate Improv | 60 min to 2 days | $10,000 per day |
| 2 Become 1 | 60 min to 2 days | $10,000 per day |
| Pirates' Pursuit | 60 min to 2 days | $10,000 per day |
| Amazing Race Team Building | 60 min to 2 days | $10,000 per day |
| Tour the World | 60 min to 2 days | $10,000 per day |
| Serve It Up! | 60 min to 2 days | $10,000 per day |
| Film the Big Picture | 60 min to 2 days | $10,000 per day |
| Connect and Collaborate | 60 min to 2 days | $10,000 per day |
| Team Building Library | 60 min to 2 days | $10,000 per day |
| Handle Objections | 60 min to 2 days | $10,000 per day |
| Share Sales Best Practices | 60 min to 2 days | $10,000 per day |
| Share Best Practices | 60 min to 2 days | $10,000 per day |
| Sales Programs | 60 min to 2 days | $10,000 per day |
| Retail Customer Service | 60 min to 2 days | $10,000 per day |
| Retail Orientation | 60 min to 2 days | $10,000 per day |
| Understanding the Retail Customer | 60 min to 2 days | $10,000 per day |
| Reveal the Secrets | 60 min to 2 days | $10,000 per day |
| Customer Retention Program | 60 min to 2 days | $10,000 per day |

RATE CARD

## PRICED PER PARTICIPANT

| OFFER | STRUCTURE | PER PARTICIPANT |
|---|---|---|
| Orchestrate Impact (Leadership Foundations) | Per Participant, cohorts of 16 to 32. One cohort runs from $28,800. Two days live or four sessions of 2.5 hours. Impact project and coaching | $1,800 |
| Leadership Foundations · New Grads | Per Participant, cohorts of 16 to 32. The Orchestrate Impact role experience for the new-grad level. Impact project and coaching included. B | $1,800 |
| Leadership Foundations · Professionals (CP2) | Per Participant, cohorts of 16 to 32. The Orchestrate Impact role experience for professionals (Bell's CP2 Professional Foundations). Impact | $1,800 |
| Leadership Foundations · Senior Professionals (CP3) | Per Participant, cohorts of 16 to 32. The Orchestrate Impact role experience for senior professionals (Bell's CP3 Professional Foundations: | $1,800 |
| Leadership Foundations · Team Leaders (CP2) | Per Participant, cohorts of 16 to 32. The Orchestrate Impact role experience for team leaders and front-line leaders (Bell's CP2 People Lead | $1,800 |
| Leadership Foundations · Leaders of Leaders (CP3) | Per Participant, cohorts of 16 to 32. The Orchestrate Impact role experience for leaders of leaders (Bell's CP3 Leader Foundations). Impact | $1,800 |
| Leadership Foundations · Executives | Per Participant, cohorts of 8 to 32. The Orchestrate Impact role experience for executives (CP4). Impact project and coaching included; exec | $1,800 |
| Leadership Foundations · Being a VP | Per Participant, cohorts of 8 to 32. The Orchestrate Impact role experience for the step into a vice president role. Impact project and coac | $1,800 |
| Leadership Foundations · Manufacturing Supervisor Program | Per Participant, cohorts of 16 to 32, scheduled around shifts. The Orchestrate Impact role experience built for manufacturing supervisors. I | $1,800 |
| High Impact Coaching | Three Commitments. 3-Month at $1,000 per Participant with a 4X ROI commitment. 6-Month at $2,000 with 8X. 12-Month at $4,000 with 10X. The c | $1,000 – $4,000 |
| The Million Dollar Leadership Program | Built from the rate card: Orchestrate Impact at $1,800 per Participant plus the 12-Month Impact Coaching Commitment at $4,000. A 12-leader c | From $5,800 |

## THE NATURALLY BUNDLE

| PACKAGE | INCLUDES | INVESTMENT |
|---|---|---|
| Standard bundle | Three Naturally experiences, assessments, materials, Facilitator guides | $25,000 |
| Standard bundle + certification | Everything above plus certification for two internal Facilitators | $30,000 |

## CUSTOM BUILDS AND ADD-ONS

| OFFER | STRUCTURE | INVESTMENT |
|---|---|---|
| Custom simulator build | Design, build, and first live cohort | $10,000 – $25,000 |
| Dispersed virtual access | Ongoing AI practice for the whole team and every future hire | $99 per Participant per year |
| Design day | Facilitation, delivery, or customization work | $10,000 per day |
| Customization | New content or a new outcome added to an existing experience | $2,500 each |
| Rebranding | Slides, tools, and portal rebuilt in your identity | $20,000 |

## THE IMPACT PATH

**STAGE 1**

### Discover

Naturally assessments and a one-hour JSD surface the real gap.

**STAGE 2**

### Experience

Participants live the challenge. Every experience here sits at this stage.

**STAGE 3**

### Apply

A High Impact Project per leader, with an Accountability Partner.

**STAGE 4**

### Sustain

High Impact Coaching in 3, 6 or 12-month Commitments.

**STAGE 5**

### Prove

Results to the sponsor in dollars: 4X, 8X or 10X.

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