

“We’ve discovered how to keep people happy at work and sustainably out-perform almost everyone else”



We’ve learnt the hard way...
here it is in a few slides



The biggest disappointment for Learning & Development professionals is the lack of **engagement** and **motivation**

Let's see why, and how you can solve this





People work for themselves

Classic training fails the
WIIFM test:

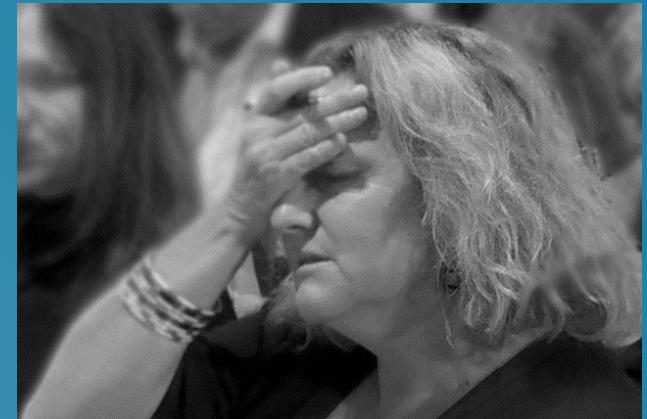
What's in it for me?





People have been let down by training

The content is often too academic and lacks application to their everyday reality



Only **12%** of employees apply new skills learned in L&D programs

Harvard Business Review, *Where companies go wrong with L&D*

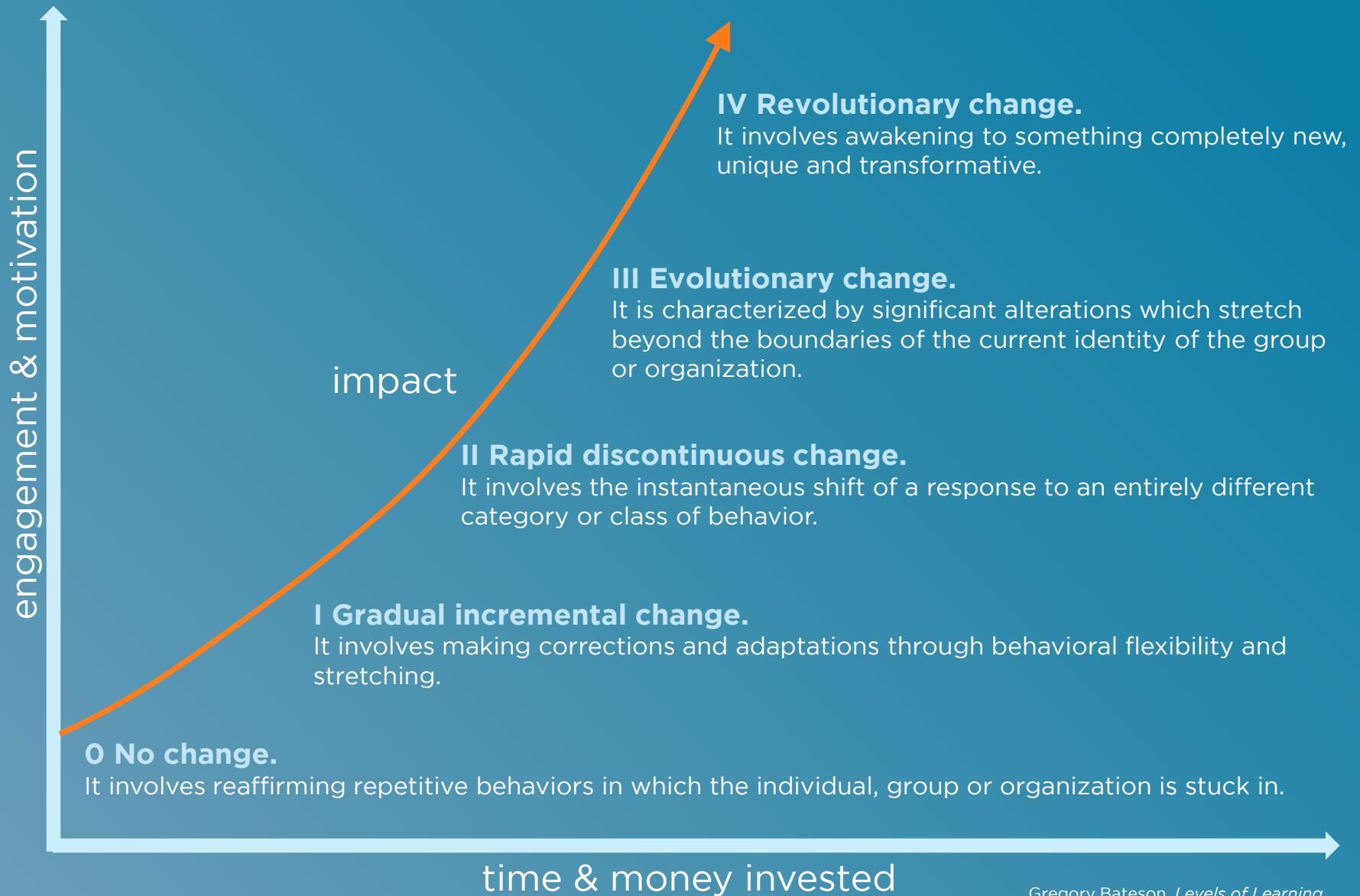


Real-world situations make learning real



Images: Accelerated Learning shifts mindsets and modifies behavior patterns, all of which start by increasing learning retention. This is done by “opening up the learner” and by “spicing up the learning”. By the end of the first day, 99.3% of participants say they prefer learning this way.

Four learning levels



* LEVEL 0

No change

It involves reinforcing "inside the box" repetitive behaviors in which the individual, group or organization is stuck.

Team outings for everyone. They may be used as a reward to participants having little relevance to work.

Fun activities and events such as karting, paintball, party games or winetasting, usually run by an activity host or organized internally.



Often called "Team Bonding"

Price per participant per day:
75 - 150 CHF

"It was a fun moment, I got to know my colleagues outside of work"

Anonymous

* LEVEL 1 (CLASSROOM)

Gradual incremental change

This involves making corrections and adaptations through training. While these modifications may help to extend the capabilities of the individual group or organization, they are still "within the box".

Classroom training for a group of people. The goals are to gain knowledge and skills.

Delivered by trainers and coaches through lectures and presentations and may include exercises.



Often called "Training"

Price per participant per day:
100 - 250 CHF

"It was interesting."

Anonymous

LEVEL 1 (EXPERIENTIAL)

Gradual incremental change

This involves making corrections and adaptations through behavioral flexibility and stretching. While these modifications may help to extend the capabilities of the individual group or organization, they are still "within the box".



Experiential workshops for teams. Usually, a mixture of fun activities with individual and team learning objectives, complete with work-related debrief.

Delivered by

- Trainers and coaches with limited or no management experience.

Method

- Instructor-led activities, exercises and open discussion.

Impact

- Anecdotal improvements.

“Team Building”

Price per participant per day:
200 – 350 CHF

*“Interesting method to improve our communication skills”
Johannes - [Givaudan](#)*

LEVEL 2

Rapid discontinuous change

It involves the instantaneous shift of a response to an entirely different category or class of behavior. It is essentially the switch from one type of "box" to another, e.g. change in policies, values or priorities.



Workshops that potentially include cross-functional teams and their managers. Normally, a selection of activities addressing work-related issues. Often complemented with individual conversations.

Delivered by

- Skillful facilitators that may have management experience at a larger organization.

Method

- Activities grounded in leadership theory and behavioral models. May include follow-up to anchor new learnings.

Impact

- Thought-provoking insights, observable behavioral shift at individual / team level, better communication.

“Team Dynamics”

Price per participant per day:
300 - 450 CHF

“I acquired new techniques and knowledge that have been beneficial to my approach to do work in the office”

Gaëlle - CERN

LEVEL 3

Evolutionary change

It is characterized by significant alterations which stretch beyond the boundaries of the current identity of the individual, group or organization. We could say that not only are they outside the "box," they are outside of the "building", e.g. transition of role, brand or identity.



Intensive programs typically for people managers and top management only. Case studies, business simulations, addressing current issues. Often driving consulting- or research-based conclusions.

Delivered by

- Experienced facilitators with solid academic or consulting background, potentially with experience in top management at multi-nationals.

Method

- Based on theory, catering to the complexity of senior management. May include inspirational speakers, in-situ cases, executive coaching and mentoring.

Impact

- Profound individual changes and the impetus for a larger organizational change.

“Leadership Development”

Price per participant per day:
600 – 2'000+ CHF

“Every one of my managers has come out with a drive and focus that is having a very positive impact on our culture”
Scott - **ACER**

LEVEL 4

Revolutionary change

It involves awakening to something completely new, unique and transformative. Here, the individual, group or organization is out of the box, out of the building and in a new world, e.g. completely new responses, technologies or capabilities that open the door to previously unknown and uncharted possibilities.



Transformational programs for the **entire workforce** including leaders and top management. Systemic approach that changes the team or organizational culture, including beliefs and practices.

Delivered by

- Accredited Accelerated Learning™ facilitators with relevant education and 15+ years management experience at multi-nationals.

Method

- Enterprise Accelerated Learning™ rooted in neuroscience and proven across industries. From 10's to 100's participants at a time.

Impact

- Paradigm shift with tangible and measurable results.

“High Impact Team”

Price per participant per day:
300 – 900 CHF
depending on group size

*“Within the 90 days, \$42 million of improvements are on schedule”
Nathalie - **Baxter***

PERFORMANT GROUP



For further information and questions about the Learning Levels,
simply email or call us for an informal chat



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