

# Strategy, Coaching and Training

Services to Help Your Organization Rebound and Retool for the Road Ahead

## 2021 Services Catalog



CORPORATE **LEARNING** INSTITUTE

CorpLearning.com | CorpLearning@CorpLearning.com | 800.203.6734



# A Special Note to You...

This year has brought challenges and opportunities to all of us. The COVID-19 Pandemic has rewritten how business is done, how people meet and what we value.

We can help you get your workforce ready and able to take on the challenges ahead with expert strategy, coaching and training design and facilitation skills that will result in real gains for your organization.

We are your go-to-partner for training, coaching and strategy facilitation. As your trusted partner, together, we will craft the customized training you need, coach and encourage high performance in your people and envision the strategy that will build your future.

We are proud to announce our new virtual learning site called **Learning Quest** - a virtual classroom that allows participants to access strategy, training or coaching materials quickly and easily. As a CLI client, you can use this site to add customized materials as well.

Get the results you want. Contact us at 1-800-203-6734 or [tbuividas@corplearning.com](mailto:tbuividas@corplearning.com) for a proposal that will deliver your services on time and on budget.

***Sign up with us! We look forward to serving your needs!***

Tim Buividas, Ed.D

Susan Cain, Ed.D

THE CORPORATE LEARNING INSTITUTE



# About CLI

The Corporate Learning Institute has been providing excellence in the field of organizational development and training since 1984. From our home base in Wheaton, Illinois, our small but accomplished staff has built a strong reputation for developing and delivering training and services spanning a diverse array of mission critical topics. Most importantly, we understand the need to deliver excellent services on time and on budget.

In today's challenging business environment, your organization's contributors need skills to navigate daily challenges. CLI works with you to develop the right mix of services and training and ready your team for the challenges that lay ahead.

## **A partial client list:**

**American Academy of  
Pediatrics**

**Chicago Public Schools**

**Cirque du Soleil**

**Deloitte**

**Disney Partners**

**Irish Dairy Board**

**Kerry Flavors and Ingredients**

**Kellogg Corporation**

**Meade**

**The OCC**

**Yje Surgeon General of  
the United States**

**TTX Corporation**

**Wheaton Park District**



**"Thank you CLI for the Leadership  
Academy Program!"  
-Mike Benard, Executive Director,  
Wheaton Park District**



## About the CLIPartners

**Tim Buividas, Ed.D, and Susan Cain, Ed.D are partners at The Corporate Learning Institute, bring more than 25 years of training and development experience to their clients, providing expert facilitation in the areas of training, strategic planning, and coaching.**

### **Dr. Tim Buividas**

Having co-founded The Corporate Learning Institute in 1992, Tim thrives on working with clients to create performance breakthrough and organizational change across all levels.

He is certified in experiential education, Myers Briggs®, DiSC Personal Profile®, Team Dimensions Profile® and Situational Leadership. Tim also is an expert with the Thomas Kilmann Conflict Indicator®, Time Mastery Profile®, Corporate Lifecycles®, Fish Philosophy®, and numerous learning and development models. He utilizes 360° feedback tools and develops surveys.

Tim holds a doctoral degree in Organizational Leadership, and is a graduate of Benedictine University, holding a Master of Science in Management & Organizational Behavior with a focus in organizational development. Tim is on faculty at The University of Illinois Chicago, and Elmhurst University. Find Tim at [tbuividas@corplearning.com](mailto:tbuividas@corplearning.com).

### **Dr. Susan Cain**

Dr. Susan Cain, LCSW, is co-founder of The Corporate Learning Institute, as well as a founding partner of the Black River Center for Management Enhancement. She is an expert in the field of corporate training and development, and a valued consultant and coach to numerous Fortune 100 companies crossing all industry sectors worldwide. Susan has a proven track record of collaborating with teams from top-tier companies to maximize their return on strategic and human capital investment

Susan has designed and delivered training programs all around the world, in concert with The Center for Creative Leadership in Whirlpool Corporation's World Wide Leadership Academy, as well as Tellab's International Leadership Institute. Susan is a qualified corporate coach and licensed clinical therapist. Find Susan at [scain@corplearning.com](mailto:scain@corplearning.com).



# CLI: Your New Organizational Development Partner

1. **What we believe: We are fiscally conscientious** and work with you to ensure that services are delivered within your budget.
2. **Our sessions are custom-tailored** to your business and staff. We start with your training objectives and vision, look to reinforce and build upon any previous training, learn the language and culture of your organization, and design a training approach and delivery plan that is consistent with the needs of your people.
3. **We bring a passionate approach to our work**, using a combination of mini-learning lessons reinforced through experiential activities, role-plays, small group work, individual solo time, videos, music, thought-provoking quotes, and great small and large group discussions.
4. **Our training designs can be offered in single or multiple sessions, as instructor-led classroom sessions or via our web learning site, or your LMS virtually.**

## We customize all of our work with you:

- *We learn about your culture and values.*
- *We scope your business to understand your world.*
- *We develop learning objectives and outcomes.*
- *Together, we design the best possible strategy, coaching or training approach to motivate and skill your people.*
- *We evaluate*
- *The end result is to exceed your expectations and ensure an ideal outcome!*



## Strategy Facilitation

**Vision, Purpose, Values**—are they only on your website to impress or do your employees embrace and live them?

Are they the new flavor of the month or the foundation of your company's culture, deliverables, and success?

We can help you craft the right language, then facilitate the alignment of your people to ensure success.

The Corporate Learning Institute specializes in working with organizations in need of organizational change.



Often, we begin with reviewing or creating your purpose—your "why." We co-develop a vision of the future. Then we tackle your values—how you get work done in your organization. Our strategic facilitation process also looks at the key result areas of the organization and helps shift your organization's culture towards higher performance. Next, we filter down to the strategic planning process, which directly impacts each employee in your organization.

We facilitate both virtually and live - and infuse passion into every strategic mission we undertake.



## The CLI High Performance Coaching and Counseling Program: Virtual or Live

As doctoral level coaches, we develop the talent in your organization. Our blended learning format includes face-to-face or telecoaching coupled with web-based assessments, learning tools and eWorkbooks.

**Our Connections Coaching and Counseling Solutions Services is our counseling and EAP area, providing certified coaches and licensed clinical therapists for your people when you need it. Contact Dr. Susan Cain to find out more at [scain@corplearning.com](mailto:scain@corplearning.com).**

*"We hired CLI because of their breadth and depth of knowledge on leadership and professional development."*

**-Carol Lynn Coughlin**

**AMITA Health**



## Leadership Development - Available in Virtual or Live Formats

### The Leadership Challenge®

The Corporate Learning Institute's Leadership Challenge Program is based on five modules, which can be offered in a two-day session or in a series of sessions or days.



**This workshop uses a globally recognized model of leadership and a 360 assessment of your leadership skills to show you how to improve as a leader.**

#### Leaders leave the workshop with:



- A clear understanding of the key **elements of successful leadership**
  - A detailed 360 **assessment of your leadership skills** including an understanding of your strengths and opportunities for development
  - The ability to create **standards of excellence** and set an example for others
  - The skills to create a **vision of the future**
  - The ability to create a climate of **teamwork and innovation**
  - Knowledge of how to develop trust and respect to **build spirited teams**
- A **leadership action plan** for your future
  - Ways to celebrate people's accomplishments and help them **feel like heroes**

#### Experience the Workshop and Learn to how to be a Better Leader!

The program is highly interactive and stimulating. Participants experience and apply **The Five Practices of Exemplary Leadership®** through video cases, workbook exercises, group problem-solving tasks, lectures and experiential learning exercises.

The Leadership Challenge has become the most trusted source of leadership and training and is part of leadership development programs in business, government and universities across the world.



## The CLI Leadership Academy - Available in Virtual or Live Formats

Our custom-designed **CLI Leadership Academy** lets you help select the customizable training design and tools for your own unique Leadership Training Academy.

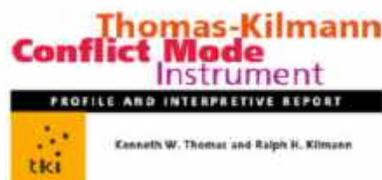
Our custom-designed training is a dynamic blend of:

- The best assessment tools available
- The most effective leadership models
- Our exciting collaborative learning break-out activities



The program is designed to fit your timeline and location requirements, and can be offered in the following virtual or live formats:

- Accelerated one-day or multi-day formats.
- Multiple modules built around your time frame requirements.



### Workshop Take-Away's:

1. Understanding the culture of your organization
2. Understanding your leadership style, impact, strengths, and limitations
3. Developing a Personal Development Plan for optimized performance
4. Developing effective followers and peer networks
5. Understanding what motivates others
6. Problem solving as a leader—managing conflict and delegating effectively



## Supervising and Managing - Available in Virtual or Live Training Formats

### **Introduction to Management and Supervision**

Built upon a foundation of invaluable how-to principals, this session defines the differences between supervisors, managers, and leaders. We explore an in-depth understanding of the characteristics and responsibilities of supervisors and managers, with attendees learning about their own supervisory/management style and how a personal development plan can optimize their approach.

Learning objectives include communicating clear expectations, delegating, conflict management, effective time and meeting management. Case studies and real-life application sessions complete this excellent customizable workshop.

### **Understanding Your Personal Approach to Managing using Everything DiSC for Managers**

The preferred style or approach to interacting with employees can make or break a good manager. In this session, participants work to understand their managing style, strengths and limitations, and enhance these skills to effectively manage different employee styles.

This session includes a web-based assessment and eWorkbook plus customized job aids.

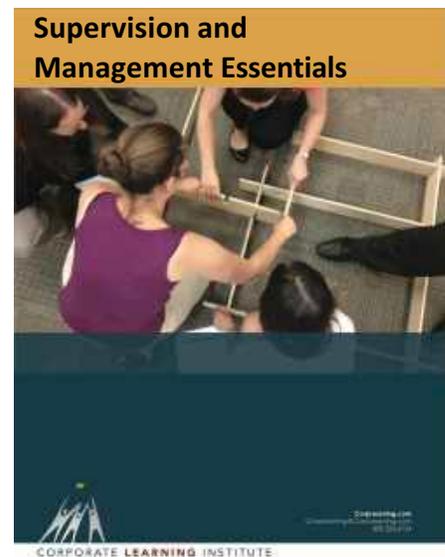
### **Managing in the Moment with Situational Leadership II Concepts**

Situational Leadership II is a basic core supervisory tool that teaches managers how to manage employees based on their developmental level.

The assessment helps managers identify the specific leadership needs of followers. This session includes a self-scoring management instrument, workbooks and job aids.

### **Everything DiSC 363 Leadership Profile® and Coaching**

Leaders benefit from direct feedback, and this assessment provides immediate feedback on a leader's impact on their own leader, peers and followers. The assessment is easy to read, and contains information on personal strengths and challenges, recommendations, and an action planning section. Our coaching or workshop content is geared to help leaders improve their current impact with actionable tools and job aids.





# Launch your Hybrid Team with our Help!



## Building Successful Hybrid Teams with our Team Essentials Survey®

Assess your team with our comprehensive web-based assessment that measures internal team dynamics and external goal attainment.

Easy to understand and affordable, **The Team Essentials Survey** will launch your team toward high performance when paired with our **Next Level Team Development®** process.



### Use the Team Essentials Model to:

- Analyze current team performance—and retest later to assess growth
- Takes 20 minutes and costs less than \$300.00 **per team**
- Measures 7 Team Essentials for team performance



## Turning Team Dysfunction Around using Five Dysfunctions of a Team Assessment and Workbook Available in Virtual or Live Formats

Utilizing Patrick Lencioni's Five Dysfunctions of a Team workbook and assessment, this session works to identify team trouble spots and rebuild potential, focusing on specific strengths and weaknesses, and creating an action plan to achieve optimal performance.

The team will complete a web-based assessment, review their current performance level, and participate in experiential activities and discussions designed to optimize performance.



### The Workshop Includes:

- A pre-session review of your team's needs - plus the launch the Five Dysfunctions Assessment
- Customized collaborative learning breakout sessions
- All eWorkbook and program materials
- Add-on materials that emphasize specific skills or key learnings that you need
- Available in virtually and live in any time format





## Re-Launch Your Hybrid Team with us!

CLI is the leader in blending virtual and live learning to transform your team as quickly as possible into a high performing team using our unique **NEXT LEVEL TEAM DEVELOPMENT MODEL**

Transform your team in 2021 with this stellar program that can be held at your location or ours. We teach teams how to start smart, execute with excellence and finish with finesse!

- We begin with the Team Essentials Survey and Everything DiSC assessments, to benchmark the team's current strengths and challenges.
- Our intensive **Next Level Team Development Training Workshop** combines virtual or live training and coaching session with experiential learning with deep discussions about developing the skills needed to quickly become a high-performance team.
- Follow-up coaching allows the team to transfer learning gains back to work.

### Next Level Team Development *The Framework*



**Hold your team training and coaching sessions virtually on our web platform, your LMS or live at any location!**



# Workplace Skill-Building Workshops - Available in Virtual or Live Formats

## **Motivation, Accountability & Performance**

Motivation is not just about “pumping people up.” Managers must understand the psychology behind motivation to understand how to truly create a motivational environment where people keep themselves motivated. The theories of Maslow and Herzberg are used to differentiate between what motivates an individual and what satisfies them at work. Managers also learn about three types of accountability—being held accountable, personal accountability and mutual accountability—and strategies on how to make the most of each.

## **Conflict Management & Effective Negotiations**

Participants will understand the value of conflict, learning tools and techniques for effective conflict resolution. The group will also learn successful negotiation tactics that will assist in developing win-win situations for all involved. This session includes two optional web-based conflict instruments, the Thomas-Kilmann Conflict Indicator (TKI), or the Kraybill Conflict Style Inventory.

## **Managing Your Diverse Workforce**

This highly participative session incorporates experiential activities as the means to discuss the diversity and differences inherent in all organizations today. This thought-provoking session incorporates custom-designed, company-specific case studies and research on how to manage across generations, gender, cultural and educational differences.

**We offer two training focus options: The Engaged Associate and The Inclusive Leader.**

## **Using Emotional Intelligence at Work**

We combine DISC with our own Emotional Intelligence assessment to help your people get an accurate picture of their impact at work. This training program builds personal awareness as a core skill. Participants will assess their DISC style and understand how others perceive them. We will introduce emotional intelligence skills that impact both personal and social well-being. Personal coaching and a personal action plan are featured in this course.

## **Introducing the New DISC Professional Styles Assessment: An Affordable DISC Option that Builds Collaboration Skills in your Organization**

We have developed a NEW DISC assessment that combines information with functionality at a price point you can afford. Our new DISC Professional Styles Profile allows you to instantly use DISC in your organization, free from additional requirements like certification processes or memberships. Contact Dr. Susan Cain at [scain@corplearning.com](mailto:scain@corplearning.com) to start using this amazing tool!





### **Developing a Feedback-Rich Culture**

There is evidence everywhere that feedback enables performances development, This workshop focuses on the rewards of effective feedback, how to give, receive and manage the feedback process. Feedback models and tools will be introduced to allow participants to transfer learning back to work situations.

### **MBTI and You**

This training session enables participants to complete the Myers-Briggs Type Indicator online before the program. Your session will include an overview of the MBTI, a review of work and group communication styles, and time spent on improving group cohesion, communication, and trust.

### **Time Mastery Profile®**

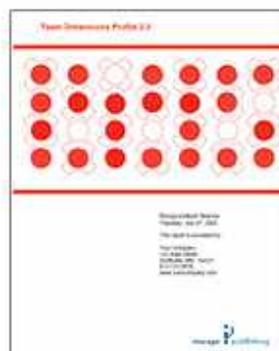
The Time Mastery Profile® is a unique tool that provides people with a complete self-directed assessment of their time management effectiveness. The instrument is comprised of 60 statements that describe employees' time-related behavior in twelve categories: Attitudes, Goals, Priorities, Analyzing, Planning, Scheduling, Interruptions, Meetings, Written Communications, Delegation, Procrastination, and Team Time.

### **Team Dimensions Profile® for Project Teams**

The Team Dimensions Profile is a unique, self-directed learning instrument that helps individuals work from their strengths by identifying their most natural team role -- Creator, Advancer, Refiner, Executor, and Flexor. The profile is designed to teach the importance of each role and further the appreciation of each individual's contribution.

### **Develop your Innovation Team with the FourSight Assessment® Workshop!**

The **FourSight Creativity Assessment** helps innovation team members discover their natural approach to creativity and innovation. Our workshop helps your innovation team move through the stages of team development to leverage the natural talent hidden in the team.



# Welcome Back to the Office - Live Events that Celebrate the Return to Work!

Rebuild collaboration, communication and commitment with us. We can't wait to help you design the most exciting get-together yet. We develop your live meeting with a focus on safety and provide activities that engage your people but assure physical and psychological safety.

## Welcome Back Team Events are great for:

- Rebuilding collaboration
- Rebuilding motivation
- Rebuilding purpose and commitment
- Celebrating a partial or full return to work
- Relaunch your team





## Here to Serve Your Needs.

Let us develop the perfect strategy session, coaching process, training engagement or event for you!

**Contact us for a proposal:**

**Dr. Tim Buividas**

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**CLI: Your partner in success.  
Discover. Learn. Apply. Flourish.**

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