

# Real Improvement. Real Fast.

Equip your managers and teams with the people skills they need for an inclusive, high-performance workplace.

Looking to develop exceptional managers and agile teams ready to tackle any challenge? Equip them for lasting success with learning experiences that are instantly useful, delightfully unusual, and sustainably sticky.

LifeLabs Learning redefines employee development with fun, science-backed programs that catalyze rapid improvements in team performance, engagement, and effectiveness. We focus on tipping point skills – small changes with big results – delivered through live programs that put people first.

A few examples of tipping point skills we teach:

- ✓ Coaching
- ✓ Strategic Thinking
- ✓ Feedback
- ✓ Meetings Mastery
- ✓ Effective One-on-ones
- ✓ People Development
- ✓ Behaviors of Inclusion
- ✓ Leading Change
- ✓ Productivity & Prioritization
- ✓ Managing Distributed Employees

We're not your typical corporate training provider. Our programs are:

-  **Refreshing:** Workshops are short, fun, and tailored to your culture
-  **Taught live:** Virtual for real-time feedback and peer-to-peer learning
-  **Science-backed:** Packed with practice and science that appeals to data-driven minds
-  **Simple & sticky:** Giving employees tools they can put to use the very same day



Our clients partner with us to:

- Teach managers essential skills for success
- Boost productivity, contributions, and profitability
- Minimize regrettable attrition
- Retain top talent by prioritizing leadership development
- Mitigate HR escalations
- Demonstrate the return on investment (ROI) from skills training

After working with us, clients say:

"Our employees continually rave about the workshops and facilitators!"

**Jenny Weston, Lyft**

"Pretty much the most useful workshops I've ever gone to."

**Matthew Hamilton, Venmo**

"The lessons really stuck with me because I was able to immediately put them into practice."

**Marisa Beltramini, Squarespace**

## Two training solutions. Unlimited potential.

### Unlimited Access Membership

Enjoy daily live virtual workshops with our all-access pass, granting flexible, self-paced learning and interactive practice and coaching. Get 1-hour workshops, on-demand courses, and a resource hub – all ideal for busy schedules.

### Personalized Learning & Consulting

Tailored to your company's unique needs and culture, our private programs go beyond skill teaching to reshape your company's culture, creating thriving workplaces.

# Why invest in training?

You get a multitude of advantages when you invest in training. Our clients report increased engagement scores, improved manager effectiveness, higher employee retention rates, and a notable improvement in their bottom line.

The Cost of Delaying Training	→	The ROI of Training
<p><b>Lost Productivity</b> Any time that goes by with your team missing essential skills is a direct hit to performance, efficiency, and productivity.</p>		<p>An Accenture study of 126,000 employees found that <b>training had a 353% return on investment</b> as measured by employee productivity and workplace contributions.</p>
<p><b>Disengagement</b> We're relying on teams to be resourceful and do their best work, but many managers are ill-equipped to sustain motivation and engagement.</p>		<p>In a study of 27 million employees, Gallup found that <b>70% of variance in engagement is solely determined by the team's manager</b> (yet only 20% say their manager motivates them).</p>
<p><b>Lost Talent</b> High-performing employees rethink their careers if they don't see a path toward meaningful growth.</p>		<p>A meta analysis of cross-cultural research shows the PIED (Perceived Investment in Employee Development) accounts for <b>40-60% of an employee's intention to stay</b>.</p>

## Program Results

Our commitment to excellence is evident in our consistent workshop feedback scores. We maintain high standards, cutting workshops that score below 90% to ensure employees not only learn but love the development opportunities provided.

From a sample of 24,160 workshop participants:

**95%**  
found the training useful and engaging

From a case study of 100+ managers, 6 months post-training:

**93.6%**  
reported positive impact on their performance

**100%**  
saw positive changes in their direct reports

## Programs that create company-wide impact

Our programs play a significant role in organizational change. Following training, our clients have seen impressive increases in the following survey items:

- ✓ My company invests in my development
- ✓ There are growth opportunities at my company
- ✓ I would recommend my manager to others
- ✓ My manager cares about my development
- ✓ My manager gives me useful feedback
- ✓ We have honest two-way communication at my company

**We've trained over 500,000 managers and individuals at 2,400+ amazing companies.**



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