

Five Phases of Real World Learning[©]

There is a constant tension between knowing you need to develop your employees and making the necessary investment to do it well. The key to maximizing your return is to invest in a way that ensures your employees not only learn the information, but put it to work.

Assessment
Design
Deliver
Reinforcement
Accountability

The Institute's **Five Phases of Real World Learning[©]** does that for you. We conduct an **Assessment** up front to take a pulse of where your organization is at right now. We then **Design** a development plan with you that puts laser focus only on the areas you need. We then **Deliver** customized training in an engaging way—people actually enjoy the learning! We follow-up that training with **Reinforcement** material to guide each employee on the implementation. Finally, we ensure **Accountability** by providing a follow-up assessment that clearly outlines how your organization has changed in measurable terms.

Put the **Five Phases of Real World Learning[©]** to work for your organization.... for change that lasts!



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Work Life Balance

Developing Leaders, Delivering Results

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Work Life Balance



Regardless of the industry, size of company, or years of experience, most people in most organizations are struggling with a sense of “I cannot keep up this pace!”

The result: Stress, burnout, reduced morale, attrition, lack of engagement, lowered productivity, work problems spilling over into the home (and home problems impacting work performance).

In a time when you need your organization tuned for maximum productivity in order to compete effectively in a turbulent economy, you cannot afford to suffer the consequences of a pace that is not sustainable.

Our Approach

Beyond all the rhetoric, we believe work life balance comes down knowing your priorities and making hard choices. We believe most employees have good intentions about seeking balance in their life, but are basically under-tooled. Similarly, we believe most companies recognize that helping their employees live a more balanced life is critical to long term success, but are just not sure how to help. Since each organization has unique factors that make balance a challenge, our approach is to use our **Five Phases of Real World Learning**© strategy to help you deliver learning and programs that create lasting change and value.

Improving Work Life Balance in the Real World

Improving work life balance in your organization is not simply a matter of bringing in a speaker, a training curriculum, or changing dress code. Like all culture changes, it must be done over time in a way that is uniquely tailored to your organization.

By using the **Five Phases of Real World Learning**©, you can jumpstart this journey for your organization and have measures throughout the process to understand the effectiveness of the program.

What Your Staff Will Learn

- An alternative metaphor for *work life balance* that better explains what they're aiming for
- Why we struggle to keep up with increasing responsibilities and why it won't get easier without help
- Practical, easy-to-learn steps on how to get more done with less stress, both at work and home
- 6 time management myths that might be holding them back from improved productivity
- Productivity skills that can be learned regardless of personality or temperament
- Tips for keeping things from falling between the proverbial cracks
- Easy-to-implement ideas on how to get an early warning that they're getting off track
- Ways to start benefiting from the material right away!

Benefits Beyond Work Life Balance



As your organization learns to more productively navigate their work and lives, you will find that the training will yield additional benefits that help your bottom-line, such as:

- Improved communication
- Increased employee satisfaction
- Increased trust between organizational layers and functions.

Contact Andy Kaufman at the Institute for Leadership Excellence and Development today for more information on how we can maximize the return on your investment in Work Life Balance.

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