

Most of the time, you don't need a magnifying glass to see the signs that something needs to change. Magnify L&D can facilitate that change."



## MAGNIFY L&D CONSULTING SERVICES INCLUDE:

### Learning and Development Strategy:

We help you create world class training results by ensuring that your learning strategy is meeting the critical needs goals of your organization, helping your employees develop the key skills, capabilities and knowledge necessary to drive results.

### Leadership and Sales Force Effectiveness:

We assist you in understanding the developmental needs of your teams and create customized programs to meet your unique needs.

### Meeting Design and Facilitation:

We partner with you to design and run crucial business meetings with clear and achievable goals that properly prepare and train participants with in-depth and focused activities, events and discussions that result in improved alignment, skills, behaviors and commitment to the goals and targets of the organization.

## Magnify:

"To make great or greater; to enlarge; to augment; to exalt." - Webster

Magnifying the natural ability of individuals; helping them to maximize their full potential and increasing their value to the organizations where they work and serve is our passion.

Magnify L&D is a training consulting company with global experience in management/leadership, communication skills, meeting workshops, and sales force effectiveness training.

We design and deliver training solutions for clients and back up that training experience with individualized feedback and coaching so that participants can apply the concepts learned more effectively to their jobs; improving performance, productivity, and bottom-line results.



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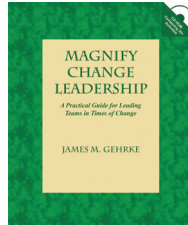
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# Magnify Change Leadership



## MAGNIFY CHANGE LEADERSHIP:

- Is founded on the latest research on teams and Change Leadership.
- Is based on the book *Magnify Change Leadership: A Practical Guide for Leading Teams in Times of Change* by James Gehrke.
- Provides participants with over 30 tools, activities and templates that will help managers improve team performance during times of change.
- Uses a customized survey to provide feedback to participants regarding their change leadership style.
- May be coupled with post training one-on-one coaching to improve on-the-job application of learning.
- Ideal for all managers who lead individuals and/or teams.
- Can be delivered as a one or two day workshop or modified to meet your specific organizational needs.



## PARTICIPANTS WILL:

- Overcome potential obstacles to implementing change successfully
- Improve their effectiveness as change leaders
- Decrease the amount of time to execute change
- Enhance performance
- Decrease resistance to change
- Increase team trust
- Establish values that improve performance
- Augment team collaboration
- Generate a shared team vision
- Communicate more powerfully
- Sustain focus on key imperatives
- Create empowerment during times of uncertainty
- Scrutinize and track results more effectively

## OTHER MAGNIFY L&D COURSES INCLUDE:

### “El Camino” - The Way to Personal Leadership

The Camino de Santiago is a UNESCO World Heritage Site honoring the pilgrimage to the Cathedral of Santiago de Compostela in Northwest Spain.



To achieve our full potential, each of us must embark on a pilgrimage of personal development and mastery. In this workshop, participants discover 8 key leadership lessons learned on the Camino de Santiago.

### Magnify Coaching Skills: 10 Hallmarks of Coaching Excellence

Participants develop practical skills that improve individual and organizational excellence.

### Articulate a Message that Motivates!

Participants develop an “elevator speech” that inspires and motivates!

# SIGNS OF CHANGE



**Collaboration  
&  
Teamwork**

**Leadership  
&  
Trust**



**Performance  
&  
Success**

