

Heavily infused with pragmatic application techniques, case studies and participative exercises, the Impact Line of training provides a holistic approach geared towards higher-level organizational assets. These courses are specifically designed to ensure effective learning through active participation.

The approach...

We tip the scales toward the practical whenever possible, as our instructor-led courses offer a proven blend of brain-friendly, appreciative and experiential learning approaches.

Once the participants have been focused on the knowledge, skills or attitudes under consideration, they are presented with a structured and shared learning experience relevant to the concepts and skills being studied. As a result of the experience, participants are encouraged to develop a shared understanding of their experience and the practices and values that lead to success.

How it works:

A regional oil company has just recently partnered with a foreign-owned, international company to improve operational performance and profitability. One of the critical deliverables of this partnership was to establish a proven leadership and team-oriented culture and environment within the former organization.

The Impact Consulting Team was called on to first analyze the situation at hand to review the specific details, dynamics, and organizational requirements to be addressed in a customized leadership program. Working in coordination with the senior management team, the design and delivery of a fully-tailored 5-day Black Box Impact Program was executed and targeted towards a selection of supervisors and managers.

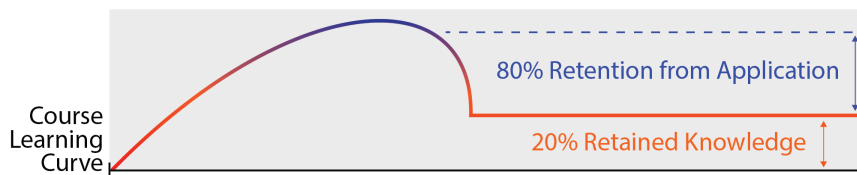
The program included modules on:

- The Basic Principles of Communication
- Managing Your Time Effectively
- Problem Solving and Decision making
- Leading People
- Building High Performance Teams
- Motivating Teams
- Leading Change

The program also included:

- Session Plans and Facilitator Notes
- PowerPoint Slides
- Case Studies
- Experiential Activities
- Participant Workbooks
- Learning and Assessment Tools
- Reading and Reference Materials

Post-Course Performance



Back to work, but what happens next?

Unless knowledge is immediately applied in the work environment, only 15-20% will be retained. Application of learned knowledge increases retention to 80% in most learners.

For more effective learning performance, we also offer to facilitate the transfer of course knowledge into performance results within the work environment. Tied together with Black Box Competency Consulting services, we can devise learning solutions that encompass a combination of work-based assignments, follow-up reinforcement sessions, or mentoring and coaching solutions delivered either by company personnel or Black Box consultants.



[View the Impact Course List online!](#)

