



# SMART

## Performance Consulting

**Optimize  
Your Business by  
Optimizing Your People**

*10 Critical Reasons to Strategize  
Organizational Change.*

[www.learningdesigns.com](http://www.learningdesigns.com)

SMART Employee Performance Solutions  
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# Effective Change Means Engaging Your Employees

All the organizational change programs in the world won't work unless you create strategies that engage your employees in the process.

We use a systems approach because successful change initiatives require more than the optimization of business processes and systems. They require an alignment of human resource systems to drive achievement of organizational goals.

Companies must do more than talk about change. They must guide change.

Learning Designs collaborates with your change agents to develop a strategic action blueprint—one that guides your employees through the change process and accomplishes your objectives.

Whether your company is on the horizon of redefining its culture, planning a major restructuring, or implementing process improvements, we consult with you every step of the way—from discovery and implementation to assessment and support.

Harness the energy, enthusiasm and power of your workforce.

Explore our **SMART** consulting services and discover how your company can innovate, accelerate and achieve its change initiatives.



# Partner with LDI

## *10 Critical Reasons*

Our SMART Performance Consulting team collaborates with your organization to develop relevant, realistic and flexible change management programs.

When you join us as partners-in-learning, you gain a competitive advantage. Our consulting services offer:

1. Proven expertise in guiding change
2. Understanding of big-picture planning
3. Ability to identify and solve complex issues
4. Fully aligned and integrated action plans
5. Optimized implementation programs
6. Effective tactics to address employee resistance
7. Tools that increase ownership and commitment
8. Ongoing motivation and momentum tactics
9. Measurable results and impressive ROI
10. Solid organizational growth



# Spearhead Your Organizational Development

## *Explore Our Performance Consulting Services*

We provide a variety of consulting services and applications to meet your organization's needs:

### *Strategic Planning*

Clarify goals and values. Conduct SWOT analysis. Develop business objectives. Establish indicators of success (metrics). Monitor goal achievement.

### *Competency Mapping*

Research and identify job competencies. Develop assessment tools and training curriculum to support job-requirements.

### *Training Needs Assessment*

Define target population. Assess current knowledge and skill levels. Conduct gap analysis. Make recommendations for training.

### *Establishing Organizational Metrics*

Identify and establish metrics for determining change in organizational performance.

### *Implementing High Performance Teams*

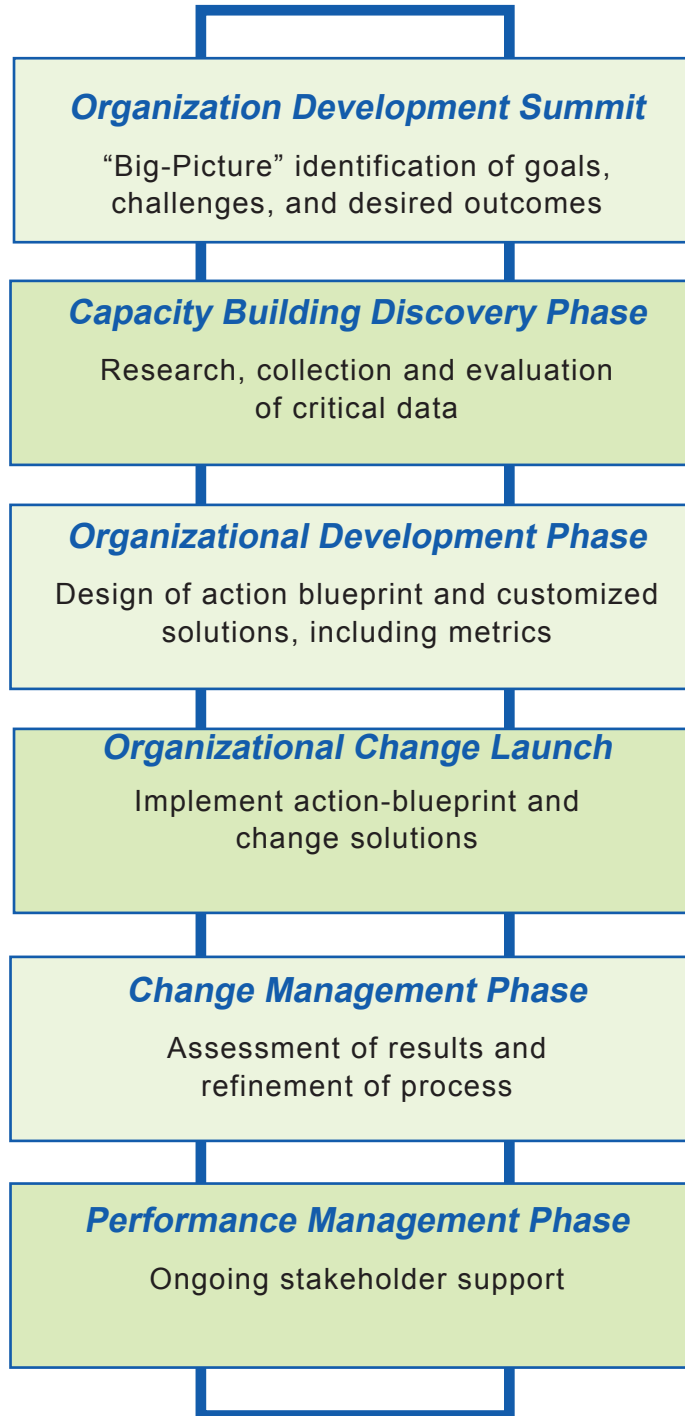
Build leadership readiness. Identify requirements and boundaries. Provide training. Develop internal capabilities. Implement, monitor and coach.

### *Quality Improvement Processes*

Establish quality goals. Collect baseline data. Conduct gap analysis. Prioritize improvement opportunities. Provide needed training. Implement, monitor and coach.



# Performance Consulting



# LDI Solutions

## *The SMART Approach*

Our products and services are, in one word, SMART – seamless, measurable, accountable, responsive, and technology-driven:

- ✓ **Seamless** because they easily integrate into your enterprise
- ✓ **Measurable** because they are designed to meet your performance objectives
- ✓ **Accountable** because the results align with your business goals and ROI
- ✓ **Responsive** because they are flexible and customizable
- ✓ **Technology-driven** because they leverage the most effective, innovative techniques and delivery systems



# Innovative Outlook

## *'Return on Integration'*

It's no secret that we are big proponents of measurable ROI, but not just in financial terms.

At Learning Designs, we offer the highest ROI – [Return on Integration](#) – for your organization because our products and services:

- ✓ Promote continuous improvement through learning
- ✓ Engage and empower your employees
- ✓ Provide data that allows you to measure results
- ✓ Foster a knowledge-based culture
- ✓ Protect your investment in employees
- ✓ Position your company as an “employer of choice”



# Advance Your Performance

## Partner with a Respected Industry Leader

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