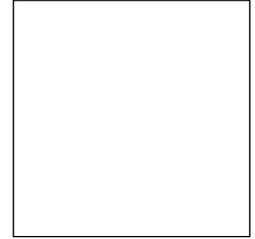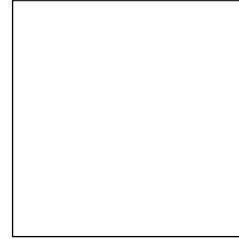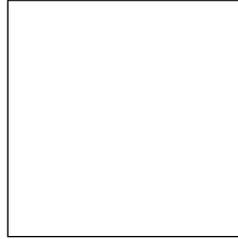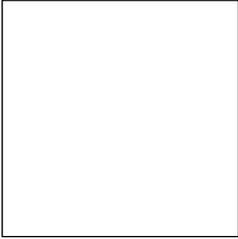# Taking Action Now! Turn Learning into Results

Turn Learning into Results

Has your employee development budget been cut?

Are you wanting to ensure that more people apply their training skills to improve job performance and results?

If you answered yes to either of the above questions, then **Taking Action Now** is your solution.

Taking Action Now is a self-learning program to improve real workplace issues. This unique program is focused on improving performance, efficiency, teamwork and overall effectiveness. And, each person will document and share measurable improvements to demonstrate a Return on Investment!

Benefits and Results for Your Organization

- If your training budget was cut, you can still provide employee development at a fraction of the cost of in-house or public training programs
- Document a true Return on Investment (ROI) for any training program you offer
- Participants increase their level of engagement and ownership for improving performance and business results
- Participants build relationships with their managers for improved coaching and accountability
- Increase the value of any training program, since people will apply their new skills to solve real workplace challenges
- Participants stop playing the blame-game or other forms of victimization, and increase their accountability for their attitude, behavior and communication
- Participants take ownership for their improvement and development resulting in a more positive attitude and development
- Managers and supervisors become better coaches for their direct reports

How the Self-Learning Improvement System Works

Taking Action Now! is a 100+ page workbook divided into 12 lessons aligned with the award-winning book by Mark Samuel, *Making Yourself Indispensable: The Power of Personal Accountability*. In addition, there is a video to guide the user to optimize the results from each lesson. There is also a video for each manager to help them coach their direct reports.

In the first lesson, each participant will choose **two (2) Focus Areas for Improvement** and confirm with their manager, coach or accountability partner including

- Customer Service
- Safety
- Proactive/Talking Initiative
- Being Well Organized
- Effective Problem Solving
- Productivity/ Efficiency
- Resolving Conflict
- Monitoring/ Measurement
- Quality Performance
- Communication
- Teamwork
- Leadership
- Sales
- Keeping Commitments
- Strategic Priority-Focused

Upon completing each lesson, participants will report their commitments and progress to their manager, coach and/or accountability partner for additional guidance and support. During the eleventh lesson, each participant will **report his/ her overall improved results** and will receive a **Certificate of Completion** to acknowledge his/her efforts and results.

Learning Objectives and Results

While the focus of this self-learning system is on two specific focus areas for improvement to track measurable change, there is additional learning that takes place during the 12 lessons. Learning objectives and outputs include:

- Use two different self-assessments where participants identify behaviors to improve teamwork, communication, performance, problem solving, and decision-making
- Increase focus on priorities while minimizing distractions
- Identify triggers for negative thinking and victim attitudes like the notorious "blame-game" to turn those into positive and accountable behaviors
- Improve work-life balance through increasing personal accountability at work
- Create a personal picture of success for raising standards of performance, teamwork, communication and self-leadership
- Take ownership for results, personal development and reputation with others
- Improve confidence through positive self-acknowledgement and recognition
- Increase compassion and empathy for others and self
- Enhance valuing others and supporting other's success for improved teamwork
- Clarify agreements and delegation to ensure high accountability
- Hold others accountable in a supportive way
- Let go of "old mindsets," "attitudes" and "history" in order to enhance improvement efforts
- Increase critical thinking for enhanced problem solving and decision making
- Learn to manage change to prevent overwhelm while leveraging time, effort and resources to achieve major and sustainable results
- Identify ways to increase productivity and value to the team and organization

Sustain Any Training Program

Taking Action Now! Turn Learning into Results is your self-learning solution to extend the effectiveness of any training program. Based on the principles and practices of accountability, participants keep the excitement of any training program through meaningful application to improve to improve quality, customer service, productivity, safety, teamwork and other critical areas for organizational success.

Cost Effective Employee Development

Taking Action Now: Turn Learning into Results is a revolutionary approach to providing employee training without the cost of a trainer or travel. And, this approach to employee development focuses specifically on improving real workplace issues that are aligned with your strategic objectives. This produces a higher return on investment from most other development efforts. This unique system also builds the bridge between a manager and their direct report by providing regular opportunities for review, coaching and acknowledgement.

The Self-Learning Program Package

The **Taking Action Now!** Package includes for each participant:

- 100+ page Workbook
- Dynamic on-line video series that offers an introduction to each lesson guiding the participant and their manager to turn learning into results
- Certificate of Completion for each participant

Pricing to Accompany an IMPAQ Training

When adding **Taking Action Now: Turn Learning into Results** to any IMPAQ training, the fee per participant represents a significant savings from our standard pricing.

Fee per participant: $80.00

Pricing as a Stand-Alone Product

When Taking Action Now is either a stand-alone program or attached to any training program not offered by IMPAQ, the standard pricing* is as follows:

1-24	participants	$125	per participant
25-99	participants	$110	per participant
100-499	participants	$90	per participant
500-999	participants	$80	per participant
1000+	participants	$65	per participant

*Pricing is in USD and subject to change without notice

For Independent Consultants, Coaches, and Trainers

Taking Action Now! is an excellent program to add to your existing training programs or consulting efforts.

Contact us at info@impaqcorp.com or 323-969-0088 x204 for pricing.