

THE
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PEOPLE AND TEAM DEVELOPMENT STRATEGY SESSIONS

- *Do you believe unleashing the full potential of your people and teams is critical to advancing your objectives?*
- *Do you want to ensure your approach to development is strategic, cost effective, and high impact?*

What if you had a structured way to better understand your organization's learning and development needs, assess your current efforts, and develop a strategy, plan, and activities that were best suited for your people, culture, and objectives?

At The People Piece, we help values-driven organizations design and deliver custom development solutions that help leaders and teams be their best. Our People and Team Development Strategy Sessions guide you through a structured process that helps you better understand your learning landscape, assess current development efforts, craft an effective strategy, and articulate plans, timeframes, programs and activities that will best support your organization's continued growth and evolution. A strategic approach to development helps leaders maximize ROI and build organizations driven by effective communication, collaboration, accountability, and trust.

Organization in the Spotlight: CAROLLO ENGINEERS

Carollo Engineers contacted us in 2017 with a visionary goal: they wanted all 200 of their leaders to live the company's new set of leadership principles. We quickly got to work with Carollo leaders and HR, learning more about the company and helping decision-makers to understand the development tools at their disposal. We incorporated those tools into a strategy which has included: identifying leadership competencies associated with each value; designing and sharing a set of 10 leadership toolkits; designing and facilitating two leadership summits for current and emerging leaders focused on skill building, inspiration, and reflection on legacy; working with one high-value business group to enable greater scale; and launching a grassroots, employee-led effort to engage Carollo employees in leadership development across each of its 50 offices nationwide.

I appreciate the informative and fresh perspective The People Piece brings to the table each and every time we meet. They always come prepared for the discussion and are masterful at helping the group organize ideas while keeping a big picture goal in mind that aligns with our core values. I enjoy the rich discussion and exchange of ideas and perspectives that I think can only be achieved with a third party who works with diverse types of organizations. We truly benefit from the work they do with great companies.



MICHELLE CANNON,

Senior Professional in Human Resources (SPHR)
Carollo Engineers, Director of Employee Services,
Leadership Development Committee Chair

Great for end of year, new year, mid year, and any time you are ready to step back, prioritize, or start fresh.

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Our team of strategists, designers, and consultants will help you assess your development landscape and design a development strategy that generates high levels of buy-in, follow through, and impact.



RONI KROUZMAN

Founder, CEO and Senior Facilitator



JESS PEABODY

Director of Programs and Partnerships



TY HAMMOND

Lead Trainer, Facilitator and Coach



SOPHIE LAN HOU

Training and Design Lead

Depending on your bandwidth and budget, we offer four types of sessions:

REVIEW AND INSPIRE

DISCOVERY +

90-MINUTE VIRTUAL SESSION



PRICING: ~~\$2,787.50~~ **\$2,495**

10%+ off our regular hourly rate

Our Review and Inspire session is designed to give you just enough structure to assess your efforts and bring structure to your strategy. Our team will lead you through a structured process including:

- Review of recent efforts
- Distillation of key takeaways
- High-level goal setting
- High-value activity brainstorm
- Most important next steps

TEAM: (1) TPP Program Director or TPP Lead Consultant

OUTCOMES: You'll leave this session equipped with our independent perspective and guidance, as well as key next steps, a menu of high-impact development activities, and a proven planning process to support smart decision making about your people and team development direction.

BEST FOR: Development and functional teams that need something concrete and want to get the ball rolling with more focus.

ACTIVITIES

Discovery: Conversation with your team, 1 hr for distillation of previous year activities

Session: 90-minute virtual session with People Piece Program Director Jess Peabody

ASSESS AND DEVELOP

DISCOVERY + 3-HOUR VIRTUAL SESSION (OR 2 X 90-MINUTE VIRTUAL SESSIONS) + RECOMMENDATIONS AND ACTIVITY MATRIX



PRICING: ~~\$7,556.25~~ **\$6,495**

15%+ off our regular hourly rate if booked in conjunction with a Review and Inspire session

Our Assess and Develop sessions are designed to help functional and L&D teams gain critical insights, hone strategy, and begin to lay the groundwork for a smarter approach to development activities. Our team will lead you through a robust process including:

- Retrospective of last year's development work
- High-level vision setting
- Goal setting for the year ahead
- Prioritization of key development projects and activities
- Clear actions and next steps
- Follow up to assess effectiveness

TEAM: (1) TPP Program Director or TPP Lead Consultant

OUTCOMES: You'll leave these sessions with clarity on your organizational, learning, and development priorities, a concrete plan of action, our expert recommendations, and a customized set of high-value activities designed to support your people flourishing in the coming year.

BEST FOR: Development and functional teams that want to leverage learning, align with business objectives, and emerge with concrete action steps.

ACTIVITIES

Discovery: Conversations with your team, team survey, 2 hrs for analysis of previous year strategy and activities

Session: 3-hour Virtual Session or 2 x 90 min sessions to:

- Articulate development strategy, including vision, goals, objectives, and projects/activities for the coming year
- Emerge with a framework, actions / projects, and next steps to activate your strategy
- 1 hr debrief and consultation call



Our session with The People Piece was paramount in helping us strategize how to scale successfully, and we took forward actionable takeaways we could apply to become even more aligned.

KYLE BURKE, ConsenSys

Interested in learning more? Contact us for a free 30-minute introduction - call 415.48.HUMAN or visit www.peoplepiece.com.

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DISSECT AND DESIGN

DISCOVERY + HALF-DAY ONSITE + STRATEGY



PRICING: ~~\$14,432.50~~ **\$11,975**

15%+ off our regular hourly rate if booked in conjunction with a Review and Inspire session

Our Dissect and Design Sessions are designed for functional and L&D teams that value a deeper approach to learning and development strategy. Our team will lead you through an in-depth process including:

- Analysis of learning landscape and previous efforts
- Fleshed-out vision setting, aligned with business objectives
- Goal and objective setting for the coming year
- Prioritization of highest-value projects and activities
- Follow up to drive application
- High-level learner personal development
- Analysis of key development initiatives
- Clear actions and next steps

TEAM: (2) TPP Program Director & TPP Lead Consultant

OUTCOMES: You'll leave this session with a development team that feels equipped, bought in, and inspired about your strategy, and clear on how to implement, ensuring your plan is followed and your program maximizes ROI over the coming year.

BEST FOR: Organizations and development teams that want to make more significant investments in learning and development, benefit from a structured process of prioritization, and need to ensure high ROI.

ACTIVITIES

Discovery

- 1 hr retrospective call to review past year activities + analysis of documents
- Focus group with your team
- Customized discovery survey
- 1 hr call to distill, present findings, collaborate on desired outcomes for in-person strategy session

Session: 4-hour In-Person Session to:

- Align on high-level development vision
- Articulate development strategy, including goals, objectives & activities for the coming year
- Foster alignment and inspiration around a development plan for the organization
- Develop clear next steps and actions to activate your strategy

1 hr virtual debrief and consultation call

1.5 hr of pre/post session communications and follow-up

COMPREHENSIVE STRATEGY DEVELOPMENT

ROBUST DISCOVERY + PRE SESSION + FULL DAY SESSION + STRATEGY + FOLLOW UP SESSIONS



PRICING: ~~\$22,190~~ **\$18,795**

15%+ off our regular hourly rate if booked in conjunction with a Review and Inspire session

Our Comprehensive Strategy Development sessions are meant for teams that need to get it right and generate high levels of buy-in and follow through on their learning and development strategies. Our team will lead you through a comprehensive process including:

- Analysis of learning landscape and previous efforts
- Research into key business and organization development objectives
- Fleshed-out vision setting, aligned with business and OD objectives
- Tailored learning and development framework
- Analysis of key development initiatives
- Guidance on best practices for project implementation
- Follow up to deal with challenges and drive implementation
- Goal and objective setting for the coming year
- Prioritization of highest-value projects and activities
- Clear actions and next steps

TEAM: (2) TPP Founder & TPP Program Director or Lead Consultant

OUTCOMES: You'll emerge from the process with a strong understanding of your learner landscape and current efforts, a high-level strategy for the next 1 - 3 years, prioritized projects, and the outline of an implementation plan. Your team will be equipped with new perspectives, new tools, and new and innovative project ideas geared specifically to your culture and needs, as well as follow up sessions to trouble shoot and drive application.

BEST FOR: Organizations and development teams that are ready to make a bigger strategic investment in learning and development, benefit from a comprehensive strategic framework, and need to ensure high levels of buy-in and follow through.

ACTIVITIES

2 hrs of pre/post session communications and follow-up

Discovery

- 1 hr retrospective call to review past year activities + analysis of documents
- Focus group with your team
- Review of existing strategy and customer personas
- 1 hr Zoom to distill & present findings & discuss desired outcomes for in-person strategy session
- 1 hr Zoom to collaborate on session design key activities
- Interviews with leaders
- Customized discovery survey

Session: Full Day, In-Person Session to:

- Present design goals and framework
- Define and prioritize highest-value development goals
- Work in teams to articulate objectives and key strategies
- Foster alignment and inspiration around a development plan for the organization
- Develop clear next steps and actions to activate your strategy
- Clarify organizational goals and customer personas
- Articulate high-level organization / leadership development vision

Follow up

- 1 hr debrief and consultation call
- 1 hr trouble shooting and application call
- 1 hr retrospective and next steps
- Tailored project matrix, with recommendations

“ The People Piece did an excellent job of listening, and gauging where our team was at and what it needed. The activities were thoughtfully chosen based on these needs and were facilitated with clarity and direction. ”

MARY STEVES,
Learning and Development, Intuit

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