



**UNLEASH**

**UNTRAINING™**

**BOTTOM-UP CHANGE...**

**FUELS PEOPLE**

**ACCELERATES PERFORMANCE**





# CONNECTING EMPLOYEES AND THE NEW WORKPLACE

While leaders are focused on business challenges and organization-wide needs –

- Implementing new safety protocols
- Changing physical environments
- Connecting with customers, suppliers and partners
- Determining ramp-up demands and schedules
- Continuing forward progress of your workplace
- Assuring the future viability of your business

We developed UNTraining focused on your challenges and needs as a leader –

- Recognizing employees want to be heard
- Demonstrating their feedback and ideas matter
- Localizing actions to departments and work groups
- Empowering managers to initiate and take action
- Balancing people needs and performance needs
- Simplifying what's on your plate not adding to it

## UNTRAINING ENGAGES EMPLOYEES AND THEIR MANAGERS

People have experienced a loss of control during this crisis, surrounded by uncertainty. Allowing employees some control to develop the workplace they want is the kind of change that demonstrates you understand.

Our coaches join department managers to help employees in the group define and implement changes relevant now, next month, next year. Employees want to work where their ideas are heard, and they have a chance to contribute beyond their role. UNTraining is the purpose-built tool to engage employees in unusual times.

**UNTraining offers a new way to build a team, learn as a team, perform as a team -**

- Building relationships and trust by sharing personal needs and ideas
  - Learning on the job without taking “time outs” from the job
- Performing together, solving problems together, winning together

## HOW UNTRAINING WORKS

As embedded team members in a department or group, our coaches help surface employees' ideas, help them implement those ideas with their manager, and help them learn new skills and behaviors while doing it.

Just like technical skills are best learned hands-on and on-the-job, UNTraining does the same for people skills. You can't learn people skills in a conference room being talked at or staring at a computer.

While developing and implementing ideas in small teams, our embedded coaches address people issues – the good, bad and ugly – as they occur. Conflicts, nay-sayers, unclear communications, intimidation, etc. We call time-outs and turn these non-productive behaviors into teachable moments. Our real-time coaching addresses non-productive behaviors out in the open – resolving conflicts, bringing out the good in naysayers, clarifying communications, helping the group and manager understand how their behaviors hurt the team and its productivity.

Participants learn in the moment, change behaviors in real time, and take the lessons to heart because they experience first-hand the before and after. And managers learn how to become better coaches.

The learning goes deeper. When employee ideas are big ideas, involving other departments or requiring investment in time or money, our coaches work hands-on to prepare team members to meet with other departments or present to management. This immersive learning provides participants fundamentals of business and leadership, preparing your future leaders with skills like:

- Team leadership and effective team participation
- Entrepreneur mindset
- Presentation and Business case skills
- Project management





## UNTRAINING FEATURES



CHANGE STRATEGY based on employee initiative  
EMPLOYEE DEVELOPMENT without productivity loss  
TEAM DEVELOPMENT focused on overcoming workplace challenges  
CULTURE DEVELOPMENT with engagement and collaboration  
LEADERSHIP DEVELOPMENT with alignment and accountability  
PERFORMANCE IMPROVEMENT PROCESS not a program du jour

## THE PERFORMANCE DILEMMA... SOLVED

### TRAINING

- Takes time away from the job
- Trainer-driven
- Standardized, hypothetical and hard to apply
- Online or classroom it's sitting and listening
- Teaching by telling
- Boring, monotonous and old-school
- Static, planned, no spontaneity, not real world
- Being told how to do something better next time
- Hard to remember, easy to forget

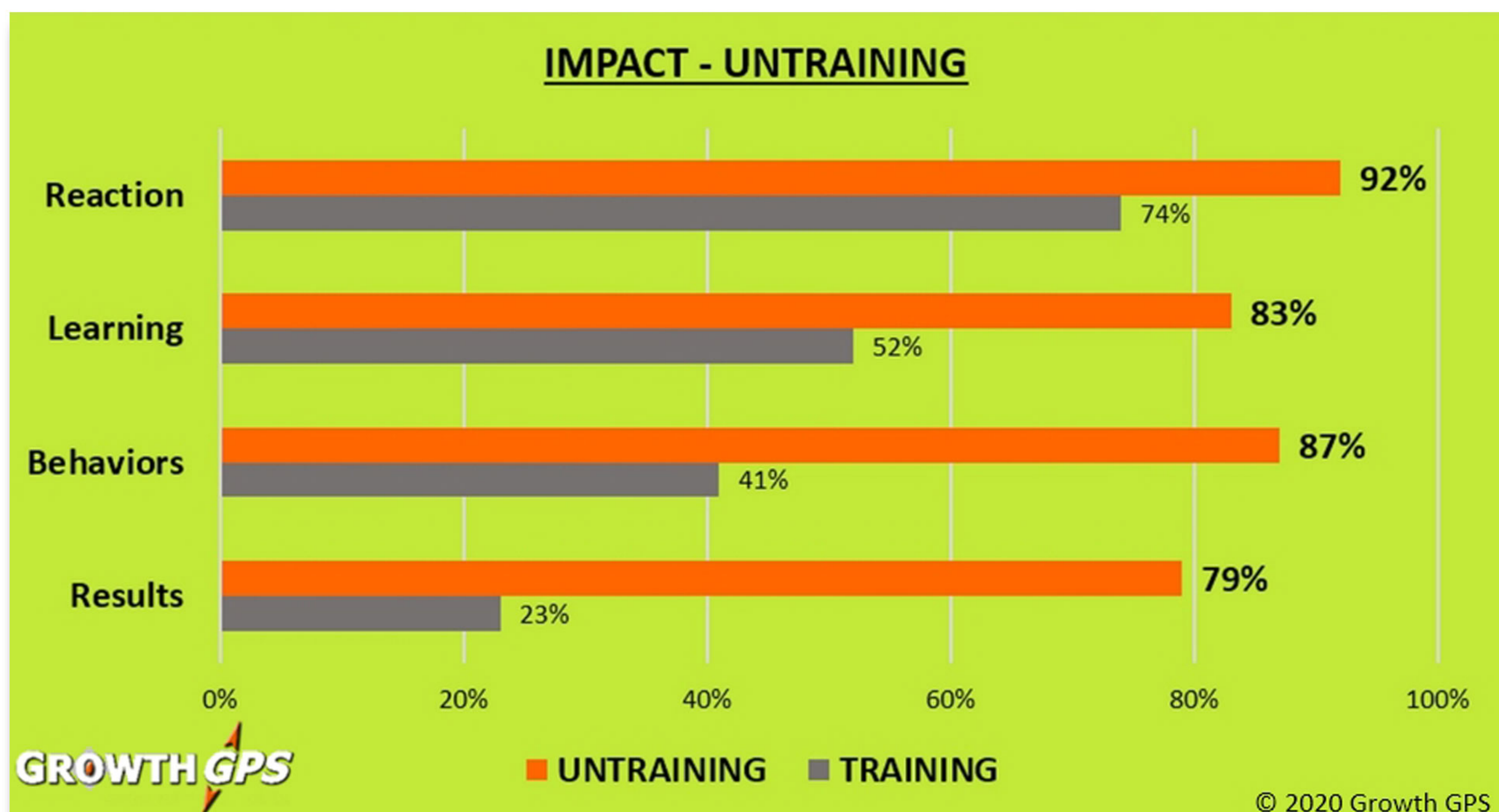
### UNTRAINING

- Takes place on the job
- Employee-driven
- Customized, real-world and easy to apply
- In-Line learning is real-time and hands-on
- Learning by trying
- Engaging with ideas and testing them out
- Dynamic, unplanned, immersive, real world
- Coaching tips while in the game
- Easy to remember, impossible to forget

## UNTRAINING DELIVERS

UNTraining delivers business results 79% of the time. That's over 3 times stronger than traditional training. No wonder leaders are frustrated with traditional training – it only delivers results in 23% of the cases. UNTraining delivers because participants react well, enjoy it, learn, and change behaviors.

Whether the business result you seek is higher revenue, improved absenteeism and turnover, better quality, stronger productivity, better CI implementation or another metric, UNTraining is proven to deliver.



Source: AMA Training Benchmark 2019 and Growth GPS client reporting



# UNLEASH UNTRAINING

## FUEL PEOPLE



- UNVeil a plan to change the workplace
- UNDerstand employees make a difference
- UNCover strengths and hidden skills
- UNStick performance roadblocks
- UNLock the power of teamwork

## ACCELERATE PERFORMANCE



- UNExpected Participation
- UNConventional Ideas
- UNWavering Commitment
- UNStoppable Force of Change
- UNParalleled Results



- Recognize** employees want to be heard and contribute
- Demonstrate** you're listening, you're interested, you care
- Invite** employees to participate in making changes they want
- Empower** employees to step up, grow and do what they know is best

## About Growth GPS

Growth GPS crafts dynamic learning experiences and performance solutions that address real-world organizational challenges. We're a highly-experienced team with a relentless passion to make a difference in people, fueling the human aspect of business that makes or breaks performance.

As your performance improvement partner, Growth GPS works every detail of the journey – assessment, roadmap, project delivery – assuring expectations are met and your organization's goals achieved. We get to the root cause of performance constraints, and apply scientific and creative expertise to develop innovative solutions participants enjoy and you can count on to deliver results.

The project management is on us, assuring no surprises in deliverables, schedule, or budget. We simplify the journey, maintaining regular communication that drives your project forward. We deliver business results with a hassle-free experience.

**Unconventional.** We develop peak experiences that challenge the status quo and inspire employee courage for change. Participants in our activities learn and improve together by dealing head-on with issues constraining individual, group and organization-wide performance.

**Unscripted.** We join groups and teams as embedded coaches. We're there to call time-outs when behaviors are unproductive, review the slow-motion together, and help participants improve then and there. Our Dynamic InLine Learning™ delivers real learning, real time, real behavior change, real results.

**UNTraining.** Let's get to work!



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