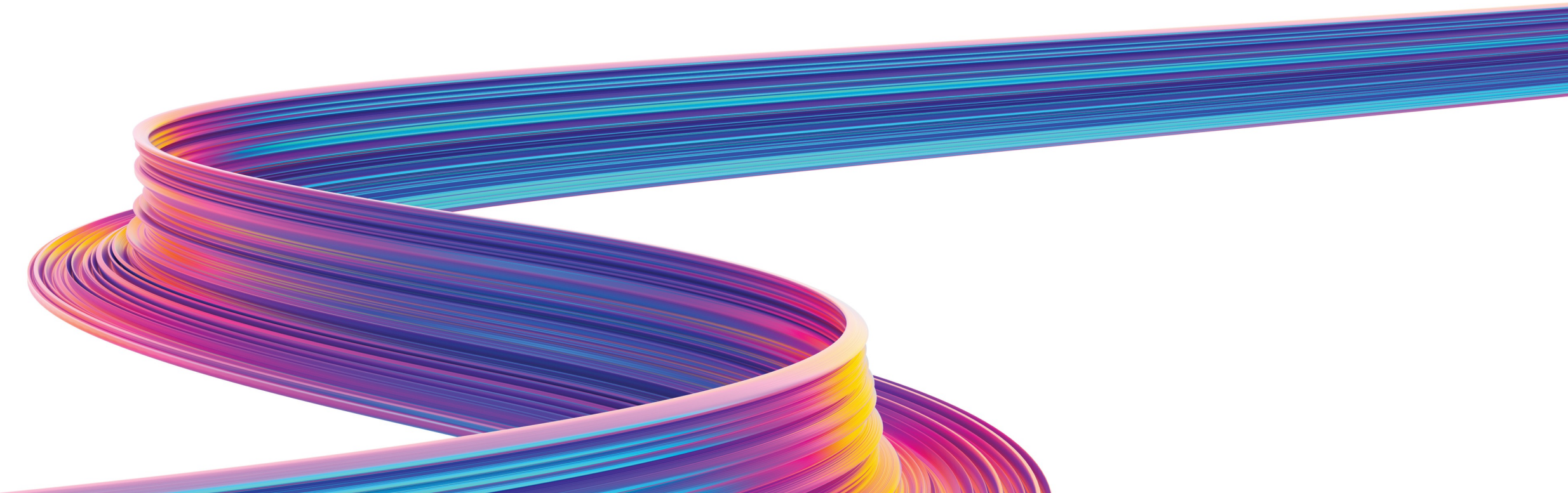
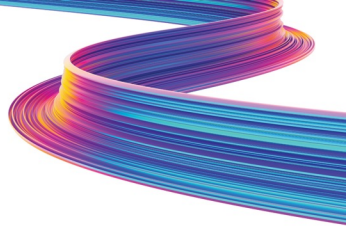


atd

Talent Development Leader

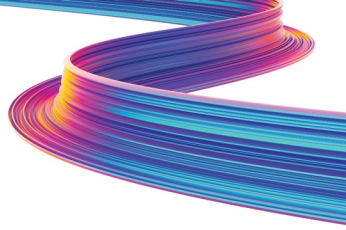
Content | Community | Capabilities





Transform your L&D Mindset from Practitioner to Trusted Consultant

With Loren Sanders



About Me:

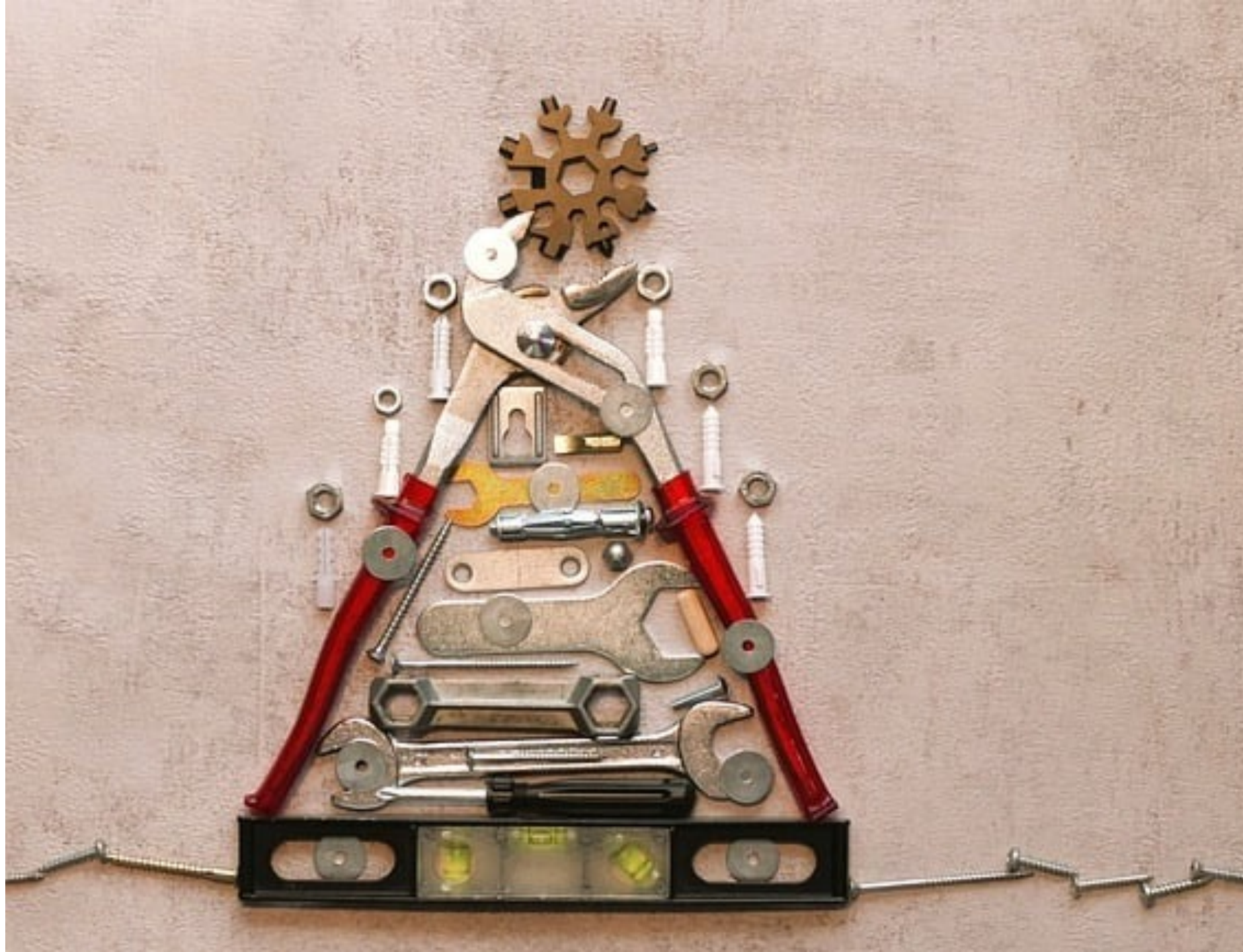
- Experienced Learning Leader in the Fortune 4/6 space
- MBA course instructor and designer
- Empathy/Leadership Coach/ Consultant
- Author of “Empathy is Not a Weakness and Other Stories from the Edge”
- Coffee Addict and animal lover, especially rescue dogs
- Optimistically athletic underachiever

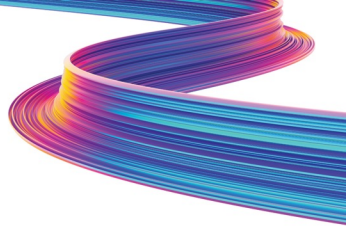
Connect with me:

- **LinkedIn:** <https://www.linkedin.com/in/lorensanders0919/>
- **Email:** Lorenjsanders@gmail.com



You have the tools already





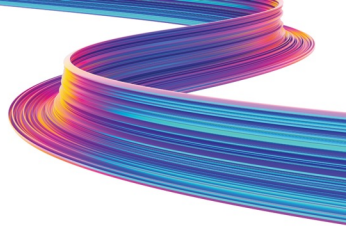
Visionary Roadmaps



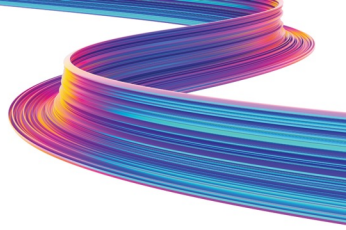
Trusted consultants craft roadmaps to the future

- Weaving data into the fabric of learning
- Asking powerful questions
- Turning gears of change

Trusted consultants are visionaries who go beyond predicting the future of learning and onto designing it



What are the top challenges you are facing as an L&D Practitioner?



My Favorite Dangers



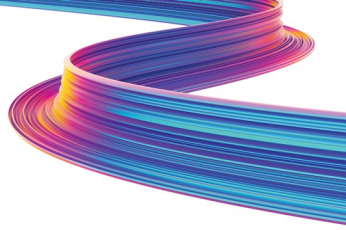
You create a 40- hour expert

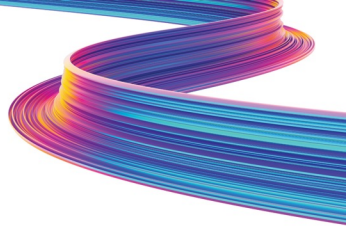
You create training without an existing process

You have to use “x” learning style

You can just break up what we have and voila it's microlearning







How do you describe your role?

What would happen without L&D?

What consulting skills do you have?

What does the business need from you?

L&D Currency: Data Driven Insights

A trusted consultant does more than deliver data; they tell its story.

The story guides stakeholders toward smarter, more impactful decision making.



Customization

Tailor learning experiences to the needs of the organization, team and employees

- Craft experiences that fit the audience and the organization
- Fit the technology into the solution not the solution into the technology

A trusted consultant is a tech savvy guide leading stakeholders and teams into the new world of technology!



Change Management Transforms

A trusted consultant is skilled at managing change

- The human side of learning
- Communication and change management
- Skills growth and strategic vision come together and create better outcomes



Measuring the Impact

A trusted consultant
measures the impact

- Setting benchmarks
- Tracking progress
- Demonstrating tangible value



PROFIT

- P - Prioritize Business Alignment**
- R - Respond to Stakeholder Needs**
- O - Optimize Learning Outcomes**
- F - Foster Strategic Partnerships**
- I – Impact Matters**
- T - Track and Measure Results**



EMBER



Education



Measurement



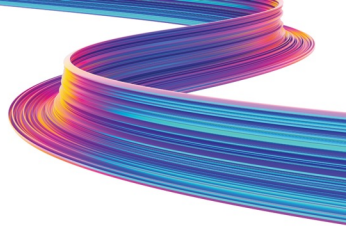
Build
Experiences



Expert
access



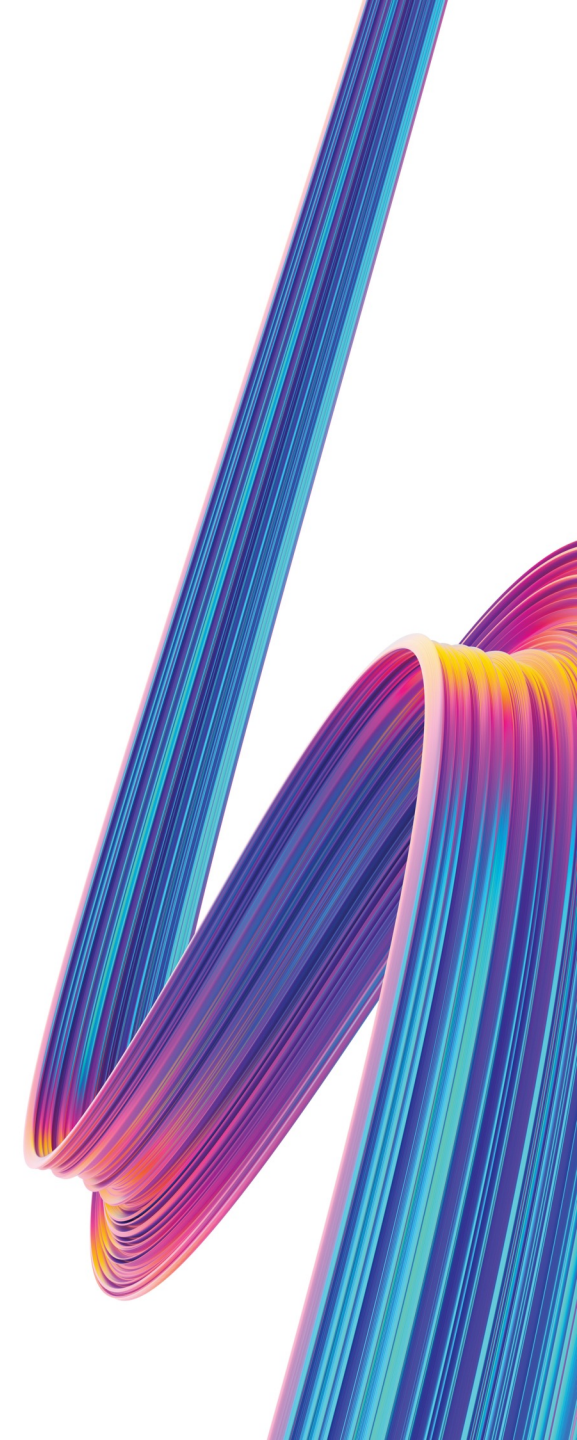
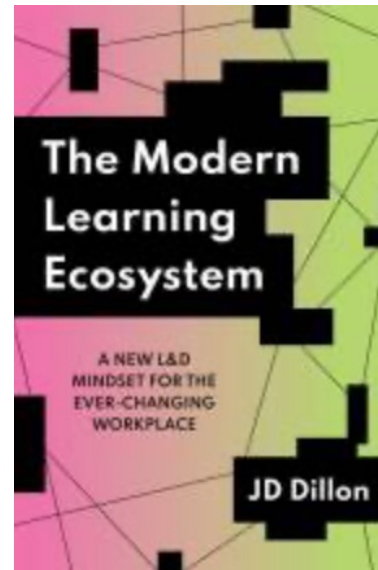
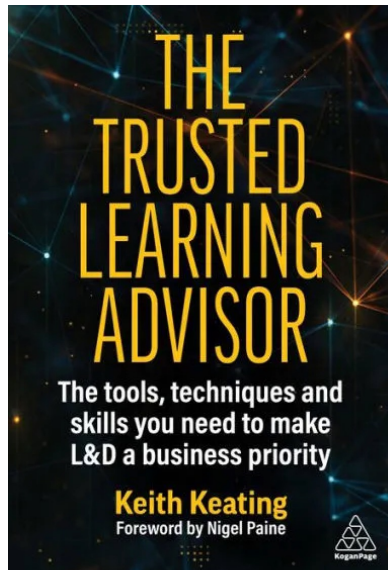
Return on
Environment



Guiding Principles

- 1) **Strategic Alignment:** We will align projects to organizational goals and highlight their contribution to performance.
- 2) **Stakeholder Engagement:** We will involve stakeholders from start to finish, valuing their input for success.
- 3) **Consulting Focus:** We will adopt a consulting approach, asking powerful questions, fostering dialogue, and managing expectations.
- 4) **Project Planning:** We will develop detailed plans encompassing objectives, responsibilities, timelines, milestones, communications, change control and risk assessment and mitigation.
- 5) **Growth Mindset:** We will cultivate a flexible collaborative environment that embraces curiosity and adaptability as projects evolve.
- 6) **Accountability:** We will ensure quality delivery and measure results effectively.

Great Resources:



Thank you

