



LLOYD BROWN

LEARNING & DEVELOPMENT



Developing successful organizations
one person at a time.

2026 Learning & Development



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To Whom it May Concern

I am pleased to provide this letter for Lloyd Brown Learning & Development LLC...

I've had the privilege of working with Lloyd for over 25 years. Throughout his tenure with Monarch Beverage Company, Lloyd consistently demonstrated exceptional expertise in sales, sales management training, systems of excellence, and cultural diversity within all departments of the organization, while establishing systems of accountability companywide.

Lloyd is an outstanding trainer who brings high energy, tremendous enthusiasm, command presence, and exceptional communication skills to every engagement. His ability to engage, inspire, and challenge individuals at all levels of an organization is unparalleled. He not only equips people with the tools they need to succeed but also fosters a culture of excellence and accountability that drives measurable results.

His deep understanding of corporate structures, leadership development, and performance optimization makes him an invaluable asset to any organization seeking to enhance its sales effectiveness and overall business performance. His training sessions are dynamic, insightful, and results oriented, ensuring that participants walk away enthused with actionable strategies for improving their performance.

I wholeheartedly highly recommend Lloyd Brown as a sales trainer, leadership and management consultant. His wealth of experience, combined with his passion for developing people and organizations, makes him a tremendous resource for any company looking to elevate its culture and achieve sustained results!

Spend 10 minutes with Lloyd discussing people, training, and a winning culture, and you will see what is hard to put into words!

If you have "any" questions or would like to discuss my experience with Lloyd, in more detail, please feel free to contact me. I welcome the opportunity to validate these comments with further conversation at your convenience.

Sincerely,

John Xenos

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Developing successful organizations, one person at a time.

**HELPING ORGANIZATIONS DEVELOP
EFFECTIVE INDIVIDUAL
CONTRIBUTORS,
PREPARE EMERGING LEADERS,
AND ENABLE MANAGERS TO BRING
OUT THE BEST IN THEIR PEOPLE**

SERVING ORGANIZATIONS BY...

- ✓ TRAINING FRONTLINE LEADERS
- ✓ REDUCING TURNOVER
- ✓ IMPROVING ENGAGEMENT SCORES
- ✓ INCREASING SALES & DISTRIBUTION
- ✓ IMPROVING COMMUNICATION SKILLS
- ✓ DELIVERING TRAINING PROGRAMS WHEN YOU DON'T HAVE AN L & D STAFF
- ✓ ESTABLISHING A LEARNING CULTURE

SERVICES THAT CAN HELP:

- FACE-TO-FACE WORKSHOPS
- VIRTUAL WORKSHOPS
- ONE ON ONE TRAINING & COACHING
- PRESENTATION REHEARSAL & REVIEW
- LEARNING PATH/ CURRICULUM DESIGN
- INTERNAL TRAINER DEVELOPMENT
- DOCUMENT CREATION

LLOYD BROWN LEARNING & DEVELOPMENT LLC

OVER 25 YEARS OF AWARD-WINNING ORGANIZATIONAL DEVELOPMENT, SALES, MANAGEMENT, AND HR EXPERIENCE HIGHLIGHTED BY THE CREATION OF A COMPETENCY-BASED CORPORATE UNIVERSITY.



LEADERSHIP DEVELOPMENT

EMERGING LEADER PROGRAMS, NEW MANAGER TRAINING, MID-TO-SENIOR MANAGER TRAINING



SALES & SALES SUPERVISOR TRAINING

BEVERAGE INDUSTRY SELLING SKILLS AND SALES COACHING FOR FRONTLINE SUPERVISORS



PUBLIC SPEAKING & COMMUNICATION

PUBLIC SPEAKING, GROUP PRESENTATIONS AND PERSONAL COMMUNICATION SKILLS



CURRICULUM DESIGN & CONSULTING

DEVELOPMENT PLAN CREATION, INTERNAL FACILITATOR TRAINING, MISC. LEARNING PROJECTS



BEER & WINE EDUCATION

FUN AND EXCITING BEER AND WINE PROGRAMS
CICERONE CERTIFICATION PREP AVAILABLE



LLOYD BROWN DIRECTOR OF CORPORATE LEARNING

PASSIONATE LEARNING PROFESSIONAL WITH THE HEART OF A FOOTBALL COACH



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LLOYD BROWN DIRECTOR OF CORPORATE LEARNING



LLOYD IS THE DIRECTOR OF CORPORATE LEARNING AND OWNER OF LLOYD BROWN LEARNING & DEVELOPMENT LLC, A COMPANY FOUNDED AFTER 26 YEARS IN THE BEVERAGE DISTRIBUTION INDUSTRY.

FROM THE CHICAGO AREA, LLOYD GRADUATED FROM BALL STATE UNIVERSITY WITH A SALES & MARKETING DEGREE THEN JOINED MONARCH BEVERAGE CO. – INDIANA’S LARGEST BEER AND WINE DISTRIBUTOR.

HIS PATH MOVED FROM SALES, SALES MANAGEMENT, HR (SALES TRAINER/ RECRUITER), THEN ORGANIZATIONAL DEVELOPMENT. TRAINING HAS BEEN HIS SOLE FOCUS SINCE 2006, EVOLVING THE TRAINING FUNCTION EACH YEAR AND CONSULTING OTHER COMPANIES TO DO THE SAME.

AS A TRAINING DEPARTMENT OF ONE, HE GREW THE TRAINING FUNCTION AND ESTABLISHED A COMPETENCY-BASED CORPORATE UNIVERSITY, NICKNAMED “MONARCH UNIVERSITY”.

MONARCH UNIVERSITY WAS NOMINATED BY OUTSIDE ORGANIZATIONS AND WON THE FOLLOWING: **SPECIAL AWARD IN TRAINING-BEST PLACES TO WORK, TOP 5 FOR HR.COM’S BEST CORPORATE UNIVERSITY, FINALIST FOR BIZLIBRARY’S TRAINING PROFESSIONAL OF THE YEAR AND WINNER OF BEST USE OF LEARNING TECHNOLOGY.**

DURING HIS CAREER LLOYD SERVED AS PRESIDENT FOR THE MONARCH CHARITABLE FOUNDATION, A FEDERALLY RECOGNIZED NOT-FOR-PROFIT VOLUNTEERING TIME AND SUPPORTING COMMUNITY CAUSES.



MONARCH WAS ACQUIRED BY REYES BEVERAGE GROUP, WHERE LLOYD CONTINUED AS A NATIONAL SALES TRAINING MANAGER, CREATING AND FACILITATING LIVE AND VIRTUAL TRAINING PROGRAMS FROM COAST TO COAST FOR THE NATION’S LARGEST BEER WHOLESALER.

AS A COACH, FORMER ATHLETE, AND PUBLIC SPEAKER, HE PRESENTS TO COLLEGE FOOTBALL TEAMS, COLLEGE STUDENTS, FOOTBALL COACHES, CHURCH GROUPS AND EMCEES SPECIAL EVENTS. HE HAS ALSO MADE APPEARANCES ON PODCASTS AND LOCAL NEWS STATIONS.

WHILE WORKING AS A LEARNING & DEVELOPMENT CONSULTANT, LLOYD CONTINUES TO STAY INVOLVED IN ATHLETICS SERVING YOUTH, MIDDLE SCHOOL AND HIGH SCHOOL FOOTBALL PLAYERS AS A COACH AND TRAINER IN THE BROWNSBURG COMMUNITY.

LLOYD IS A NATIONAL AND LOCAL MEMBER OF ATD, AFFILIATED WITH MULTIPLE NETWORKING GROUPS, AND HOLDS SEVERAL TRAINING AND PRODUCT KNOWLEDGE CERTIFICATIONS.



WORKING WITH COMPANIES LIKE...



MISSION

“TO DEVELOP SUCCESSFUL ORGANIZATIONS, ONE PERSON AT A TIME.”

STRONGER INDIVIDUALS CREATE STRONGER TEAMS, STRONGER TEAMS CREATE STRONGER DEPARTMENTS, STRONGER DEPARTMENTS CREATE STRONGER DIVISIONS, STRONGER DIVISIONS CREATE STRONGER COMPANIES...EVERYTHING STARTS WITH THE INDIVIDUAL.

VISION

“ORGANIZATIONS WINNING WITH EFFECTIVE INDIVIDUAL CONTRIBUTORS, PREPARED EMERGING LEADERS, AND INSPIRED PEOPLE LEADERS DUE TO THE WORK WE’VE PERFORMED.”

- 1) ORGANIZATIONS ARE SUCCESSFUL WHEN THEY PERFORM WELL AT ALL LEVELS.
- 2) DEVELOPING AN ORGANIZATION’S “BENCH” (NEXT LEVEL LEADERS) SHOULD BE A HIGH PRIORITY TO ACHIEVE THEIR LONG-TERM SUCCESSION STRATEGY.
- 3) MANAGERS WHO LEAD PEOPLE MUST LEARN TO MAXIMIZE THEIR TEAM’S PERFORMANCE. THIS INVOLVES BEING A GREAT MANAGER AND LEADER IN THE SAME ROLE.

VALUES

SERVICE DELIVERING EXCELLENT SERVICE AND QUALITY COMMUNICATION.

QUALITY OFFERING BEST-IN-CLASS PRODUCTS AND SERVICES.

WISDOM SHARING RELEVANT KNOWLEDGE AND EXPERIENCE.

HUMOR WHEN APPROPRIATE, CREATING AN EDUTAINING ENVIRONMENT.



RESULTING IN...



EFFECTIVENESS - CONSISTENTLY ACHIEVING MEANINGFUL RESULTS.

PRODUCTIVITY - USING TIME, TALENT, AND RESOURCES FOR DESIRED OUTCOMES.

BELIEFS & LEARNING PRINCIPLES



FACE-TO-FACE TRAINING (ILT) IS THE MOST EFFECTIVE DELIVERY METHOD

FACE-TO-FACE, INSTRUCTOR-LED TRAINING, CREATES EXPERIENCES THAT DEVELOP CONFIDENCE, COMPETENCE, AND CONNECTION IN WAYS VIDEO AND E-LEARNING CAN'T.



EVERYONE SHOULD HAVE AN OPPORTUNITY TO LEARN AND GROW

DEVELOPMENT SHOULDN'T BE RESERVED FOR UPPER MANAGEMENT. WHEN YOU CREATE A CULTURE WHERE EVERYONE IS INVITED TO GROW, YOU CREATE AN ORGANIZATION WHERE EVERYONE WANTS TO STAY.



LEARNING CAN TAKE PLACE IN MANY TYPES OF LOCATIONS

TRAINING ISN'T ABOUT THE ROOM; IT'S ABOUT THE RESULT. IF GROWTH IS THE GOAL, THEN ANYWHERE PEOPLE ARE THINKING, STRETCHING, AND LEARNING IS THE RIGHT PLACE TO TRAIN.



LEARNERS ARE MOTIVATED WHEN THEY CAN APPLY NEW SKILLS ON THE JOB

WHEN LEARNERS CAN APPLY WHAT THEY LEARNED, TRAINING STOPS BEING AN EVENT AND BECOMES A SOLUTION. INSTEAD OF SOMETHING "MY MANAGER MADE ME DO", IT BECOMES SOMETHING THAT "MAKES ME BETTER AT WHAT I DO".



DEVICES CAN BE USED AS "THIRD HANDS" IN A TRAINING ENVIRONMENT

WHEN USED PROPERLY AND ADDED TO THE INSTRUCTIONAL DESIGN PROCESS, DEVICES CAN BECOME A LEARNER'S THIRD HAND, SECOND BRAIN, AND FIRST STEP TOWARD BEHAVIOR CHANGE.



LEARNING IS AN ON-GOING, CONTINUOUS PROCESS THAT NEVER STOPS

TRAINING IS AN EVENT; LEARNING IS A LIFESTYLE. SUCCESSFUL ORGANIZATIONS DON'T CHECK THE BOX; THEY BUILD CULTURES WHERE LEARNING IS CONSTANT AND CORE TO WHO THEY ARE.



CHANGE IS A PROCESS THAT FLOWS FROM THE INSIDE-OUT


INSIDE-OUT CHANGE FIRST BUILDS PEOPLE'S MINDSETS. THEN, THOSE MINDSETS DRIVE EVERYTHING THEY DO. IF YOU WANT A STRONGER ORGANIZATION, START BY DEVELOPING STRONGER MINDSETS, THEN WATCH THE RESULTS.

MEASURING TRAINING EFFECTIVENESS


KIRKPATRICK'S 4 LEVELS OF TRAINING EVALUATION

LEARNING IS A PLANNED OUTCOME OF ANY TRAINING SOLUTION. EVEN MORE IMPORTANT, LEARNERS NEED TO TRANSFER NEW SKILLS AND KNOWLEDGE TO THE JOB.


PROFESSOR DONALD KIRKPATRICK, A DISTINGUISHED EXPERT IN TRAINING EVALUATION CREATED HIS 4 LEVELS OF EVALUATION IN 1959. TO THIS DAY, HIS FINDINGS ARE STILL CONSIDERED BEST IN CLASS REGARDING MEASURING THE EFFECTIVENESS OF LEARNING.




LEVEL 1: REACTION – ATTITUDES, FEELINGS AND SATISFACTION. AT THIS LEVEL IT'S IMPORTANT TO GET AS CLOSE TO 100% IMMEDIATE FEEDBACK FROM THE PARTICIPANTS. RESEARCH HAS PROVEN, THE MORE POSITIVE THE PARTICIPANT REACTION, THE BETTER THE CHANCES THAT NEW INFORMATION AND BEHAVIORS WILL BE USED ON THE JOB.



LEVEL 2: LEARNING – OBSERVABLE OR MEASURABLE BEHAVIOR CHANGE DURING THE TRAINING EVENT. TESTS AND PERFORMANCE ASSESSMENTS ARE BEST USED BEFORE, DURING, AND AFTER THE TRAINING. PRE-TESTS CAN ALSO SERVE AS AN INTRODUCTION TO TRAINING MATERIAL AND A NEEDS ANALYSIS FOR PARTICIPANTS.



LEVEL 3: BEHAVIOR & ATTITUDES – THIS IS THE CHANGE IN BEHAVIOR AND ATTITUDES AFTER TRAINING VS. PRIOR TO TRAINING. THE PURPOSE IS TO SEE THE IMPACT THAT TRAINING HAS MADE. FOR THESE CHANGES TO BE ADOPTED, THERE MUST BE A REASON AND A POSITIVE ATTITUDE TOWARD THE IMPLEMENTATION OF THE NEW KNOWLEDGE OR SKILL. OFTEN TRAINING TAKES THE ROLE OF “SELLING” WHY NEW PARADIGMS AND BEHAVIORS ARE BENEFICIAL. CHANGES IN BEHAVIOR AND ATTITUDES HAVE BEEN SHOWN TO DRAMATICALLY IMPACT PERFORMANCE IMPROVEMENT.



LEVEL 4: RESULTS – QUANTIFIABLE CHANGES IN KEY PERFORMANCE AND BUSINESS METRICS (INCREASED PRODUCTIVITY, REDUCTION IN COSTS, INCREASED SALES, ETC.). VARIOUS METHODS CAN BE USED TO DETERMINE THE TRAINING EVENT'S IMPACT ON THE ORGANIZATION.

PRICING

ALL PROGRAMS ARE CUSTOMIZED TO ALIGN WITH YOUR GOALS. FINANCIAL INVESTMENT OF EACH PROGRAM VARIES BASED ON SCOPE, FORMAT, AND FACTORS LISTED BELOW.

WE ARE HAPPY TO PROVIDE A CLEAR PROPOSAL FOLLOWING A BRIEF DISCOVERY CONVERSATION TO ENSURE THE SOLUTION ALIGNS WITH YOUR OBJECTIVES AND BUDGET.

FACTORS THAT IMPACT PRICING:

- AUDIENCE SIZE
- AMOUNT OF CUSTOMIZATION
- LENGTH OF THE PROGRAM
- DOCUMENT CREATION & TIME TO DEVELOP
- TRAVEL COSTS
- NUMBER OF FACILITATORS
- CLASS MATERIALS
- PRODUCT SAMPLES
- PARTICIPANT MATERIALS
- EVALUATION & IMPLEMENTATION MEASURES
- FACILITY RENTAL
- NUMBER OF ON-SITE VISITS
- DELIVERY METHOD

OUR PROCESS

		1	DISCOVERY CALL / INTRODUCTIONS
		2	NEEDS ANALYSIS, PROPOSAL CREATION
		3	PROPOSAL REVIEW & SIGNATURES, LOGISTICS
		4	INVOICING & PROJECT KICKOFF
		5	CUSTOMIZATION, CREATION, DEVELOPMENT OF THE PRODUCT, PROGRAM, OR WORKSHOP
		6	DELIVERY OF THE PRODUCT OR WORKSHOP
		7	FOLLOW UPS, SUMMARIES, PAYMENT

BUILDING THE RIGHT SOLUTION

TO DELIVER THE MOST EFFECTIVE SOLUTION, WE BEGIN WITH A NEEDS ANALYSIS. YOU CAN HELP US MOVE QUICKLY BY PREPARING TO DISCUSS KEY QUESTIONS ABOUT YOUR ORGANIZATION.

BEING READY TO SHARE ANSWERS TO THE QUESTIONS BELOW WILL ACCELERATE THE PROCESS AND REACH THE RIGHT SOLUTION ALIGNED WITH YOUR STRATEGIC PRIORITIES.

HERE'S WHAT WE'LL NEED TO KNOW...

- WHAT ARE YOUR ORGANIZATIONS TOP GOALS?
- WHERE IS YOUR ORGANIZATION FACING CHALLENGES?
- WHY IS NOW THE TIME TO ADDRESS YOUR NEEDS?
- WHAT HAS BEEN TRIED BEFORE?
- WHO IS THE PARTICIPATING AUDIENCE (ROLES, TITLES, DEPARTMENTS)?
- IF THIS ENGAGEMENT IS SUCCESSFUL, HOW WILL RESULTS BE MEASURED?
- WHAT IS THE TIMELINE YOU HAVE IN MIND?
- SHOULD THIS BE A ONE-TIME EVENT OR LONGER-TERM ENGAGEMENT?
- WHO WILL BE THE INTERNAL CHAMPIONS OR STAKEHOLDERS?
- WHO WILL BE INVOLVED IN THE ROLLOUT OR SUPPORT THIS INITIATIVE?
- IS THERE A BUDGET RANGE THAT HAS ALREADY BEEN DECIDED?
- WHAT ARE YOUR PREFERRED QUALITIES IN A CONSULTANT?
- WHAT DOES A GOOD CONSULTING PARTNERSHIP LOOK LIKE?
- WHERE WILL THIS ENGAGEMENT TAKE PLACE?



PROGRAMS BY CATEGORY

SALES & ROUTE MANAGEMENT

- INTRODUCTION TO SALES
- SALES BOOT CAMP
- ADVANCED SELLING SKILLS & PRACTICE
- COMMUNICATION
- CONFLICT RESOLUTION
- PLANNING & TIME MANAGEMENT
- BEING A SUCCESSFUL SALESPERSON
- AREAS OF RESPONSIBILITY
- GETTING ORGANIZED & GOAL SETTING
- AREAS OF FOCUS: ON-PREMISE
- AREAS OF FOCUS: OFF-PREMISE
- STEPS TO A SALES CALL
- SELLING & MANAGING DISPLAYS
- PRE-PLANNING FOR SUCCESS
- GETTING TO KNOW YOUR BUYERS
- PREPARING & BUILDING SALES PRESENTATIONS
- DELIVERING SALES PRESENTATIONS
- CLOSING TECHNIQUES
- HANDLING OBJECTIONS
- MANAGING RETAIL SHELVES

PERSONAL PRODUCTIVITY

- 7 HABITS OF HIGHLY EFFECTIVE PEOPLE
- EFFECTIVE HABITS 1:1 COACHING
- 5 CHOICES TO EXTRAORDINARY PRODUCTIVITY
- THE SPEAKING ADVANTAGE (PUBLIC SPEAKING)
- NEXT-LEVEL POWERPOINT: 25 TIPS YOU DIDN'T KNOW YOU NEEDED

LEADERSHIP & MANAGEMENT DEVELOPMENT PROGRAMS

- LEADERSHIP ESSENTIALS: TRANSFORMING MANAGERS INTO LEADERS
- 7 HABITS OF HIGHLY EFFECTIVE PEOPLE
- SALES MANAGERS TO SALES COACHES
- THE SPEAKING ADVANTAGE
- NEXT-LEVEL POWERPOINT: 25 TIPS YOU DIDN'T KNOW YOU NEEDED
- THE ART OF EFFECTIVE MEETINGS
- THE ART OF EFFECTIVE VIRTUAL MEETINGS
- WINNING SALES WORK-WITHS: COACHING IN THE CAR & THE ACCOUNT
- NAVIGATING DIFFICULT CONVERSATIONS
- WINNING TEAMS: WHAT BUSINESS LEADERS CAN LEARN FROM FOOTBALL COACHES
- GREAT LEADER, GREAT MANAGER: WHY NOT BOTH?
- COMMUNICATING TO WIN
- MOTIVATING TEAMS
- THE ART & SCIENCE OF TRAINING OTHERS
- SKILLFULLY RESOLVING CONFLICT
- DOING WHAT MATTERS – PLANNING & TIME MANAGEMENT
- LEADERSHIP LESSONS FROM T.C. WILLIAMS

PRODUCT KNOWLEDGE

- INTRODUCTION TO BEER
- UNDERSTANDING BEER
- BEER INGREDIENTS
- MALTING & BREWING PROCESSES
- EXAMINING TASTE
- BEER HISTORY - ALES
- BEER HISTORY - LAGERS
- DRAFT BEER BASICS
- CICERONE PREP (LEVELS 1 & 2)
- INTRODUCTION TO WINE



SALES & ROUTE MANAGEMENT

INTRODUCTION TO SALES

CATEGORY: SALES & ROUTE MANAGEMENT
AUDIENCE: SALES REPS, MERCHANDISERS, MGRS.
DELIVERY: INSTRUCTOR-LED, VIRTUAL
DURATION: 1-DAY/ 8-HOURS
PRE-REQUISITES: NONE

OVERVIEW:

EMPLOYEES ARMED WITH THE KNOWLEDGE AND TOOLS NEEDED FOR THEIR JOBS WILL EXCEL QUICKLY. ROUTE MANAGEMENT TOPICS BUNDLED TOGETHER TO PUT SALESPEOPLE ON THE PATH TO SUCCESS AND RUN EFFECTIVE TERRITORIES.

SALES BOOT CAMP

CATEGORY: SALES & ROUTE MANAGEMENT
AUDIENCE: SALES REPS, KEY ACCOUNT MGRS.
DELIVERY: INSTRUCTOR-LED
DURATION: 2-DAYS/ 16-HOURS
PRE-REQUISITES: INTRO TO SALES PREFERRED

OVERVIEW:

PROFESSIONAL SELLING SKILLS ARE IMPORTANT, ESPECIALLY WHEN YOU NEED MORE THAN A RELATIONSHIP TO EXECUTE. PRACTICE AND ROLE PLAY SKILLS NEEDED TO BUILD PRESENTATIONS AND HAVE FACT-BASED SALES CONVERSATIONS.

ADVANCED SELLING SKILLS

CATEGORY: SALES & ROUTE MANAGEMENT
AUDIENCE: SALES REPS, KEY ACCOUNT MGRS.
DELIVERY: INSTRUCTOR-LED
DURATION: 1-DAY/ 8-HOURS
PRE-REQUISITES: SALES BOOT CAMP

OVERVIEW:

BUILD ON SKILLS FROM SALES BOOT CAMP WHILE USING RECORDED PRESENTATIONS TO COACH AND GUIDE SALES REPS TO PERFECT THEIR PRESENTATION DELIVERY. MORE TIME AND ATTENTION SPENT ON HANDLING OBJECTIONS.

COMMUNICATION (SALES REPS)

CATEGORY: SALES & ROUTE MANAGEMENT
AUDIENCE: SALES REPS, KEY ACCOUNT MGRS.
DELIVERY: INSTRUCTOR-LED, VIRTUAL
DURATION: 2-3 HOURS
PRE-REQUISITES: NONE

OVERVIEW:

COMMUNICATION WITH OTHERS PLAYS A MAJOR FACTOR ON THE RESULTS IN YOUR ROUTE. UNDERSTAND THE FUNDAMENTALS OF SENDING MESSAGES, BODY LANGUAGE, ACTIVE LISTENING, NOTE TAKING, AND CHOOSING THE BEST TOOLS AND WHEN.

CONFLICT RESOLUTION (SALES REPS)

CATEGORY: SALES & ROUTE MANAGEMENT
AUDIENCE: SALES REPS, KEY ACCOUNT MGRS.
DELIVERY: INSTRUCTOR-LED, VIRTUAL
DURATION: 2-3 HOURS
PRE-REQUISITES: NONE

OVERVIEW:

BE PREPARED TO SOLVE PEOPLE PROBLEMS IN YOUR TERRITORY. IT ISN'T A MATTER OF "IF" THEY OCCUR, BUT "WHEN" AND "HOW OFTEN". LEARN TO SKILLFULLY NAVIGATE SITUATIONS TO RESTORE HEALTHY RELATIONSHIPS AT WORK AND HOME.



SALES & ROUTE MANAGEMENT

PLANNING & TIME MGT. (SALES REPS)

CATEGORY: SALES & ROUTE MANAGEMENT
AUDIENCE: SALES REPS, KEY ACCOUNT MGRS.
DELIVERY: INSTRUCTOR-LED, VIRTUAL
DURATION: 3-4 HOURS
PRE-REQUISITES: NONE

OVERVIEW:

SALESPEOPLE ARE OFTEN ASKED TO FIT MANY SALES AND NON-SALES ACTIVITIES INTO EACH DAY. LEARN THE FUNDAMENTALS OF PLANNING, GOAL SETTING, PRIORITIZING, SCHEDULING AND USING EFFECTIVE SYSTEMS TO GET MORE DONE.

BEING A SUCCESSFUL SALESPERSON

CATEGORY: SALES & ROUTE MANAGEMENT
AUDIENCE: SALES REPS, MERCHANDISERS
DELIVERY: INSTRUCTOR-LED, VIRTUAL
DURATION: 1 HOUR
PRE-REQUISITES: NONE

OVERVIEW:

THE RIGHT PERSPECTIVE IS IMPORTANT WHEN STARTING A SALES POSITION. SEPARATE YOURSELF FROM STEREOTYPES BY DEMONSTRATING BEHAVIORS THAT ELEVATE YOU INTO A TRUSTED PARTNER. SOMEONE WHO CONSULTS TO ACHIEVE RESULTS.

AREAS OF RESPONSIBILITY

CATEGORY: SALES & ROUTE MANAGEMENT
AUDIENCE: S. REPS, MERCHANDISERS, MGRS.
DELIVERY: INSTRUCTOR-LED, VIRTUAL
DURATION: 1-2 HOURS
PRE-REQUISITES: NONE

OVERVIEW:

A LARGE PART OF SALES SUCCESS DEPENDS ON PERFORMING WELL IN KEY AREAS. EACH AREA CAN BE USED TO EVALUATE PROGRESS AND PROVIDE OPPORTUNITIES FOR COACHING FOR BETTER PERFORMANCE. LEARN WHAT YOUR SALES ROLE IS REALLY ALL ABOUT.

GETTING ORGANIZED & GOAL SETTING

CATEGORY: SALES & ROUTE MANAGEMENT
AUDIENCE: SALES REPS, MERCHANDISERS
DELIVERY: INSTRUCTOR-LED, VIRTUAL
DURATION: 1 HOUR
PRE-REQUISITES: NONE

OVERVIEW:

TYPICAL DAYS FOR SALESPEOPLE ARE FAST-PACED AND EXTREMELY BUSY. ADD DEADLINES AND CUTOFF TIMES FOR ORDERS, EACH MINUTE BECOMES MORE IMPORTANT. THE MORE ORGANIZED YOU BECOME, THE MORE CONFIDENT YOU'LL BE IN YOUR ROLE.

AREAS OF FOCUS: ON-PREMISE

CATEGORY: SALES & ROUTE MANAGEMENT
AUDIENCE: S. REPS, MERCHANDISERS, MGRS.
DELIVERY: INSTRUCTOR-LED, VIRTUAL
DURATION: 1-2 HOURS
PRE-REQUISITES: NONE

OVERVIEW:

TAKE A STRATEGIC APPROACH TO VIEWING YOUR TERRITORY AND EACH ACCOUNT IN IT. NEXT, PROMOTE YOUR BRANDS BY GIVING THEM THE BEST CHANCE TO SUCCEED IN YOUR MARKET. BECOME THE CONSISTENT BRAND BUILDER FOR YOUR SALES TEAM.



SALES & ROUTE MANAGEMENT

AREAS OF FOCUS: OFF-PREMISE

CATEGORY: SALES & ROUTE MANAGEMENT
AUDIENCE: S. REPS, MERCHANDISERS, MGRS.
DELIVERY: INSTRUCTOR-LED, VIRTUAL
DURATION: 1-2 HOURS
PRE-REQUISITES: NONE

OVERVIEW:

TAKE A STRATEGIC APPROACH TO VIEWING YOUR TERRITORY AND EACH ACCOUNT IN IT. NEXT, PROMOTE YOUR BRANDS BY GIVING THEM THE BEST CHANCE TO SUCCEED IN YOUR MARKET. BECOME A CONSISTENT BRAND BUILDER FOR YOUR SALES TEAM.

STEPS TO A SALES CALL

CATEGORY: SALES & ROUTE MANAGEMENT
AUDIENCE: S. REPS, MERCHANDISERS, MGRS.
DELIVERY: INSTRUCTOR-LED, VIRTUAL
DURATION: 1-2 HOURS
PRE-REQUISITES: NONE

OVERVIEW:

HAVING A CONSISTENT AND THOROUGH PROCESS CALLING ON ACCOUNTS SAVES TIME, HELPS IDENTIFY OPPORTUNITIES, AND MAXIMIZES RESULTS. THE PROCESS MAY VARY BY MARKET AND ORGANIZATION, BUT THE DISCIPLINE AND RESULTS REMAIN THE SAME.

SELLING & MANAGING DISPLAYS

CATEGORY: SALES & ROUTE MANAGEMENT
AUDIENCE: S. REPS, KEY ACCOUNT MGRS., MGRS.
DELIVERY: INSTRUCTOR-LED, VIRTUAL
DURATION: 1-2 HOURS
PRE-REQUISITES: NONE

OVERVIEW:

DISPLAYS ARE AN IMPORTANT PART OF THE DISTRIBUTION BUSINESS AND BENEFITS EACH OF THE LEVEL OF THE SYSTEM. LEARN BEST PRACTICES IN MAKING SPACE, BUILDING AN EFFECTIVE DISPLAY PRESENTATION, AND PLANNING STRATEGIES TO HIT YOUR GOALS.

PRE-PLANNING FOR SUCCESS

CATEGORY: SALES & ROUTE MANAGEMENT
AUDIENCE: SALES REPS, MGRS.
DELIVERY: INSTRUCTOR-LED, VIRTUAL
DURATION: 1 HOUR
PRE-REQUISITES: NONE

OVERVIEW:

FAILING TO PLAN MEANS PLANNING TO FAIL. DON'T WALK INTO AN ACCOUNT WITHOUT A PLAN AND HOW YOU YOU'RE GOING TO ACHIEVE IT. LEARN AND PRACTICE SKILLS TO INCREASE YOUR RESULTS BEFORE YOU WALK INTO ANY ACCOUNT.

GETTING TO KNOW YOUR BUYERS

CATEGORY: SALES & ROUTE MANAGEMENT
AUDIENCE: S. REPS, KEY ACCOUNT MGRS., MGRS.
DELIVERY: INSTRUCTOR-LED, VIRTUAL
DURATION: 1 HOUR
PRE-REQUISITES: NONE

OVERVIEW:

THE STRONGER YOUR RELATIONSHIPS, THE EASIER SELLING BECOMES. UNDERSTANDING BASIC PSYCHOLOGY WILL GIVE YOU AN ADDED ADVANTAGE AND HELP YOU TAILOR YOUR PRESENTATIONS TO ACHIEVE RESULTS. BEGIN LEARNING THE ART AND SCIENCE OF SELLING.



SALES & ROUTE MANAGEMENT

PREPARING, BUILDING, & DELIVERING SALES PRESENTATIONS

CATEGORY: SALES & ROUTE MANAGEMENT

AUDIENCE: S. REPS, KEY ACCOUNT MGRS., MGRS.

DELIVERY: INSTRUCTOR-LED

DURATION: 1-DAY/ 8 HOURS

PRE-REQUISITES: INTRO TO SALES PREFERRED

OVERVIEW:

MANY FACTORS GO INTO BUILDING A GREAT SALES PRESENTATION. LEARN THE CONCEPTS THAT INCREASE THE CHANCE OF GETTING A “YES” WITH THE TOOLS AVAILABLE. SET YOURSELF UP FOR SUCCESS AND MAKE YOUR NEXT PRESENTATION HARD TO SAY “NO” TO. THEN, PRACTICE DELIVERING YOUR PRESENTATION WITH CLARITY.

CLOSING TECHNIQUES

CATEGORY: SALES & ROUTE MANAGEMENT

AUDIENCE: S. REPS, KEY ACCOUNT MGRS., MGRS.

DELIVERY: INSTRUCTOR-LED, VIRTUAL

DURATION: 1 HOUR

PRE-REQUISITES: PREP & BUILD SLS...PREFERRED

OVERVIEW:

A GREAT PRESENTATION DOESN'T MEAN MUCH IF WE DON'T ASK FOR THE BUSINESS. LEARN AND PRACTICE MULTIPLE WAYS TO ASK FOR A SALE. PRACTICE THE ART OF READING THE CONVERSATION AND CHOOSING THE PERFECT CLOSE TO MATCH YOUR BUYER.

HANDLING OBJECTIONS

CATEGORY: SALES & ROUTE MANAGEMENT

AUDIENCE: S. REPS, KEY ACCOUNT MGRS., MGRS.

DELIVERY: INSTRUCTOR-LED, VIRTUAL

DURATION: 1 HOUR

PRE-REQUISITES: PREP & BUILD SALE PRES.'S & CLOSING TECHNIQUES PREFERRED

OVERVIEW:

IF YOU WORK IN SALES LONG ENOUGH, YOU'LL HEAR THE WORD “NO” PLENTY OF TIMES. GREAT SALESPEOPLE KNOW HOW TO EFFECTIVELY HANDLE AN OBJECTION AND TURN AS MANY “NO'S” INTO “YES'S” AS POSSIBLE. WE'LL LEARN AND PRACTICE A PROVEN PROCESS TO MOVE IN A POSITIVE DIRECTION.

SELLING MORE WITH RETAIL SHELVES

CATEGORY: SALES & ROUTE MANAGEMENT

AUDIENCE: S. REPS, MERCHANDISERS, KEY ACCOUNT MGRS., MGRS.

DELIVERY: INSTRUCTOR-LED, VIRTUAL

DURATION: 1 HOUR

PRE-REQUISITES: NONE

OVERVIEW:

PRODUCT PLACEMENT IS IMPORTANT WHEN SELLING PRODUCTS FROM RETAIL SHELVES. LEARN WHAT TO LOOK FOR AND WAYS TO HAVE MORE OF YOUR BRANDS END UP IN A RETAIL CUSTOMER'S SHOPPING CART. INFORMATION ABOUT COOLER DOORS SHELVES INCLUDED TOO.



PERSONAL PRODUCTIVITY

7 HABITS OF HIGHLY EFFECTIVE PEOPLE - FRANKLINCOVEY

CATEGORY: PERSONAL PRODUCTIVITY
AUDIENCE: INDIVIDUAL CONTRIBUTORS, EMERGING LEADERS, MANAGERS
DELIVERY: INSTRUCTOR-LED
DURATION: 2-DAYS/ 16-HOURS
PRE-REQUISITES: NONE (LICENSING REQUIRED)

OVERVIEW:

7 HABITS HELPS YOUR ORGANIZATION ACHIEVE SUSTAINED SUPERIOR RESULTS BY FOCUSING ON MAKING INDIVIDUALS AND LEADERS MORE EFFECTIVE. DURING THE PROGRAM, PARTICIPANTS LEARN 7 CRITICAL HABITS THAT IMPROVE SELF-DISCIPLINE, COMMUNICATION, TEAMWORK, AND GOAL SETTING – LEADING TO HIGHER EFFECTIVENESS AND INCREASED SUCCESS.

EFFECTIVE HABITS 1:1 COACHING

CATEGORY: PERSONAL PRODUCTIVITY
AUDIENCE: INDIVIDUAL CONTRIBUTORS, EMERGING LEADERS, MANAGERS
DELIVERY: VIRTUAL – ONE ON ONE PROGRAM
DURATION: 8, 2-HOUR SESSIONS
PRE-REQUISITES: NONE

OVERVIEW:

THIS VIRTUAL WALK THRU OF THE 7 HABITS OF HIGHLY EFFECTIVE PEOPLE IS BUILT COMPLETELY AROUND YOUR SCHEDULE AND IS PERFECT FOR LEADERS WHO STRUGGLE WITH FINDING TIME TO ATTEND A 2-DAY CLASS (OR WANT TO LEARN INDIVIDUALLY VS. BEING PART OF A LARGER GROUP).

5 CHOICES TO EXTRAORDINARY PRODUCTIVITY

CATEGORY: PERSONAL PRODUCTIVITY
AUDIENCE: INDIVIDUAL CONTRIBUTORS, EMERGING LEADERS, MANAGERS
DELIVERY: INSTRUCTOR-LED, VIRTUAL
DURATION: 1.5-DAYS/ 12-HOURS
PRE-REQUISITES: NONE (LICENSING REQUIRED)

OVERVIEW:

THE 5 CHOICES IS TIME MANAGEMENT REDEFINED FOR THE 21ST CENTURY. IT INCREASES THE PRODUCTIVITY OF INDIVIDUALS, TEAMS, AND ORGANIZATIONS, AND EMPOWERS YOU TO MAKE MORE SELECTIVE, HIGH-IMPACT CHOICES ABOUT WHERE TO INVEST YOUR TIME, ATTENTION AND ENERGY.

THE SPEAKING ADVANTAGE

CATEGORY: PERSONAL PRODUCTIVITY
AUDIENCE: PRESENTERS & PUBLIC SPEAKERS
DELIVERY: INSTRUCTOR-LED
DURATION: 1-DAY/ 8- HOURS
PRE-REQUISITES: NONE

OVERVIEW:

WHETHER YOU'RE LEADING A TEAM OR MAKING SMALL TALK AT A NETWORKING EVENT, STRONG SPEAKING SKILLS BUILD CONFIDENCE, CLARITY, AND CREDIBILITY. LEARN TO LEAD MEETINGS WITH CONFIDENCE, PRESENT IDEAS THAT STICK, OR JUST SPEAK UP WITHOUT STUMBLING.



PERSONAL PRODUCTIVITY

NEXT-LEVEL POWERPOINT: 25 TIPS YOU DIDN'T KNOW YOU NEEDED

CATEGORY: PERSONAL PRODUCTIVITY

AUDIENCE: POWERPOINT USERS & PRESENTERS

DELIVERY: INSTRUCTOR-LED, VIRTUAL

DURATION: 4-HOURS

PRE-REQUISITES: NONE

OVERVIEW:

POWERPOINT IS MUCH MORE THAN A PRESENTATION TOOL. LEARN AND PRACTICE FEATURES THAT TURN SLIDES INTO ENGAGING, DYNAMIC TOOLS, INCREASE THE VISUAL IMPACT OF YOUR SLIDES, GET TIME-SAVING TIPS, PICK UP DESIGN TECHNIQUES AND COOL TRICKS THAT CAN BE APPLIED TO DOCUMENTS. YOU'LL LEAVE SAYING "I DIDN'T KNOW POWERPOINT COULD DO THAT!"





LEADERSHIP & MANAGEMENT

LEADERSHIP ESSENTIALS: TRANSFORMING MANAGERS INTO LEADERS

CATEGORY: LEADERSHIP & MANAGEMENT
AUDIENCE: EMERGING LEADERS, MANAGERS
DELIVERY: INSTRUCTOR-LED
DURATION: 2.5 DAYS/ 20 HOURS
PRE-REQUISITES: NONE

OVERVIEW:

START PREPARING YOUR NEXT WAVE OF LEADERS TODAY. THIS PROGRAM IS DESIGNED TO IMPROVE THE LEADERSHIP SKILLS OF EMERGING LEADERS OR UPSKILL CURRENT MANAGERS. BUILDING A STRONG BENCH OF LEADERS IS IMPORTANT TO THE LONG-TERM SUCCESS OF ANY ORGANIZATION.

7 HABITS OF HIGHLY EFFECTIVE PEOPLE - FRANKLINCOVEY

CATEGORY: LEADERSHIP & MANAGEMENT
AUDIENCE: EMERGING LEADERS, MANAGERS
DELIVERY: INSTRUCTOR-LED
DURATION: 2-DAYS/ 16-HOURS
PRE-REQUISITES: NONE (LICENSING REQUIRED)

OVERVIEW:

7 HABITS HELPS YOUR ORGANIZATION ACHIEVE SUSTAINED SUPERIOR RESULTS BY FOCUSING ON MAKING INDIVIDUALS AND LEADERS MORE EFFECTIVE. DURING THE PROGRAM, PARTICIPANTS LEARN 7 CRITICAL HABITS THAT IMPROVE SELF-DISCIPLINE, COMMUNICATION, TEAMWORK, AND GOAL SETTING – LEADING TO HIGHER EFFECTIVENESS AND INCREASED SUCCESS.

EFFECTIVE HABITS 1:1 COACHING

CATEGORY: LEADERSHIP & MANAGEMENT
AUDIENCE: EMERGING LEADERS, MANAGERS
DELIVERY: VIRTUAL – ONE ON ONE PROGRAM
DURATION: 8, 2-HOUR SESSIONS
PRE-REQUISITES: NONE

OVERVIEW:

THIS VIRTUAL WALK THRU OF THE 7 HABITS OF HIGHLY EFFECTIVE PEOPLE IS BUILT COMPLETELY AROUND YOUR SCHEDULE AND IS PERFECT FOR LEADERS WHO STRUGGLE WITH FINDING TIME TO ATTEND A 2-DAY CLASS (OR WANT TO LEARN INDIVIDUALLY VS. WITH A GROUP).

TRANSFORMING SALES MANAGERS INTO SALES COACHES

CATEGORY: SALES MANAGEMENT
AUDIENCE: SALES MANAGEMENT
DELIVERY: INSTRUCTOR-LED
DURATION: 2-DAYS/ 16-HOURS
PRE-REQUISITES: INTRO TO SALES PREFERRED

OVERVIEW:

DEVELOP SALES MANAGERS WHO ARE NOT ONLY GOOD AT TRACKING, REPORTING, AND ADMIN BUT CAN ALSO MAXIMIZE THE PERFORMANCE OF EACH SALESPERSON. LEARN CONCEPTS AND PRACTICE IDEAS THAT HELP MANAGERS “COACH IN THE MOMENT” WHETHER THEY’RE IN AN ACCOUNT, A MEETING OR OVER THE PHONE.



LEADERSHIP & MANAGEMENT

THE SPEAKING ADVANTAGE

CATEGORY: LEADERSHIP & MANAGEMENT
AUDIENCE: EMERGING LEADERS, MANAGERS
DELIVERY: INSTRUCTOR-LED
DURATION: 1-DAY/ 8- HOURS
PRE-REQUISITES: NONE

OVERVIEW:

WHETHER YOU'RE LEADING A TEAM OR MAKING SMALL TALK AT A NETWORKING EVENT, STRONG SPEAKING SKILLS BUILD CONFIDENCE, CLARITY, AND CREDIBILITY. LEARN TO LEAD MEETINGS WITH CONFIDENCE, PRESENT IDEAS THAT STICK OR JUST SPEAK UP WITHOUT STUMBLING.

NEXT-LEVEL POWERPOINT: 25 TIPS YOU DIDN'T KNOW YOU NEEDED

CATEGORY: LEADERSHIP & MANAGEMENT
AUDIENCE: EMERGING LEADERS, MANAGERS
DELIVERY: INSTRUCTOR-LED, VIRTUAL
DURATION: 4-HOURS
PRE-REQUISITES: NONE

OVERVIEW:

POWERPOINT IS MUCH MORE THAN A PRESENTATION TOOL. LEARN AND PRACTICE FEATURES THAT TURN SLIDES INTO ENGAGING, DYNAMIC TOOLS, INCREASE THE VISUAL IMPACT OF YOUR SLIDES, GET TIME-SAVING TIPS, PICK UP DESIGN TECHNIQUES AND COOL TRICKS THAT CAN BE APPLIED TO DOCUMENTS. YOU'LL LEAVE SAYING "I DIDN'T KNOW POWERPOINT COULD DO THAT!"

THE ART OF EFFECTIVE MEETINGS

CATEGORY: LEADERSHIP & MANAGEMENT
AUDIENCE: EMERGING LEADERS, MANAGERS
DELIVERY: INSTRUCTOR-LED, VIRTUAL
DURATION: 2-HOURS
PRE-REQUISITES: NONE

OVERVIEW:

MEETINGS ARE AN IMPORTANT AND EXPENSIVE TOUCHPOINT FOR MANAGERS AND THEIR TEAMS. MAKE SURE THAT YOU'RE HAVING MEETINGS FOR THE RIGHT REASONS AND DELIVERING A RETURN THAT'S WORTH THE TIME AND EFFORT.

THE ART OF EFFECTIVE VIRTUAL MEETINGS

CATEGORY: LEADERSHIP & MANAGEMENT
AUDIENCE: EMERGING LEADERS, MANAGERS
DELIVERY: INSTRUCTOR-LED, VIRTUAL
DURATION: 2-HOURS
PRE-REQUISITES: NONE

OVERVIEW:

IN TODAY'S POST-PANDEMIC WORKPLACE, VIRTUAL MEETINGS ARE NO LONGER TEMPORARY SOLUTIONS, THEY ARE A PERMANENT PART OF HOW TEAMS CONNECT AND COLLABORATE. THIS PROGRAM HELPS STRENGTHEN MEETING LEADERS' ABILITY TO MAXIMIZE AND CREATE STRONGER VIRTUAL MEETING EXPERIENCES.



LEADERSHIP & MANAGEMENT

WINNING SALES WORK-WITHS: COACHING IN THE CAR & THE ACCOUNT

CATEGORY: SALES MANAGEMENT
AUDIENCE: SALES MANAGERS
DELIVERY: INSTRUCTOR-LED, VIRTUAL
DURATION: 2-HOURS
PRE-REQUISITES: LEADERSHIP ESSENTIALS

OVERVIEW:

EACH TIME A MANAGER WORKS WITH A SALESPERSON, THEY SHOULD ADD VALUE IN 2 WAYS – HELPING THEM GET RESULTS AND PROVIDING TRAINING TO IMPROVE PERFORMANCE. LEARN AND PRACTICE WAYS TO MAKE A WORK-WITH ONE OF THE MOST IMPORTANT SALES MANAGEMENT ACTIVITIES.

NAVIGATING DIFFICULT CONVERSATIONS

CATEGORY: LEADERSHIP & MANAGEMENT
AUDIENCE: EMERGING LEADERS, MANAGERS
DELIVERY: INSTRUCTOR-LED, VIRTUAL
DURATION: 1.5 HOURS
PRE-REQUISITES: LEADERSHIP ESS. PREFERRED

OVERVIEW:

SOMETIMES DIFFICULT CONVERSATIONS ARE NEEDED WITH EMPLOYEES TO MOVE FORWARD IN A POSITIVE DIRECTION. LEARN AND PRACTICE WAYS TO HAVE AN EFFECTIVE CONVERSATION WHEN BOUNDARIES NEED TO BE SET, PERFORMANCE NEEDS TO BE IMPROVED, OR TO CLEAR UP A MISUNDERSTANDING.

WINNING TEAMS: WHAT BUSINESS LEADERS CAN LEARN...FOOTBALL COACHES

CATEGORY: LEADERSHIP & MANAGEMENT
AUDIENCE: EMERGING LEADERS, MANAGERS
DELIVERY: INSTRUCTOR-LED
DURATION: 1.5 HOURS
PRE-REQUISITES: NONE

OVERVIEW:

WHAT ARE THE HIGH-LEVEL STRATEGIES THAT MAKE (AMERICAN) FOOTBALL COACHES SUCCESSFUL? BETTER YET, HOW CAN THEY RELATE TO THE BUSINESS WORLD? YOU'LL FIND MANY CONCEPTS ARE REPEATABLE EVEN THOUGH THEY DON'T COME WITH A FIGHT SONG.

GREAT LEADER, GREAT MANAGER: WHY NOT BOTH?

CATEGORY: LEADERSHIP & MANAGEMENT
AUDIENCE: EMERGING LEADERS, MANAGERS
DELIVERY: INSTRUCTOR-LED, VIRTUAL
DURATION: 3 HOURS
PRE-REQUISITES: NONE - INCLUDED IN THE LEADERSHIP ESSENTIALS PROGRAM

OVERVIEW:

EFFECTIVE MANAGEMENT AND LEADERSHIP ARE NOT THE SAME SKILLS. MOST HIGH-PERFORMING ORGANIZATIONS REQUIRE BOTH. THIS PROGRAM HELPS PARTICIPANTS UNDERSTAND THE DISTINCT COMPETENCIES OF EACH ROLE AND THE ABILITY TO INTEGRATE BOTH INTO THEIR DAILY PRACTICES. WHEN EMPLOYEES FEEL GUIDED AND INSPIRED, THEY RESPOND WITH STRONGER PERFORMANCE AND COMMITMENT.



LEADERSHIP & MANAGEMENT

COMMUNICATING TO WIN

CATEGORY: LEADERSHIP & MANAGEMENT
AUDIENCE: EMERGING LEADERS, MANAGERS
DELIVERY: INSTRUCTOR-LED, VIRTUAL
DURATION: 3-HOURS
PRE-REQUISITES: NONE – INCLUDED IN THE LEADERSHIP ESSENTIALS PROGRAM

OVERVIEW:

COMMUNICATION IS THE MOST CRITICAL SKILL FOR LEADERS AND MANAGERS. IT SHAPES CULTURE, DRIVES PERFORMANCE, AND DETERMINES HOW EFFECTIVELY STRATEGY TURNS INTO ACTION. THE GOOD NEWS: COMMUNICATION IS A SKILL, AND SKILLS CAN BE DEVELOPED. EXPECT STRONGER TEAM PERFORMANCE, CLEARER DIRECTION, AND FEWER MISUNDERSTANDINGS.

MOTIVATING TEAMS

CATEGORY: LEADERSHIP & MANAGEMENT
AUDIENCE: EMERGING LEADERS, MANAGERS
DELIVERY: INSTRUCTOR-LED, VIRTUAL
DURATION: 2-HOURS
PRE-REQUISITES: NONE – INCLUDED IN THE LEADERSHIP ESSENTIALS PROGRAM

OVERVIEW:

THE ABILITY TO MOTIVATE EMPLOYEES IS BOTH AN ART AND A SCIENCE. ONCE YOU UNDERSTAND THE KEYS TO SUCCESS, YOU'LL GAIN A NEW PERSPECTIVE AND RESPECT FOR YOUR TEAM MEMBERS. NEXT, YOU'LL CHANGE HOW YOU INTERACT WITH EACH OTHER TO ACHIEVE GREATER TEAM RESULTS.

THE ART & SCIENCE OF TRAINING OTHERS

CATEGORY: LEADERSHIP & MANAGEMENT
AUDIENCE: EMERGING LEADERS, MANAGERS
DELIVERY: INSTRUCTOR-LED, VIRTUAL
DURATION: 3-HOURS
PRE-REQUISITES: NONE – INCLUDED IN THE LEADERSHIP ESSENTIALS PROGRAM

OVERVIEW:

THE GREATEST MANAGERS ARE ALSO THE BEST TRAINERS. PEOPLE WHO UNDERSTAND THE IMPORTANCE OF GETTING WORK DONE THROUGH THE EFFORT OF OTHERS. GREAT MANAGERS ALSO PREPARE OTHERS FOR ADVANCEMENT. LEARN AND PRACTICE EFFECTIVE TRAINING METHODS THAT MAKE TRAINING STICK AND EMPLOYEES GROW.

SKILLFULLY RESOLVING CONFLICT

CATEGORY: LEADERSHIP & MANAGEMENT
AUDIENCE: EMERGING LEADERS, MANAGERS
DELIVERY: INSTRUCTOR-LED, VIRTUAL
DURATION: 2-HOURS
PRE-REQUISITES: NONE – INCLUDED IN THE LEADERSHIP ESSENTIALS PROGRAM

OVERVIEW:

WHEN HUMAN BEINGS INTERACT IN THE WORKPLACE, THERE ARE BOUND TO BE PROBLEMS. GREAT MANAGERS TAKE THE LEAD AND SKILLFULLY RESOLVE CONFLICT BETWEEN EMPLOYEES, DEPARTMENTS, CUSTOMERS OR ALL THREE. LEARN AND PRACTICE THIS IMPORTANT SKILL WITH OTHER PARTICIPANTS.



LEADERSHIP & MANAGEMENT

DOING WHAT MATTERS: PLANNING & TIME MANAGEMENT

CATEGORY: LEADERSHIP & MANAGEMENT

AUDIENCE: EMERGING LEADERS, MANAGERS

DELIVERY: INSTRUCTOR-LED, VIRTUAL

DURATION: 2-3 HOURS

PRE-REQUISITES: NONE – INCLUDED IN THE LEADERSHIP ESSENTIALS PROGRAM

OVERVIEW:

THE BEST LEADERS MAXIMIZE THEIR TIME AND GET THE MOST IMPORTANT THINGS DONE. THIS INVOLVES LOOKING AHEAD, MANAGING CURRENT PROJECTS AND PRIORITIZING, ESPECIALLY WHEN CONFLICTS OCCUR. LEARN AND PRACTICE WHAT IT MEANS TO MAXIMIZE YOUR TIME AND THE TIME OF YOUR TEAM.

LEADERSHIP LESSONS FROM T.C. WILLIAMS HIGH SCHOOL

CATEGORY: LEADERSHIP & MANAGEMENT

AUDIENCE: EMERGING LEADERS, MANAGERS

DELIVERY: INSTRUCTOR-LED

DURATION: 3-HOURS

PRE-REQUISITES: NONE – INCLUDED IN THE LEADERSHIP ESSENTIALS PROGRAM

OVERVIEW:

TAKE A TRIP TO ALEXANDRIA, VIRGINIA TO VISIT THE HISTORIC TC WILLIAMS TITANS. LEARN THE LEADERSHIP LESSONS THAT TURNED THEIR ATHLETIC PROGRAM AROUND AND CHANGED THE COMMUNITY. BASED ON A TRUE STORY, THIS MOTION PICTURE WILL SHOW YOU THE IMPACT OF THE LEADERSHIP LESSONS IN THIS PROGRAM.



PRODUCT KNOWLEDGE

INTRODUCTION TO BEER

CATEGORY: PRODUCT KNOWLEDGE
AUDIENCE: BEER INDUSTRY PERSONNEL, BEER ENTHUSIASTS, TEAM-BUILDING FOCUSED MGRS.
DELIVERY: INSTRUCTOR-LED
DURATION: 3-4 HOURS
PRE-REQUISITES: NONE

OVERVIEW:

INCREASE KNOWLEDGE AND CONFIDENCE WHEN WORKING WITH ONE OF THE WORLD'S MOST POPULAR AND OLDEST BEVERAGES. A GREAT PROGRAM FOR PEOPLE JUST STARTING IN THE BEER INDUSTRY OR CONSUMERS WHO HAVE BEEN ENJOYING BEER FOR YEARS AND WANT TO TAKE THEIR EDUCATION TO THE NEXT LEVEL.

UNDERSTANDING BEER

CATEGORY: PRODUCT KNOWLEDGE
AUDIENCE: BEER INDUSTRY PERSONNEL, BEER ENTHUSIASTS, BEER-CENTRIC RETAILERS
DELIVERY: INSTRUCTOR-LED
DURATION: 19-20 HOURS (TOTAL)
PRE-REQUISITES: INTRO TO BEER PREFERRED

OVERVIEW:

ENJOY THE PERFECT BEER FOR EACH OCCASION OR PREPARE FOR BEER CERTIFICATIONS BY PARTICIPATING IN THIS HIGH-LEVEL BEER EDUCATION PROGRAM. GEEK OUT ON BEER INGREDIENTS, MALTING & BREWING PROCESSES, EXAMINING TASTE, HISTORY OF ALES & LAGERS, AND THE BASICS OF DRAFT BEER.

BEER INGREDIENTS

CATEGORY: PRODUCT KNOWLEDGE
AUDIENCE: BEER INDUSTRY PERSONNEL, BEER ENTHUSIASTS, BEER-CENTRIC RETAILERS
DELIVERY: INSTRUCTOR-LED
DURATION: 2-HOURS
PRE-REQUISITES: INTRO TO BEER – INCLUDED IN THE UNDERSTANDING BEER PROGRAM

OVERVIEW:

IT'S DIFFICULT TO WORK WITH BEER WITHOUT A THOROUGH UNDERSTANDING OF THE MATERIALS THAT MAKE IT. DURING THIS HANDS-ON SESSION, WE'LL SHOW AND EXPLAIN THE IMPORTANCE OF EACH KEY BEER INGREDIENT THEN GIVE YOU OPPORTUNITIES TO TASTE, SMELL, AND SAMPLE THEM TOO. TRUE BEER EDUCATION STARTS HERE.

MALTING & BREWING PROCESSES

CATEGORY: PRODUCT KNOWLEDGE
AUDIENCE: BEER INDUSTRY PERSONNEL, BEER ENTHUSIASTS, BEER CENTRIC RETAILERS
DELIVERY: INSTRUCTOR-LED
DURATION: 2-4-HOURS (TOUR DEPENDENT)
PRE-REQUISITES: INTRO TO BEER – INCLUDED IN THE UNDERSTANDING BEER PROGRAM

OVERVIEW:

AFTER GAINING AN UNDERSTANDING OF THE INGREDIENTS, THE NEXT STEP IS TO LEARN THE PROCESSES THAT PRODUCE THE PRODUCT IN ITS FINAL PACKAGE (BOTTLE, CAN, OR KEG). THIS MODULE WORKS BEST WHEN IT'S PAIRED WITH A LOCAL BREWERY TOUR.



PRODUCT KNOWLEDGE

EXAMINING TASTE

CATEGORY: PRODUCT KNOWLEDGE

AUDIENCE: BEER INDUSTRY PERSONNEL, BEER ENTHUSIASTS, BEER CENTRIC RETAILERS

DELIVERY: INSTRUCTOR-LED

DURATION: 2 HOURS

PRE-REQUISITES: INTRO TO BEER – INCLUDED IN THE UNDERSTANDING BEER PROGRAM

OVERVIEW:

HOW WE EXPERIENCE TASTE IS A MORE COMPLEX SENSATION THAN PEOPLE REALIZE. IT'S ESPECIALLY IMPORTANT WHEN WORKING WITH BEER. DURING THIS MODULE, LEARN AND APPLY TASTE METHODOLOGY AND GET AN INTIMATE UNDERSTANDING OF HOW WE PROCESS THIS IMPORTANT HUMAN SENSE.

BEER HISTORY - ALES

CATEGORY: PRODUCT KNOWLEDGE

AUDIENCE: BEER INDUSTRY PERSONNEL, BEER ENTHUSIASTS, BEER CENTRIC RETAILERS

DELIVERY: INSTRUCTOR-LED

DURATION: 2-3 HOURS

PRE-REQUISITES: INTRO TO BEER – INCLUDED IN THE UNDERSTANDING BEER PROGRAM

OVERVIEW:

MANY OF THE BEER STYLES WE DRINK TODAY ORIGINATE FROM EARLY CREATIONS HUNDREDS OF YEARS AGO. GIVEN THE ENVIRONMENT FROM EACH LOCATION, BEER MAKERS MADE THE BEST VERSIONS THEY COULD. IN THIS MODULE LEARN AND SAMPLE THE HISTORIC BACKBONE OF ALES. GET READY FOR SOME WILD STORIES!

BEER HISTORY - LAGERS

CATEGORY: PRODUCT KNOWLEDGE

AUDIENCE: BEER INDUSTRY PERSONNEL, BEER ENTHUSIASTS, BEER CENTRIC RETAILERS

DELIVERY: INSTRUCTOR-LED

DURATION: 2-3 HOURS

PRE-REQUISITES: INTRO TO BEER – INCLUDED IN THE UNDERSTANDING BEER PROGRAM

OVERVIEW:

MANY OF THE BEER STYLES WE DRINK TODAY ORIGINATE FROM EARLY CREATIONS HUNDREDS OF YEARS AGO. GIVEN THE ENVIRONMENT FROM EACH LOCATION, BEER MAKERS MADE THE BEST VERSIONS THEY COULD. IN THIS MODULE LEARN AND SAMPLE THE HISTORIC BACKBONE OF LAGERS. GET READY FOR SOME WILD STORIES!

DRAFT BEER BASICS

CATEGORY: PRODUCT KNOWLEDGE

AUDIENCE: BEER INDUSTRY PERSONNEL, BEER ENTHUSIASTS, BEER CENTRIC RETAILERS

DELIVERY: INSTRUCTOR-LED

DURATION: 2-3 HOURS (EQUIPMENT DEPENDENT)

PRE-REQUISITES: INTRO TO BEER – INCLUDED IN THE UNDERSTANDING BEER PROGRAM

OVERVIEW:

IF YOUR JOB INVOLVES WORKING WITH BARS AND RESTAURANTS, THIS MODULE IS A MUST. WE'LL ADDRESS BEST PRACTICES FOR STORING AND SERVING BEER, ALONG WITH THE WHAT/ HOW/ WHY OF DRAFT CLEANING AND TROUBLESHOOTING PROBLEMS WITH DRAFT SYSTEMS. DON'T CALL THE DRAFT TEAM YET, NOT IF YOU CAN SAVE THE DAY FOR YOUR ACCOUNT!



PRODUCT KNOWLEDGE

CICERONE STUDY/ PREP

CATEGORY: PRODUCT KNOWLEDGE

AUDIENCE: BEER INDUSTRY PERSONNEL, BEER ENTHUSIASTS, BEER CENTRIC RETAILERS

DELIVERY: INSTRUCTOR-LED

DURATION: 1-2 HOURS

PRE-REQUISITES: INTRO TO BEER – INCLUDED IN THE UNDERSTANDING BEER PROGRAM

OVERVIEW:

WHETHER YOU'RE PREPARING FOR THE CERTIFIED BEER SERVER EXAM OR THE CERTIFIED CICERONE (2ND LEVEL) THIS MODULE WILL INCREASE YOUR CONFIDENCE (OVER 90% OF PARTICIPANTS HAVE PASSED). SHOWCASE YOUR KNOWLEDGE WITH ONE OF THE MOST PRESTIGIOUS CERTIFICATIONS IN OUR INDUSTRY.

INTRODUCTION TO WINE

CATEGORY: PRODUCT KNOWLEDGE

AUDIENCE: WINE INDUSTRY PERSONNEL, WINE ENTHUSIASTS, TEAM-BUILDING FOCUSED CO.'S

DELIVERY: INSTRUCTOR-LED

DURATION: 3-4 HOURS

PRE-REQUISITES: NONE

OVERVIEW:

KNOWING YOUR WAY AROUND A WINE LIST IS MORE THAN A SOCIAL PERK, IT CAN BE A STRATEGIC BUSINESS ADVANTAGE. WHETHER YOU'RE SELLING WINE, HOSTING CLIENTS, OR ATTENDING FORMAL DINNERS, WINE KNOWLEDGE CAN HELP YOU NAVIGATE HIGH-LEVEL SOCIAL SITUATIONS WITH CONFIDENCE AND SOPHISTICATION

OTHER SERVICES

LISTED BELOW ARE ADDITIONAL PRODUCTS, SERVICES, AND OFFERINGS THAT CAN BE ADDED TO ANY ENGAGEMENT OR SET UP AS INDEPENDENT PROJECTS TO MEET YOUR NEEDS.

TRAINING NEEDS ANALYSIS/ SKILL ASSESSMENTS

- INTERVIEWS WITH LEADERS
- SALES CALL OBSERVATIONS
- LEADER PRESENTATION OBSERVATIONS
- VIRTUAL MEETING AUDITS
- SURVEY DESIGN & COLLECTION

TRAIN-THE-TRAINER PROGRAMS

UPSKILL YOUR INTERNAL TRAINING TEAM WITH THE LATEST IN LEARNING SCIENCES, INSTRUCTIONAL DESIGN, TRAINING DELIVERY & FACILITATION TECHNIQUES, KNOWLEDGE MANAGEMENT IDEAS & WAYS TO MEASURE THE IMPACT OF TRAINING.

INDIVIDUAL COACHING

- SLIDE DECK REVIEW
- PRESENTATION REHEARSAL
- TRAINING PROGRAM REVIEW
- LEARNING PATH/ CURRICULUM DESIGN - BY ROLE/ JOB TITLE/ POSITION
- POST WORKSHOP CHECK-INS (MANAGERS, EMPLOYEES, ETC.)
- PRE-PLAN REVIEW
- LEADER COMMUNICATION REVIEW
- INDIVIDUAL PROGRAM ACCOUNTABILITY CHECK-INS

DOCUMENT CREATION

- SLIDE DECKS – POWERPOINT
- WORKBOOKS – PDF
- CUSTOMIZED QUIZZES & TESTS
- INTERACTIVE WORKBOOKS
- GAME SHOWS – POWERPOINT
- PROFIT CALCULATORS
- MICROLEARNING MODULES
- TRAINING TRACKERS
- POST-WORKSHOP ASSESSMENTS

FRACTIONAL TRAINER & RETAINER OPTIONS

(PART-TIME TRAINING MANAGER SERVICES)

- VIRTUAL, ON-SITE, ON-CALL HOURS
- 1 HALF-DAY PER MONTH
- 1 FULL-DAY PER MONTH
- 1 FULL DAY EVERY OTHER WEEK
- 3-6-12 MONTH OPTIONS

READY FOR A DISCOVERY CALL?
SEND AN EMAIL TO:

LBROWN@LBROWNLEARNING.COM

ADD A BUNDLE TITLE TO THE SUBJECT
LINE OF YOUR EMAIL

TRAINING PROGRAM BUNDLES

SELECT ANY OF THESE PACKAGES FOR PROVEN RESULTS AND LOGICAL CONTENT FLOWS.
EACH BUNDLE CONTAINS COMPLEMENTARY SKILL DEVELOPMENT MODULES FOR BEHAVIOR CHANGE.

INTRODUCTION TO SALES (1-DAY PROGRAM)

- BEING A SUCCESSFUL SALESPERSON
- AREAS OF RESPONSIBILITY
- GETTING ORGANIZED & GOAL SETTING
- AREAS OF FOCUS: ON-PREMISE
- AREAS OF FOCUS: OFF-PREMISE
- STEPS TO A SALES CALL
- SELLING & MANAGING DISPLAYS
- PRE-PLANNING FOR SUCCESS

POWERFUL PRESENTATIONS (1.5-DAY PROGRAM)

- THE SPEAKING ADVANTAGE
- NEXT-LEVEL POWERPOINT: 25 TIPS YOU DIDN'T KNOW YOU NEEDED

BEING A SALES PROFESSIONAL (2-DAY PROGRAM)

- COMMUNICATION (FOR SALES REPS)
- CONFLICT RESOLUTION (FOR SLS. REPS)
- PLANNING & TIME MANAGEMENT
- THE SPEAKING ADVANTAGE

LEADERSHIP ESSENTIALS: TRANSFORMING MANAGERS INTO LEADERS (2.5-DAY PROGRAM)

- GREAT LEADER, GREAT MANAGER: WHY NOT BOTH?
- COMMUNICATING TO WIN
- MOTIVATING TEAMS
- THE ART & SCIENCE OF TRAINING OTHERS
- SKILLFULLY RESOLVING CONFLICT
- DOING WHAT MATTERS: PLANNING & TIME MANAGEMENT
- LEADERSHIP LESSONS FROM T.C. WILLIAMS HIGH SCHOOL

SALES BOOT CAMP (2-DAY PROGRAM)

- GETTING TO KNOW YOUR BUYERS
- PREPARING & BUILDING SALES PRESENTATIONS
- DELIVERING SALES PRESENTATIONS
- CLOSING TECHNIQUES
- HANDLING SALES OBJECTIONS

READY FOR A DISCOVERY CALL?
SEND AN EMAIL TO:

LBROWN@LBROWNLEARNING.COM

ADD A BUNDLE TITLE TO THE SUBJECT
LINE OF YOUR EMAIL

TRAINING PROGRAM BUNDLES

SELECT ANY OF THESE PACKAGES FOR PROVEN RESULTS AND LOGICAL CONTENT FLOWS.
EACH BUNDLE CONTAINS COMPLEMENTARY SKILL DEVELOPMENT MODULES FOR BEHAVIOR CHANGE.

TRANSFORMING SALES MANAGERS INTO SALES COACHES (2-DAY PROGRAM)

- BEING A SUCCESSFUL SALESPERSON
- AREAS OF RESPONSIBILITY
- GETTING ORGANIZED & GOAL SETTING
- AREAS OF FOCUS: ON-PREMISE
- AREAS OF FOCUS: OFF-PREMISE
- STEPS TO A SALES CALL
- SELLING & MANAGING DISPLAYS
- PRE-PLANNING FOR SUCCESS
- GETTING TO KNOW YOUR BUYERS
- PREPARING & BUILDING SALES PRESENTATIONS
- DELIVERING SALES PRESENTATIONS
- CLOSING TECHNIQUES
- HANDLING SALES OBJECTIONS
- PREPARING YOUR TEAM FOR SUCCESS
- COACHING IN THE MOMENT

HIGH IMPACT MEETINGS (2-DAY PROGRAM)

- NEXT-LEVEL POWERPOINT: 25 TIPS YOU DIDN'T KNOW YOU NEEDED
- THE ART OF EFFECTIVE MEETINGS
- THE ART OF EFFECTIVE VIRTUAL MEETINGS
- THE SPEAKING ADVANTAGE

BEER CERTIFICATION PREP (2.5-DAY PROGRAM)

- INTRODUCTION TO BEER
- UNDERSTANDING BEER
- CICERONE PREPARATION

BEER MERCHANDISER DEVELOPMENT PROGRAM (2-DAY PROGRAM)

- THE FISH PHILOSOPHY
- COMMUNICATION
- AREAS OF FOCUS: OFF-PREMISE
- MANAGING DISPLAYS
- SELLING MORE WITH RETAIL SHELVES
- INTRODUCTION TO BEER

READY FOR A DISCOVERY CALL?
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LBROWN@LBROWNLEARNING.COM

ADD ONE OF THESE TOPICS TO THE
SUBJECT LINE

WHAT PARTICIPANTS TOLD US...

THE SPEAKING ADVANTAGE
“CLEAR INSTRUCTION, ACTIVE ENGAGEMENT IN AN ENVIRONMENT THAT FELT POSITIVE, SAFE, AND ENCOURAGING.”

THE SPEAKING ADVANTAGE
“GREAT FACILITATION AND CONTENT! THE MATERIAL WAS BROKEN DOWN INTO EASY-TO-UNDERSTAND LESSONS AND SUPPORTED WITH PRACTICE.”

THE SPEAKING ADVANTAGE
“LLOYD WAS AMAZING!!! HE WAS VERY INFORMATIVE AND ENGAGING!”

SALES BOOT CAMP
“LLOYD DID A GREAT JOB KEEPING EVERYONE ENGAGED AND CONCENTRATING ON THE IMPORTANCE OF BEING PREPARED TO SET YOURSELF UP TO WIN!”

SALES BOOT CAMP
“DRIVING THE POINT THAT FACT-BASED SELLING AND BEING PREPARED IS THE KEY TO BE SUCCESSFUL!”

SALES BOOT CAMP
“LOTS OF GREAT INFORMATION THAT WILL BE HELPFUL FOR SALES REPS AND HIGH ENERGY KEPT THE TOPICS MOVING.”

UNDERSTANDING BEER
“I ENJOYED THE INTERACTION WITH ASKING THE CLASS QUESTIONS, TASTING ALL THE DIFFERENT TYPES OF BEER AND FOODS, AND CONSTANT TESTING. THE STRUCTURE MADE ME FEEL PREPARED FOR THE CICERONE LEVEL 1 EXAM.”

INTRODUCTION TO BEER
“GREAT ENERGY AND POSITIVE OVERALL VIBE AND EXPERIENCE. HELPFUL, LIGHT, FUN, ENGAGING.”

INTRODUCTION TO WINE
“WELL-PREPARED, ENGAGING, HIGH-ENERGY, PASSIONATE, ENTERTAINING, AND KNOWLEDGEABLE. WELL DONE MY FRIEND.”

INTRODUCTION TO WINE
“I LOVED ALL ASPECTS OF IT – THE SLIDES, THE VIDEOS, THE MATERIALS, THE STORIES, THE INTERACTION, AND THE WINE!”

7 HABITS OF HIGHLY EFFECTIVE PEOPLE
“EYE OPENING, INSPIRATIONAL, ENLIGHTENING, GREAT AND LIFE-CHANGING.”

7 HABITS OF HIGHLY EFFECTIVE PEOPLE
“GREAT CLASS! VERY WELL PUT TOGETHER AND ORGANIZED. MATERIAL IS USEFUL AND MEANINGFUL PERSONALLY AND PROFESSIONALLY.”





SALES ONBOARDING - VIRTUAL



SALES REP DRAFT BEER TRAINING



SALES COACHING - SUPERVISOR TRAINING



TRAIN-THE-TRAINER PROGRAM



MANAGER TRAINING



PUBLIC SPEAKING WORKSHOP



SALES TRAINING



WINE CLASS



PUBLIC SPEAKING WORKSHOP



SALES TRAINING



ATD CONFERENCE PRESENTATION



COLLEGE CLASS PRESENTATION



SALES SUPERVISOR TRAINING



SPEAKER WORKSHOP



COMMUNICATION TRAINING



PUBLIC SPEAKING WORKSHOP



PODCAST GUEST



SALES MANAGER TRAINING



LOCAL NEWS APPEARANCES



PUBLIC SPEAKING WORKSHOP



MANAGER TRAINING



SALES SUPERVISOR TRAINING



CORPORATE EVENT EMCEE



SALES TRAINING



FOOTBALL COACH



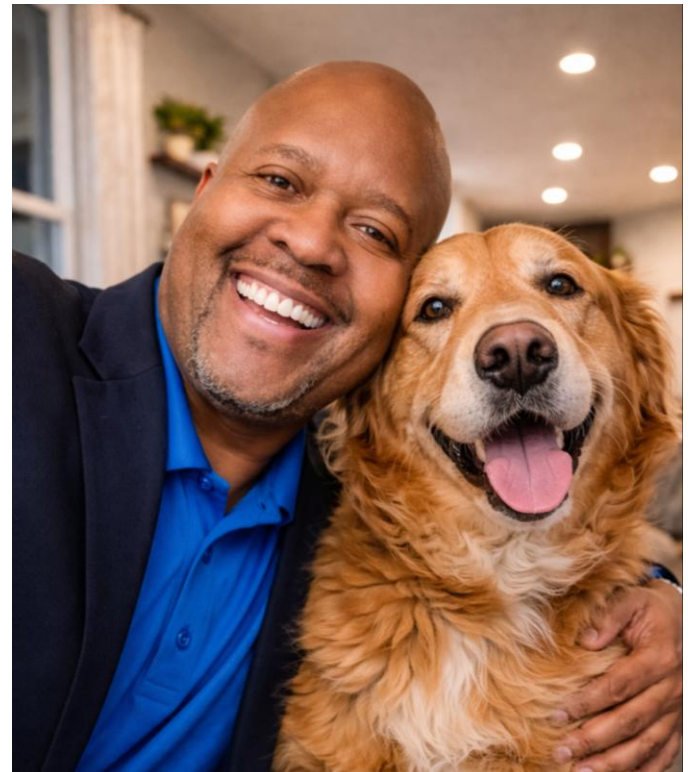
TRAVELER



BELIEVER



FOODIE (SMASHBURGER ON DONUTS)



DOG LOVER



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Developing successful organizations
one person at a time.

