

# Creative Training Solutions



M O N A R C H  
TRAINING & CONSULTING



## Why Creative Learning Solutions?

While many tried and true learning approaches exist (hello, in-person training session) we recognize that employees and leaders may be looking for additional approaches. At **Monarch Training & Consulting**, we are committed to jumping in **with you** to explore, experiment and launch new ways to support the growth and development of your employees. Whether it's something we've already tried, or perhaps a new idea to explore, consider us up for the challenge!

### SYNCHRONOUS IDEAS

OK, so this is a fancy word to describe learning opportunities that happen “live.” Participants must all be present (whether in-person or virtual) at the same time.

#### Advantages:

- Fosters a learning “community” where employees build connections, resources, and can share ideas and best practices with each other.
- Let's be honest, you prioritize learning when you *have* to be there. If it's on your own time and it's always there waiting for you, sometimes it doesn't happen.
- It facilitates active hands-on learning and opportunities to receive practice and feedback.
- Especially since COVID, people really do enjoy the opportunity to get together and connect with others.

**So, what are ways Monarch Training & Consulting can support you in leveraging synchronous learning? From planning, development, facilitation and more, consider us your partner in making these happen!**

#### In-Person or Zoom “Traditional” Training

You know this well. Ranging from one hour to multiple days, participants get together and learn skills that they absorb, discuss, practice, etc. This can be done with open enrollment at your company or even team specific. We've been doing this *forever* and you know what? It still works.

#### Panel Discussion

There's always more than one expert in the room! A Panel Discussion really allows you to involve those who have wisdom to share. We partner with your panelists to create an engaging experience not only for the participants but for the panelists themselves. The work behind the scenes combined with a skilled moderator creates an enriching experience that piques curiosities and inspires learning.

#### Business Acumen Training

How often are employees exposed to all parts of the business? How many employees could draw a flowchart outlining how the company works and how the company makes money? As you are building future enterprise leaders, business acumen is an essential yet sometimes difficult skill to develop. We partner with your internal subject matter experts in all areas of the business to create engaging and learning-focused presentations. (These are really training sessions!) Even those who are not in that functional area really get your organization's big picture and their part in it. These sessions are wildly popular and when provided with the support to truly make it a learning experience, the participants get the most out of it.

#### Focus Group

Focus groups are traditionally for an organization seeking information and input from employees. But what if it was turned into a learning experience? Imagine a focus group on employee engagement, where a group of leaders were present to ask questions and learn about what really makes employees tick? We can help you think through how to execute this, and of course moderate it and make it happen.



### **Fireside Chat / Best Practice Sharing Circle**

Everyone is an expert and no one is an expert. In this type of session, a topic is presented and everyone is a participant and everyone is an expert. Through guided engagement, participants show up ready to share ideas, best practices, and challenges, walking away with practical tips and a learning community they can tap into in the future.

### **Book Club**

A unique book club that doesn't require you to read *any* books! For one powerful hour (or more), we will work with your leaders to discuss a book, having done the reading *FOR* you. We then lead the discussion to guide participants to internalize the ideas and create practical takeaways and insights. Perhaps this discussion will inspire participants to read the book. Alternatively, it could be run like a traditional book club where participants read the book and then show up for a facilitated discussion.

### **Group Coaching Calls**

This format is all the rage right now! Participants are invited to submit questions ahead of time to be answered in the Zoom session. They are also encouraged to share their thoughts and ideas. Once those original questions are addressed, a live Q&A is available for the remainder of the time, an informal, on-the-spot approach to growth and development. These sessions can also be recorded for replay and available on-demand for those who could not attend.

### **Office Hours**

Typically, coaching engagements are reserved for specific people, but we know everyone can benefit from coaching. For office hours, it works just like a professor's office hours. Show up (via Zoom) and you can receive on the spot coaching for any situations where support is needed. This can be done in a group format (anyone can join in at the same time) or with a Zoom waiting room feature that supports private coaching one at a time. This provides a wonderful opportunity for coaching to be accessible to anyone.

### **Got another idea?**

Tell us about it. Let's figure it out together!

## **ASYNCHRONOUS IDEAS**

And this is a fancy word to describe learning opportunities that are not live, where participants can engage on their own time, whenever works for them.

### **Advantages:**

- Provides the utmost flexibility, especially with busy or challenging schedules
- Is accessible to all, and especially supportive when dealing with a wide range of time zones
- Can be "bite-sized" (AKA micro-learning) where participants can learn without a significant time investment.

**So, what are ways Monarch Training & Consulting can support you in leveraging asynchronous learning? From planning, development, execution and more, consider us your partner in making these happen!**

### **Video with action tool**

Almost as good as live! We record a short (or long, depending on the need) video that participants can watch. Similar to a traditional live session but just 1-way communication. Unlike other options like LinkedIn Learning, this is deployed with your specific needs and culture woven in. Along with the video, there is an action tool provided which supports participants in taking what was learned and applying it in the workplace or team discussion guide that team leader can guide their teams through together. They are also encouraged to report back their results, and can receive a personalized video coaching response in return!



### **Microlearning - video, interview, best practice sharing and more!**

This is a short video, focused on one simple actionable concept (perfect for the TikTok generation!), a quick interview with an impactful expert or leader, a best practice from an influential person in the workplace, etc. Curated, created and delivered in bite-sized chunks to give people little doses of inspiration regularly.

### **Quiz/Assessment**

Assessments can be a great way to build awareness. Our favorite is DISC! We provide a DISC assessment and a 10-minute video tutorial, along with a 35-page report that details your DISC communication/work style as well as how to interact with other styles. 10-minute tutorial not extensive enough? We can definitely make it longer.

### **Job Aid / Tool**

Sometimes a job aid or tool is enough to get someone going with a new skill or mindset. Name the topic/skill and we'll create a tool that they can use \*on the job\* to be more efficient and effective. We can also pair it with a quick video to explain how to use it.

### **Facilitated Teams/Slack discussion**

Many organizations use tools such as Slack and Teams to foster asynchronous dialogue. Imagine a moderated channel on a specific learning area that participants can support one another, as well as a facilitated expert to provide responses and advice.

### **Self-assessment/support form with video coaching response**

Participants complete a self-assessment (particularly helpful after a performance review) with specific questions or insights they are looking for in order to help them grow. We provide a video response/training personalized to them on areas of focus, how to build a particular skill, etc.

### **Guided self-study**

A curated learning journey is provided on a specific skill set, to include specific resources available (e.g. LinkedIn Learning, articles, tools, books, etc.). Participants can also receive video coaching (based off their questions/challenges). This can be personalized for HiPo's or specific learning journeys created that are launched and repeatable by the masses.

### **Platforms such as LinkedIn Learning, with Support**

Have you checked your LinkedIn Learning usage and completion reports? Sadly, when left to our own devices many times these resources are not utilized. But what if there was support to go along with it? Where participants could sign up for developing a skill, and a curated LinkedIn Learning journey was available along with custom developed tools and resources to help them apply it? Along with timelines in place and encouragement to stay focused?

### **Got another idea?**

Tell us about it, let's figure it out together!

## **BLENDED IDEAS**

Not ready to commit to synchronous or asynchronous, well that's not an issue because blended options can merge the best of both worlds!

### **Advantages:**

- Provides flexibility, especially with busy or challenging schedules
- Allows participants to have flexibility and also build a learning community with support
- Keep the learning journey interesting, tapping into all learning styles

**So, what are ways Monarch Training & Consulting can support you in leveraging *blended* learning?  
From planning, development, execution, facilitation and more, consider us your partner in making these happen!**



### **Video tool discussion**

Almost as good as live! We record a short (or long, depending on the need) video that participants can watch. Similar to a traditional live session but just 1-way communication. Unlike other options like LinkedIn Learning, this is deployed with your specific needs and culture woven in. We then meet (in-person or more likely via Zoom) to discuss the tool and how to apply it in the workplace. For example, the video can be 15 minutes and the discussion and best practice sharing could be a 45-minute session.

### **LinkedIn learning w/ discussion**

Have you checked your LinkedIn learning usage and completion reports? Sadly, when left to our own devices many times these resources are not utilized. But what if there was support to go along with it? Where participants could sign up for developing a skill, and a curated LinkedIn Learning journey was available. They are given a timeline and then join in on a live interactive discussion about the content and how to apply it.

### **Feedback tool with coaching session**

Participants complete a self-assessment (particularly helpful after a performance review) or ask others to complete it. Once they've completed that assessment, they join a one-on-one coaching session to process the results and make a development plan for themselves. This can also be done in a group format.

### **Learning Journeys**

A well charted path to build a specific skill. These are created using a combination of resources you already have available plus additional resources and support mechanisms that actively guide like-minded learners through a structured program. Consider elements such as assessments, videos, action challenges, coaching responses, group coaching, live sessions, mentoring opportunities, etc.

### **Traditional training with blended options**

Feel connected to the traditional live training? Don't worry, we get it. It's tried and true. With this option we add an additional blend to provide extra support to learners. These are created using a combination of resources you already have available plus additional resources and support mechanisms that actively guide like-minded learners through a structured program. Consider elements such as assessments, videos, action challenges, coaching responses, group coaching, live sessions, mentoring opportunities, etc. but with a stronger emphasis on the "live" session.

### **Assessments with group discussion**

Assessments can be a great way to build awareness. Our favorite is DISC! We provide a DISC assessment and a 10-minute video tutorial, along with a 35-page report that details your DISC communication/work style as well as how to interact with other styles. With this blend, we bring a team together to discuss the results, bond, make commitments and move forward together.

### **Individual Coaching**

We have "laser" coaching available for ad hoc situations as well as coaching packages that provide a consistent level of support via live coaching sessions as well as assessments, video laser coaching, and more.

### **Got another idea?**

Tell us about it, let's figure it out together!





## WHO IS MONARCH TRAINING AND CONSULTING?

### Overview

Madeline Schmidt, owner of Monarch Training & Consulting, is a nationally-recognized Learning, Talent, and Organizational Development expert with a proven track record of creating and growing strategic learning organizations from the ground-up through high-impact leadership development, organizational development, and culture/change initiatives. With almost 25 years of experience in a variety of industries, she has become well known for creating innovative, results-oriented and custom talent solutions that support organizational culture and business strategy.

She has trained, developed and coached thousands of individuals, high potentials, emerging leaders, and executives in leveraging their current strengths, developing new strengths, shifting mindsets and approaches to achieve personal and professional goals, and uncovering blind spots that get in the way of growth and success.

Known for her passion, insights, and ability to connect with hearts and minds, she specializes in flexible and customized solutions (built specifically for your needs, culture, company, and people) in the areas of Leadership Development (including Coaching and 360 feedback), Organizational Culture and Employee Engagement, Learning & Development, and Women's Leadership Initiatives.

Madeline has created and delivered hundreds of programs to a broad spectrum of professionals, from entry-level to Executives of corporations. Her programs and strategies are "meaty" – focusing on practical and in-depth content without fluff. Her facilitation style is professional, engaging, energetic, authentic, participative, and humorous. She believes you cannot learn unless you are enjoying yourself. Applying her expertise in psychology, Madeline's programs tap into and reframe mindsets, which results in long-lasting growth for individuals and the company.

Madeline has an M.S. in Industrial/Organizational Psychology, received several local and national awards for her talent development and culture change work and is a certified facilitator / practitioner in a variety of globally recognized leadership training programs such as: DISC, Predictive Index, Situational Leadership II, Situational Frontline Leadership, Situational Self Leadership, Catalyst, and AchieveGlobal. Additionally, Monarch Training & Consulting creates and facilitates a variety of signature leadership development programs which are fully customizable to your organization.

### **Monarch Training & Consulting Fact Sheet**

#### Areas of expertise:

- Leadership Development (including Coaching and 360 feedback), Organizational Culture and Employee Engagement, Organizational Development, Learning & Development, and Women's Leadership Initiatives.
- Nationally recognized Learning/OD expert (Training Magazine's Top 100, ASTD Peak Performance award, SHRM Workplace Excellence awards).
- Over 20 years' experience in the fields of Human Resources, Learning, Leadership Development and Organizational Development.
- Master's degree in Industrial/Organizational Psychology.

#### **Relevant career experience:**

Madeline has created and led Learning/OD Departments from the ground-up, both inside and outside of companies:

#### *Internal*

- Director of Learning and Organizational Development at world-famous Hotel del Coronado.
- Director of Learning and Leadership Development at Encore Capital Group
- Leadership Training Manager at AMN Healthcare
- Director of Talent Development at Hard Rock Hotel San Diego



- Director of Talent | Learning | Leadership Development at Provide-Commerce (ProFlowers, Shari's Berries, RedEnvelope, Personal Creations, Cherry Moon Farms, Gifts.com, Sincerely.com)
- Director of Human Resources, Learning & Development at H.G. Fenton Company

*External*

- In 2017, founded Monarch Training & Consulting to provide support to a variety of industries. Madeline is adaptable to any industry, and has served clients in non-profit, bio-tech/pharma, hospitality, financial services, real estate & development, construction, professional firms, education/academics, engineering, e-commerce and more!

**Testimonials:**

Monarch Training & Consulting is proud that the majority of our clients to date have been connected via referral from clients and colleagues. Please see [this page](#) on the website for examples of companies supported, as well as testimonials.

