

# performer.biz

I solve people problems for growth businesses.

## people problem

### learning & development investments are too rigid and have poor ROI

You want to build a culture of development because you believe that continuously developing great talent delivers value that's a strategic advantage. You also know that development opportunities are an important part of the total value proposition in your employer brand. But you are wary, because development investments can get really expensive really fast and the positive results are notoriously difficult to measure.

How do you know you are getting the most bang out of employee development buck? How do you make sure your investments are as relevant next year as they are today? You want programs and approaches that bend with the inevitable pivots. You want your development to be innovative and custom to your organization—and your culture.

## performer.biz solution

### build a custom-to-culture agile learning & development framework

Learning and development investments should enable effectiveness, not be a time-wasting constraint that can't keep up with the ever-changing key business challenges. Effectiveness comes from being custom-to-culture, principles-based, and agile.

It's very easy to invest poorly in learning and development. Belief that you can plan once a year what the right training topics should be is misplaced energy. With a framework of learning programs and resources, your team self-corrects by filling in the content that's most relevant today to be ready for tomorrow.

Learning resources should be individualized, blended, and right-on-time. I'll teach you how to build learning frameworks for your business that evolve and are responsive to pivots. Then your team spends developmental energy actually developing what needs developing today.

### makes you \$ by...

You make more money when you have a sustained strategic advantage. If you employ knowledge workers, then you know that having continuously improving staff is the best sustainable strategic advantage you can get. Other advantages can go away in an eye-blink by a smarter competitor.

### reduces cost by...

You avoid over-investing in programs that don't enhance on-the-ground performance in the areas of greatest leverage. You don't suffer hardship turnover because your best people don't feel that their growth is invested in by the business.

## GET STARTED

A no-risk free consult. Let's meet and talk about your business' unique needs so we can design an arrangement that gets you the highest value for the investment.



[alicia@performer.com](mailto:alicia@performer.com)

919-730-9165