


DX Learning
Solutions



We shape organizations worth working for.

If you want the best, your organization has to be its best—with leadership that puts its people first. Our solutions inspire just that.



“This training will allow me to be more intentional with connecting with my team on their goals as well as empowering them, creating more ownership.”

DX Participant, The Empowerment Shift



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Learning that starts by looking inward.

There's no such thing as leadership nirvana.
We can always be improving.

DX Learning Solutions is founded on the radical belief that self-awareness and people-first thinking are the building blocks of transformative leadership. As it stands, leadership accounts for 50% of the variability in how your team performs.¹ Our programs bring together neuroscience and learning-by-doing to inspire self-improvement, showing you how to break free from bad habits and learn to lead by putting your people first.

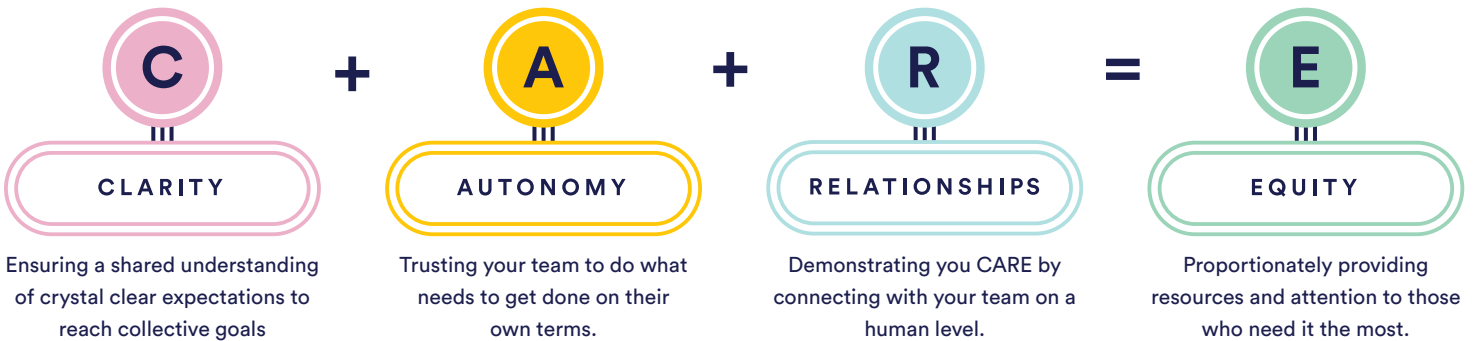
Our passion lies with all levels of leadership, feedback to accountability, quick-hit lessons, virtual and live classroom delivery, in-depth learning and more. Toward that end, we have a full suite of customizable experiences to get you and your entire leadership team thinking like students, acting like coaches and meeting the demands of today's top talent.

1. Chamorro-Premuzic, Thomas. "Why Do So Many Incompetent Men Become Leaders? And How to Fix It," Harvard Business Review Press, March 2019



Break up with your bad habits.

Our proprietary CARE™ model is the nucleus of our approach to inspiring progressive leadership. By zeroing in on specific daily habits that encourage self-awareness and improvement, we clear the way for leaders to take a hard look at their own habits and turn them around.



Our approach is not just another model; it's a mindset designed to bring your values to life in an actionable, memorable way. We map CARE to your company culture and empower your team to embody your values.

CARE is expertly woven into the fabric of our programs so you can map the behavioral leadership changes needed to help your organization improve.



Plan for the future of your culture.

Self-awareness and people-first thinking. This is the stuff great organizations are built on. CARE™ can help get your leaders there by motivating them to model your organization's values and build safety with their teams.

Sparking change and making it stick.

How
CARE™
transforms your organization:



Identify the main cultural challenges facing your organization



Integrate the CARE model with your existing organizational values



Co-create engaging opportunities for leaders to change how they think and act



Senior leaders
LACKING IN SELF-AWARENESS ARE
600% more likely
to fail to perform on the level expected of them.¹



This can cost organizations as much as \$50 million per leader.²

1. PDI Ninth House. "Accurate Self-Insight Decreases Derailment Risk," Leadership Research Bulletin, Jan 24, 2013

2. J. Evelyn Orr, Victoria V Swisher, King Y. Tang, and Kenneth De Meuse. "Illuminating Blind Spots and Hidden Strengths," Kornferry.com, September 2010



Revolutionary thinking on the rise.

The organizations that are the envy of their industry are focusing on people first. We're here to make your organization one of the enviable ones.

This starts by sparking change in your leaders and making it stick—and our proven six-step proven process will get them there.



Motivate your leaders to improve with DX Learning's Six Steps to Accelerated Behavior Change

Each of our experiences expertly balances immersive self-discovery techniques with the latest research into how the brain learns and works. All six steps are designed to work seamlessly in sequence to help leaders break up with their bad habits for good.

Growth Mindset



01

Self-Awareness



02

Acceptance



03

Best Practices



04

Application



05

Reinforcement



06

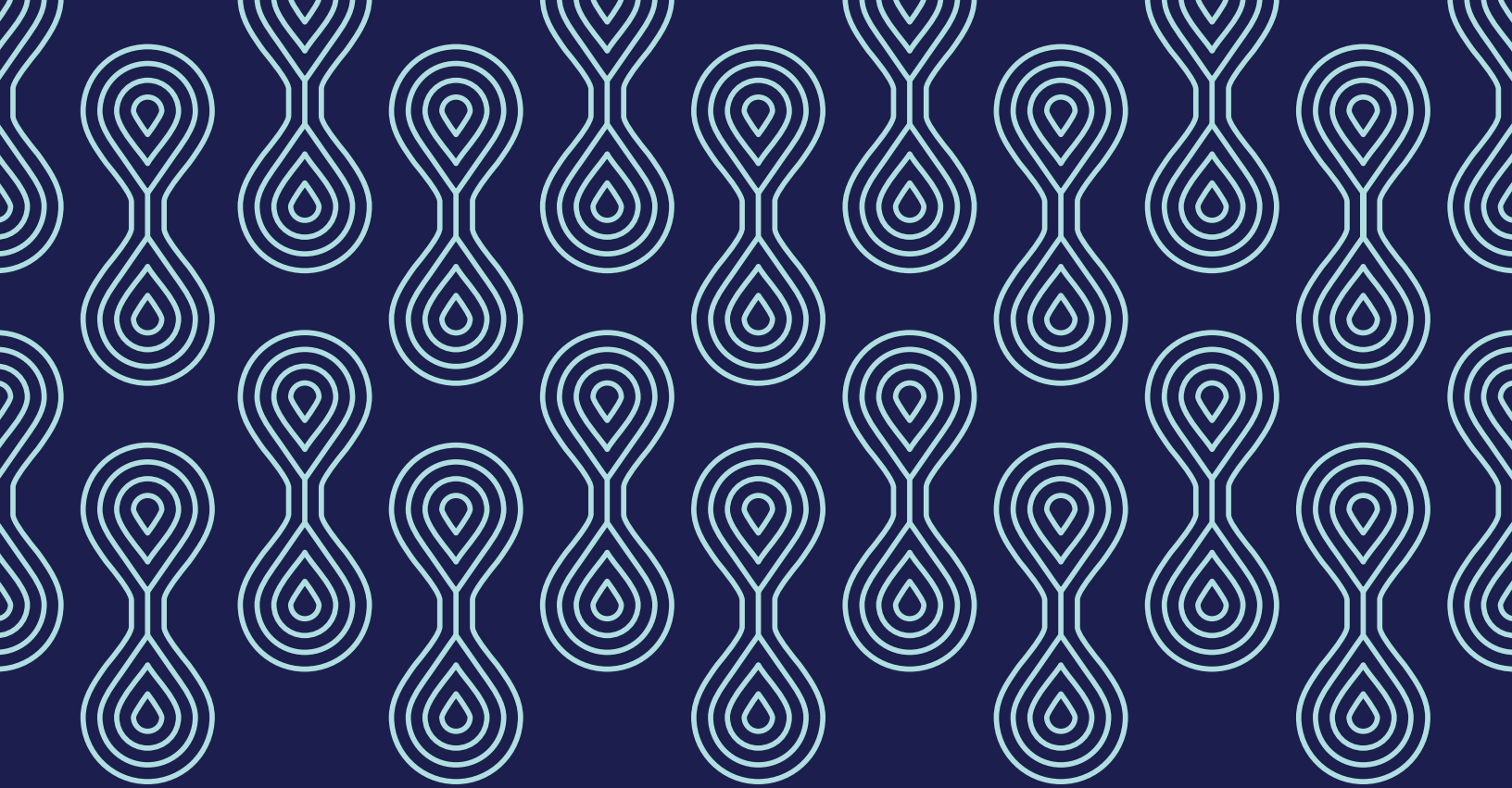


Experiential exercises.
Real-time simulations.

Virtual reinforcement.
Interactive breakouts.



Location shouldn't limit your leadership development options. Whether you're in the same office or dispersed across the globe, we offer hands-on tools proven to open eyes, encourage, re-train and reinforce, making CARE a permanent part of how your leaders lead.



“The DX experience is **disruptive** and **insightful**. Although I’ve been trained in these concepts before, this is more compelling to immediately experiment with it.”

DX Participant, EDX



Your partner in progressive leadership development.

There’s no substitute for learning by doing, so that’s exactly what all of our programs guide you to do. And we have a full portfolio of products that can do this at every level of your organization.

The DX Learning Program Guide

From big companies to small and from the board room to the proverbial mail room, everyone has the potential to be a leader if empowered with the choice and armed with knowledge on what choices to make. With DX Learning, there's a clear path to make them a great one, too.

The challenges of every manager are similar, yet every organization is unique. Our programs are designed with scalability and flexibility in mind, so you can identify your specific needs and map the course to help you clear the way for a culture that CAREs.



Creating more people-first managers through scalable leadership training...



...reinforced and aligned to your culture.



Facilitated kick-off experience like no other that inspires leaders to empower their teams to thrive in the modern workplace.



A Comprehensive Ecosystem



A tool to accelerate empathy and inclusion with teams



Assessments to measure psychological safety & track behavior change



Coaching to establish key areas for continued growth



Habit-forming technology to accelerate change

Shift.

2-4 hour programs focused on a specific skill within the CARE model.



The Alignment Shift **TAS**

The Empowerment Shift **TES**

The Feedback Shift **TFS**

Lead.

Full spectrum simulations focused on the building blocks of great leadership.



Management Leadership Simulation **MX**

Executive Leadership Simulation **EX**

Leading with CARE

Scalable progressive leadership training for a more human workplace,
top to bottom.



Duration: 1 to 7 hour + 30 day reinforcement system

Delivery: In-person or virtual

Designed for: All managers and/or intact teams; virtual executive & team offsites

Designed to: Accelerate behavior change aligned to your values and the demands of the modern workplace

Connect your organization's values to a higher purpose and give your leaders a reason to model them to create a more human workplace. Learn to lead so that your teams feel empowered to speak their mind, innovate, collaborate effectively, and stay in the game. Identify what behaviors are getting in the way of leading your team toward higher performance, whether they're across the cubicle or across the world.

Components of The CARE Experience

- CARE Anywhere™ live session
- 30-day virtual reinforcement to sustain behavior change
- Participant guide
- Custom PDF takeaway



Enhancements

- **CARE Aware Preference Indicator:** Understand your team's unique CARE preferences
- **CARE Tracker:** Track your leadership behaviors before and after training
- **Coaching:** Group and 1-on-1 options to hone in on specific leadership challenges



Erik Benchoff
Director of Leadership Development



"What most struck me was that the concepts covered [in CARE] are more important and applicable now than ever - providing clarity in difficult times, learning how to lead by empowering others; fighting an impulse to be controlling; leaning into our strong relationships, and finally ensuring we are meeting our people where they are. Our pilot team that went through it had great feedback, and more importantly appreciated the investment and care by our company (pun intended) that being part of this showed."



Melissa Versino
AVP, Talent Development - Manager Development



"As we're building a meaningful learning journey for new managers to aid their transition into management at Zurich, one of the first opportunities for them to develop their leadership skills will be to participate in CARE. We're thrilled to get these managers started by immersing them in The CARE Experience where they will learn how to communicate a clear vision and intent, to create a supportive and empowering environment for their people, to build strong, mutually beneficial relationships, and to establish equity across the team. CARE reminds us of the human elements of leadership and the importance of creating psychological safety for our high-performing culture to thrive."

Habit Shifters

Half-day sessions focused on a specific aspect of the CARE model

The Alignment Shift **TAS**TM

DRIVING YOUR TEAM
IN THE RIGHT DIRECTION

CARE Focus:

CLARITY

Duration: 2-4-hour session (depending on delivery)

Delivery: Virtual or in-person

Designed for: All leaders

Designed to: Align teams with a common purpose and clear expectations

Learn to stop the blame game, reduce inefficient allocation of resources and shift your organization to be proactive about goals and objectives. Set clear expectations, gain commitment, and follow up. This is our simple three-step process for successful alignment, and a proven way to provide clarity, as well as motivate and steer your teams in the right direction.

The Empowerment Shift **TES**TM

UNLEASHING THE INNER
POTENTIAL OF YOUR TEAM

CARE Focus:

AUTONOMY

Duration: 2-4-hour session (depending on delivery)

Delivery: Virtual or in-person

Designed for: All leaders + their teams

Designed to: Move leaders to an empowerment mindset

Unleash the inner potential of your teams by learning to trust in their talents. We'll help change the way your leaders think and act, embracing an empowerment mindset that gives your teams the autonomy to be more creative, innovative and self-sufficient—amplifying their voice and helping you unleash your most valuable asset: your people.

The Feedback Shift **TFS**TM

CREATING A CULTURE OF
CONTINUOUS IMPROVEMENT

CARE Focus:

RELATIONSHIPS

Duration: 2-4-hour session (depending on delivery)

Delivery: Virtual or in-person

Designed for: All leaders + their teams

Designed to: Motivate people to provide regular, informal and effective feedback

Create a culture of continuous improvement by flipping the script on how your people view feedback. Designed to impact all levels of an organization, this program will teach and motivate everyone on how to effectively give and receive regular informal feedback and set your organization up to focus on positive communication that builds stronger relationships.

Leadership Simulations

Immersive sessions focused on the critical building blocks of great leadership

Management
Leadership
Simulation



Focus:

LEADERSHIP
ESSENTIALS

Duration: 8-hour simulation

Delivery: In-person

Designed for: New + frontline leaders

Designed to: Accelerate leadership success at the frontline level

Management DX is an immersive simulation focused on the key behaviors that lead to self-improvement for leaders of individual contributors. We create an active environment where leaders can test their knowledge and assumptions, discover blind spots early and get hands-on experience on how to plan, delegate, engage and give feedback.

Executive
Leadership
Simulation



FOR HIGH-POTENTIAL LEADERS

Focus:

SELF-AWARENESS

Duration: 2-day simulation

Delivery: In-person

Designed for: All levels of high-potential leaders

Designed to: Develop and hone EQ leadership skills

This immersive, 2-day leadership experience helps motivate future and emerging leaders to develop their self-awareness and their abilities to engage and empower teams to be their best. EDX is a safe place for leaders to uncover and fast-track the behavioral skill building they'll need for continued success and future promotions.

Executive
Leadership
Simulation



FOR SENIOR LEADERS

Focus:

LEADERSHIP
ENHANCEMENT

Duration: 1-day simulation

Delivery: In-person

Designed for: Executives + senior leaders

Designed to: Refine the behaviors needed to model organizational culture

Learn to build a culture that champions learning. Our EDX for senior leaders simulation concentrates on reviewing high-level people-first skills, strengthening self-awareness and putting this refreshed leadership outlook to the test in real-life strategic exercises. Leaders will assess themselves and their organization, leaving the simulation with the skills to lead by example.



We also shape teams worth working with.

More than 70% of teams fail. And it's usually due to bad leadership.¹ They're up against a lack of clarity on expectations and potential roadblocks, bad habits when it comes to delivering critical feedback and even issues of trust between team members or leadership.

It's hard enough to own up to the fact that they have a problem, let alone for leaders to own up to the problem and tackle it with their team.



Wipe out what's holding you back.

By getting to know your team and its unique challenges, we can create a safe environment for your team to self-discover underlying issues, understand how they're affecting performance and make sure they have a voice in the solution.



Experience is the best teacher.

All of our products can be customized to zero in on your team's specific needs. Working together, we can tailor an experience (or combination of experiences) to empower your people and get your team where you need it to be.

A track record you can trust.

We fancy ourselves disruptive thinkers, but the truth is everyone from the *Harvard Business Review* to LinkedIn will back us up. If you want the best, your team has to be its best—with leadership that puts its people first.

Our programs inspire just that. They're customizable, scalable and designed so they can be led by us or internally by you.



REGENERON



The impact can be seen

in more than 16,000 leaders across
120 different organizations (and growing).

144
CITIES

24
STATES

15
COUNTRIES



Change the workplace as we know it.

Today's talent is looking for the promise of improvement. We can help your organization deliver on that promise—and help you build a culture that puts people first in the process.

Contact us today to learn more.



DX Learning Solutions

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