

# Learning & Development

## Who We Are

CI International's customized consulting, coaching, and learning & development transforms our clients' priorities, people, processes, and perspectives in service of their mission. With an approach that leans on listening, places partnership over predetermined solutions, and has, at its core, both a kindness and a compelling candor, we guide organizations and individuals as they work to understand where they're going – helping identify obstacles, chart the course forward, and take the right steps to get there.

## What We Do

CI International's learning and development professionals support leaders and their teams with targeted and continuing learning programs to educate and equip their workforce. We have years of experience supporting the growth and development of leaders at all levels across government, academia, the private business sector, and the nonprofit world. Still, it's our experienced instructors who are our secret sauce. We design and deliver established curriculum and go where the classroom needs to go; adapting, evolving, customizing on the fly, and working alongside the changing needs of the environment within which we are operating. This results in interactive, meaningful sessions that develop skill sets, increase organizational effectiveness, improve implementation of industry best practices, maximize human capital investments, support forward-looking innovation and initiatives, cultivate workplace wellbeing, and accomplish critical missions.

## Who We Serve

Our directional markers are our deep experience, long-term relationships, institutional knowledge, and a committed belief in the exponential power of partnership. The following is a select list of our long-term clients:

- » Department of Homeland Security
  - > US Coast Guard
- » Department of Defense
- » Smithsonian Institution
- » Federal Deposit Insurance Corporation
  - > Federal Reserve System – Federal Reserve Board
- » FirstBank
- » General Services Administration
- » Health and Human Services
  - > National Institutes of Health
- » Internal Revenue Service
- » Goodwill Industries International, Inc.
- » Office of Personnel Management
- » US Department of Agriculture

## THE CI INTERNATIONAL DIFFERENCE



### Trainers with real-world experience

Our experienced instructors have an average of 20 years in the field, supporting leaders at all levels across government and the private sector.



### A focus on the fundamentals of science-based learning

Designed around the neuroscience of learning, our courses honor different learning styles and help participants apply principles to real life.



### Engaging and experiential tech and tools

Our virtual delivery isn't a *less than* version of in-person instruction; it is *different from*—with a focus on the science of attention.



### Practical and proven programs

Our evidence-based courses and programs built on experiential learning and guided practice result in learners to feel competent, confident, and cared for.

- > Forest Service
- > Natural Resources Conservation Service



## Features of Our Learning & Development Practice

### A FOCUS ON EXPERIENTIAL LEARNING

Consistent with our “learning by doing approach,” we deliver workshops that maximize the experiential aspects of instructional design by building on the specific learning activity with key steps: sharing, processing, developing insights, and applying the experience.

### EVIDENCE-BASED COURSES AND PROGRAMS

We facilitate skill-building discussions, exercises, and activities using proven, leading-edge techniques that are based on industry-leading, evidence-based models, grounded in research as well as our own experience.

### INSTRUCTORS EXPERIENCED IN LEADERSHIP

Our instructors were leaders first – and life-long learners informed by experience as well as the latest research and trends. They have the experience and ability to make the application of theory practical. In addition, we constantly review all our course content and refresh it to conform with current trends, regulations, and other client needs.

### CURRICULUM THAT INCORPORATES THE NEUROSCIENCE OF LEARNING

Our learning and development tools are designed around the neuroscience of learning, integrating concepts like neuroplasticity and the ways the brain—and learning—develops over time. Our courses are designed for adult learners by focusing on learning by doing, realistic and useful discussions, and a safe and stimulating learning environment.

### QUALITY IN-PERSON AND VIRTUAL LEARNING

Our wide range of courses and programs deliver real solutions to grow skills and knowledge—and our differentiator is our crucial emphasis on engagement. We also offer online versions for most of our courses and programs, but we do so with a focus on interaction—built around the core principle that being present is a collective responsibility among both instructors and participants.

### 508 COMPLIANT MATERIALS

We conduct workshops with learner needs in mind, which means flexibility in materials and delivery to incorporating Section 508 compliance requirements and other accommodations as needed.

*“This was a wonderful program, and I can’t say enough about the instructors. They were so knowledgeable and delivered the materials ... in ways that kept us engaged.”*

- CI Client

### L&D PROGRAMS AT CI INTERNATIONAL

- L&D Programs for mid-level leaders, senior leaders, aspiring and emerging leaders;
- 1-day, 2-day and 3-day Workshops and Webinars on a variety of leadership topics;
- Facilitated Team Building Sessions for intact teams;
- Assessments for use in workshops and team sessions;
- A customized 360-degree assessment.

## Ready for an insightful partnership?

Contact us [here](#) to start the conversation.

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