CLIENT SCENARIOS



WELCOME

The following client scenarios are each based around a core initiative that The Authenticity Code™ program supports.

INSIDE-OUT LEARNING INC
Transformative Learning That Lasts

Advantage

INITIATIVES

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INITIATIVE

PROMOTING DIVERSITY, EQUITY, & INCLUSION



THE CLIENT

Vertical Lift
Boeing Defense Systems

THE PROBLEM

The Vertical Lift Human Resources department noticed that diverse employees were not being promoted within the organization. They also noticed that the change agents within the organization were not prepared and did not have the skills to present at senior levels of leadership, an essential part of their role as diversity champions.

"The Authenticity Code virtual program was a huge success and we experienced a 38% promotion rate of the participants in the first year post-program."



Akeem Iman-Jones
Director
Human Resources
The Boeing Company

OUR SOLUTION

Inside-Out Learning facilitated the Virtual Main Program of The Authenticity Code™. Participants had homework required at the end to finish their presentation and recorded themselves delivering it. They then evaluated themselves using a self-assessment that was sent to the HR director who sponsored the program and received feedback from an accountability partner.

THE RESULTS

Within the first year post-program, the organization saw a 38% promotion rate of the program participants who were previously not being promoted. Because of these results, the organization has continued to use The Authenticity Code™ as a DEI strategy. Each year they sponsor a program, and now it has spread to multiple organizations as a DEI strategy. Senior Leaders now view the graduates as role model presenters.

GENERAL LEADERSHIP DEVELOPMENT INITIATIVE

THE CLIENT

Boeing Globally

THE PROBLEM

Across the entire Boeing Enterprise, leaders and professionals whose jobs required them to be in front of senior leaders and customers of the company could not present well. They did not have the presence that impressed their audience, and they were not making a positive impression on their customers or senior leaders. The issue was so widespread that a C-suite VP sent a letter to the employees saying that they had to improve their presence and presentations because what they were doing wasn't working, and it was costing them potential and current business.

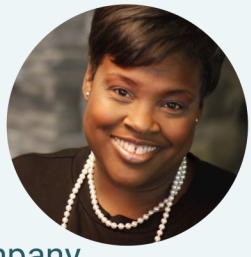
OUR SOLUTION

Inside-Out Learning was brought in to deliver The Authenticity Code™ Program in both virtual and in-person formats. Since 2011, IOL has trained thousands of Boeing leaders and professionals. Presentations created in the program have resulted in billions in sales for the Boeing Enterprise.

THE RESULTS

In addition to 5-star ratings for Authenticity Code programs, participants who before the program were struggling with their presence and presentation skills, after the program became company spokespeople representing Boeing globally. Participants were able to transform their senior leaders' and customers' perceptions of them; before they were struggling with their way of communicating and now, they are viewed positively by customers and the senior leadership team. Furthermore, graduates of the program feel they can be their authentic selves and still be successful at Boeing.

"I honestly had... an executive title thrown at me in terms of what I was capable of being, but I couldn't necessarily see that myself, and I couldn't digest it...it was really great to have a framework that I could say... this recipe of the 12 [APQs] is really my Authenticity Code and this is how I show up... And I believe I can be an executive if I can be an executive with this level of authenticity.'"



Paris Forest
Senior Director
Information
Technology
The Boeing Company

INITIATIVE

PROMOTION & RETENTION STRATEGY



THE CLIENT

Boeing Finance
Boeing Leadership Center

THE PROBLEM

Boeing Finance realized that other companies were scouting their employees, and they were at risk of losing top talent. These employees were not certain of how they could advance within the company, and they were not prepared to go to the next level. As a result, several mid-level managers were stuck at their level and even though they would go on interviews, they could not get promoted.

OUR SOLUTION

Inside-Out Learning facilitated a 5-day, in-person Authenticity Code™ program for the group of managers.

THE RESULTS

Out of the group of managers that attended the program, there was a 58% promotion rate. The sponsor of the program credits The Authenticity Code™ program as contributing to the participants' success.



Christy L. Kaufman
Boeing Global Services
Chief Financial Officer
The Boeing Company

"In addition to the great comments about the class, we have also seen results. Of the 12 managers we sent to the class last April, five have since been promoted into E-series, two promoted to higher management positions and two rotated to new positions... based on feedback, we do believe the class made a difference and helped these managers excel."



SALES & CAPTURE TEAMS INITIATIVE

THE CLIENT

Virgin Orbit National Systems

THE PROBLEM

Virgin Orbit National Systems was a start-up and they had not made any large sales as a new company. They needed to start making sales in order to stay in existence. The leadership realized that the engineers who were on the sales team were presenting too much technical detail to high-level customers.

OUR SOLUTION

Inside-Out Learning was brought in to facilitate The Authenticity Code™ Full Virtual Program to the sales team. The participants attended IOL's virtual training sessions followed by 1:1 coaching and a final session to present in front of the group. Participants received both peer and expert feedback.

THE RESULTS

The presentations created in the program were then used to sell and scale the company. Within 1 year, Virgin Orbit National Systems scaled from 2 million to 80 million in revenue. After the program, the president of the company was also regularly asked to present at various industry conferences.

"We look for three things in the people we add to our team—and of these three the most important is authenticity because it builds trust with clients, vendors, investors, and customers. Dr. Sharon's book and program provide all the essential traits and tools needed to bring and project one's true self across all those relationships and be truly authentic."

Dan Hart
CEO
Virgin Orbit



CLIENT LIST

BOEING
*Over 2,000 Boeing employees trained

National Reconnaissance Office, United States of America

Virgin Orbit

Vox Space

dexcom

Quest Diagnostics

commit agency

Women Presidents' Organization
Reaching Farther. Together.

KNOW

WBENC
Women's Business Enterprise National Council
JOIN FORCES. SUCCEED TOGETHER.

BULA Intelligence
A TRC Healthcare Company

BBB

AIRPARK Signs & Graphics

StateFarm

TUSKEGEE UNIVERSITY

NJIT New Jersey Institute of Technology

"I can't thank you enough for delivering such an outstanding training program for us last year. I am still getting positive feedback from our participants and senior leaders who have seen our participants present and facilitate. And this is why we just booked another program with Inside Out Learning this year.

Here are just some of the results I have seen:
1) 38% promotion rate of the training program participants within the first year of completing the program
2) Greatly improved facilitation and presentation skills so we are truly experiencing "leaders teaching leaders."
3) Participants who had limited facilitation/presentation experience before the program are now being asked to present and facilitate conversations at senior leader programs and meetings.
4) Other Boeing organizations are seeing us as a role model and in fact just today, I had a senior leader request to find out what we were doing so they can do the same, so stay tuned for an internet introduction as they want to know the organization who did the training for our leaders.

Thank you again, and I really look forward to working with you again this year!"



Akeem Iman-Jones
Director
Human Resources
The Boeing Company

ADDITIONAL TESTIMONIALS

"At Boeing, we are committed to being as transparent with our stakeholders as possible, and programs like Dr. Sharon's The Authenticity Code align with that commitment, teaching individuals the skills they need to bring the best version of their authentic self forward. It is programs such as this one that are instrumental in developing our current and future generation of leaders."



Chris Raymond
Chief Sustainability Officer
Global Enterprise Sustainability
The Boeing Company

"Until several years ago... I believed that my career did not have room for most of someone like me. Consequently, I was limiting my growth and contribution by complying with a social construct designed to diminish and discredit the parts of me that were non-standard. I kept many unique parts of me away from the office. The Authenticity Code and the process for developing my authentic brand statement... provided me sort of with an intellectual structure to release into my career more of the unique me that I knew and know."



Dr. Markeeva Morgan
Senior Director & Program Manager
The Boeing Company

LEARN MORE

For additional information, visit Advantage Performance Group, call us at (415) 925-6832 or email contact@advantageperformance.com. Explore our complimentary resources at apg1.us/free.

