

We train leaders & professionals to become more authentic, influential, and engaging communicators through our transformative programs.

## Our Capabilities

### Leaders | Teams | Organizations

#### Leaders

- The Authenticity Code™: Authentic Presence & Presentation Skills
- Executive Coaching
- Train the Trainer Programs
- 20+ Training Modules
- Highly Scalable Mobile App Learning Journeys

#### Teams

- Leadership Team Off-sites
- ED&I Training
- Relationship Repair Workshops
- Working Effectively Remotely

#### Organizations

- Developing a Coaching Culture
- Enhance Customer Relationships
- Change Management

Customized programs delivered in-person, virtually, or via mobile app. (Short modules to multi-day programs)

## Results

- 38+% promotion rate
- Improved ED&I
- Saved important team/client & supplier relationships
- Developed leaders to facilitate training and culture change programs
- Billions in sales
- Effective knowledge transfer
- Customer contract extensions
- Higher leadership competency scores
- Improved employment
- engagement scores
- Higher customer award fees

*"Because of your program and coaching, we received an outstanding on our oral presentation and we won a \$383M contract with the AF."*

## Differentiator

- TS/SCI consultants
- Center for Creative Leadership award-winning transformation model
- Over 3000 programs to date
- Consultants have 20+ years of training / facilitation experience
- Global team
- Award-winning book

## Current & Past Clients

Alder	Exxon/Mobil	PSEG
American Express	Fannie Mae	Quest Diagnostics
Arco	General Electric	Syngenta
ASCPA	Holy Cross Hospital	Stanley Tools
AstraZeneca	HouseRater	Tuskegee University
The Boeing Company	NRO	Velos
Commit Agency	Momentus	Volvo
E*Trade	Praxair	WBENC



## Company Information

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WBENC/WConnect INTERNATIONAL



## Company Summary



Inside-Out Learning has successfully delivered over 3000 global transformational programs over the past 25+ years. Inside-Out Learning's (IOL) founder

and CEO, Dr. Sharon Lamm-Hartman, is the recipient of the prestigious Center for Creative Leadership Walter Ulmer Award for her work in transformative learning. We understand that all transformation begins from the inside-out with authenticity. IOL's team of 40+ consultants create lasting change by building Intensity, Frequency, and Duration into everything we do and have been featured in The New York Times, Forbes, and Oprah's, 'O' magazine.

## Some of Our Programs Include:

### The Authenticity Code™

IOL's leadership development program helps increase employee engagement, promotion, retention, and revenue while supporting ED&I efforts. We consistently receive 5-star ratings from our clients. Program modalities include virtual, in-person, an innovative mobile app, and a best-selling, award-winning book.

#### Your Presence

Warmth *Clarity* **Integrity** Polish/Poise  
*Thoughtfulness* **Sincerity** Inspiration *Confidence*  
**Trustworthiness** Openness *Passion* **Respect**  
Authentic Brand *Etiquette* **Professional Image**  
Being Politically Savvy

+

#### Your Audience

Know Your Audience *Reading Your Audience*  
**Fielding Audience Questions**  
Tailor Your Message to Your Audience

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#### Your Presentation

Formula for Presentation & Storytelling Success  
*Attention-Getting Opening* **Executive Summary**  
*Agenda Clear Body Message* **Finish Strong**  
Creating Compelling Visuals  
*Completion & Practice of Actual Presentation*

**Video Reviews**

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#### Your Success

*"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

*"Dr. Sharon Lamm-Hartman sincerely wants to help you succeed. She wants to help you build your future, enhance your career, and get those promotions/jobs, and financial benefits you know you deserve! The truth is, she has helped thousands make that kind of significant personal progress."*

Mark Victor Hansen  
Author and Co-creator  
Chicken Soup for the Soul Series

## Leadership Coaching

### 1st Month

- Initial Meeting/2-4 hours, F2F (preferred) or virtual
- Robust verbal 360 interviews with up to 15 peers, direct reports, managers, and customers with analysis and report
- Bi-weekly virtual or in-person coaching (1 hour)

### Months 2-4\*

- Co-Creation of a Development Plan
- Bi-weekly virtual or in-person coaching (1 hour)
- One round of check-ins with key stakeholders (mid-way through coaching)
- Periodic check-ins with direct manager
- One "shadow" observation day (optional)

### Months 5-12\*

- Bi-weekly virtual or in-person coaching appointments
- Periodic check-ins with direct manager
- Close out report
- Optional final verbal interviews with up to 10 peers, direct reports, managers, and customers with analysis report

6-12 months or 10-hour packages.

*"Best coach I have ever worked with"*

*"I got promoted into my ideal job because of this coaching"*

## Leadership Team Offsites

Through a needs assessment we determine priorities that your team needs to focus on. Focus areas could include vision, strategy, role clarity, team building, conflict resolution, decision making or problem solving. We then custom design an off-site around your team's prioritized focus areas. We have proven tools and techniques to help your team learn from your past and transform into your desired future.

*"You saved a program that is integral to our national security!"*

Director of a  
Government Agency