Our Vision | Our transformative learning programs develop and inspire today's global workforce and society.

Our Mission | We elevate people, teams, and organizations to perform at their highest potential.

Our Capabilities

Leaders | Teams | Organizations

Leaders

- The Authenticity Code™: Authentic Presence & Presentation Skills
- Leadership Coaching
- 20+ Training Modules
- Highly Scalable Mobile App Learning Journeys
- Using AI in Leadership

Teams

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

Organizations

- Organizational Needs Assessment
- Developing a Coaching Culture
- Change Management
- Train the Trainer Programs

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
- Psychologically safe workplaces

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

Differentiators

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

Current & Past Clients

Alder
American Express
ASCPA
AstraZeneca
The Boeing Company
Commit Agency
Dexcom
Disney
E*Trade
Exxon/Mobil
Fannie Mae
Federal Reserve Bank of San Francisco
General Electric
Holy Cross Hospital
Honda
NRO
Momentus
Praxair
PSEG
Quest Diagnostics
Syngenta
Stanley Tools
Tuskegee University
Tyson
Volvo
WBENC

INSIDE-OUT LEARNING INC
Transformative Learning That Lasts

Company Information

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CAGE: 7HV66
D-U-N-S: 809749638
Incorporated: 2000, PA; Registered in AZ

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.

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Some of Our Programs Include:

Organizational Needs Assessment

We design both quantitative and qualitative assessments to measure gaps between current state and desired future state of culture. These assessments identify improvement opportunities, and we make recommendations on how to move toward achieving the desired future state.

Our assessments can also:

- Identify what the organization can do to achieve strategy, goals and objectives.
- Help establish values and desired cultural behaviors/norms.

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

Director of a
Government Agency

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
+
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
=
Your Success

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.

"One of the best offsites for organizational leadership."

Michelle Frantzen
NSG - Engineering Portfolio Manager
National Reconnaissance Office

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