



# ContentFlex

Program Showcase

March 15, 2024

# Introductions

Working with you side-by-side, every day



**Lisa Fagan**

Vice President,  
Global Leadership  
GP Strategies



**Nic Girvan**

Director of Learning  
and Delivery  
GP Strategies

# Agenda



**GP Strategies Leadership Development History**

---



**Overview of ContentFlex**

---




**Benefits of Using Content Libraries**

---



**Q&A**

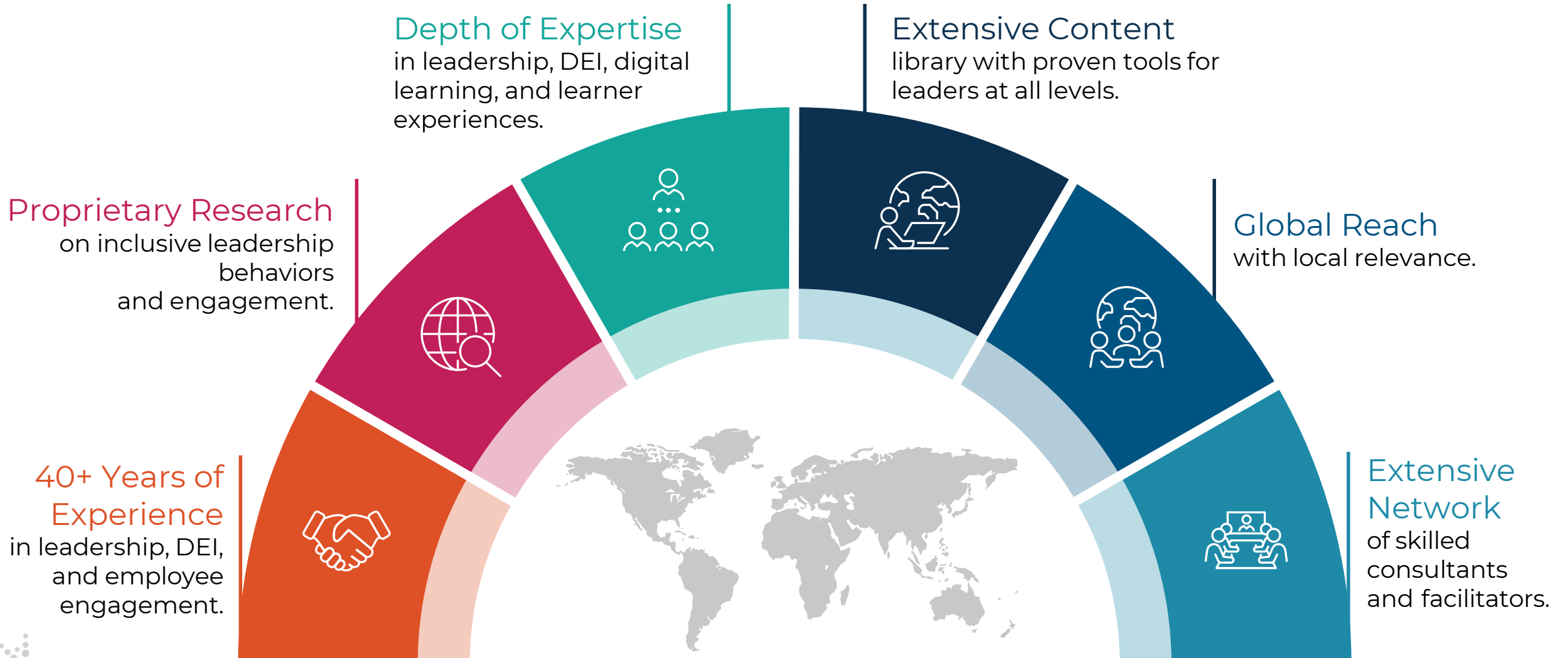
---



## In what ways do you want to use training content in your organization?

- Deliver standard off-the-shelf delivery of programs.
- Ability to tailor proven content to include company branding, specific info and examples.
- Ability to slice and dice and mix and match content to create programs that perfectly align with your company's learning and development needs.
- All of the above.

# GP Strategies leadership and DEI solutions





# Inputs that inform our product development

- 1 Proprietary research.
- 2 Thought leadership.
- 3 Industry relationships and partnerships.
- 4 Client and learner feedback.



# What is ContentFlex?



# ContentFlex



Broad access to **award-winning content.**

---



**Competitive pricing** that offers deeper discount.

---



**Customizable leadership development and DEI training** for frontline managers and executives.

---



**Flexibility** to easily access standard content or request customized content and consulting at a reduced rate.

---



**Three tiers available** to let you choose the right scale for your needs.

- The **Focused** Solution – packages featuring key leadership and DEI themes
  - The **Flexible** Solution – up to 20 courses
  - The **Full** Solution – access to suite of over 70 courses
- 



Support of **client services team** to ensure you maximize spend and are thoughtful in use of programs.

---



# Benefits

Access to industry experts.

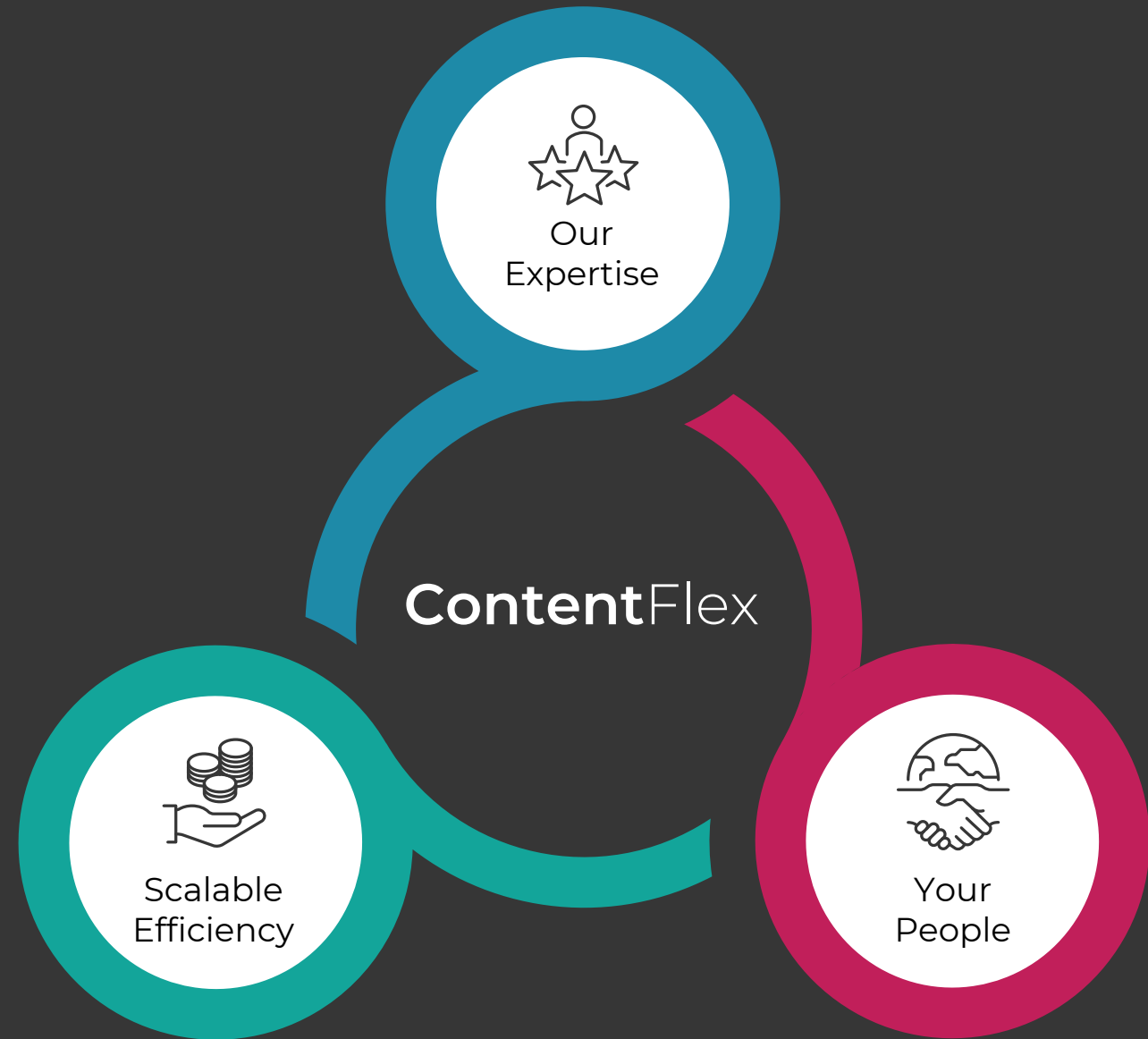
Establish a Standard for Leadership and DEI Excellence.

**Simplicity** – one partner to meet all needs.

**Elevate Potential** of your people.

**Efficiency** – large- scale deployment affords more competitive pricing.

**Flexibility** – choice of topics, customization, and modality.





# The Focused Solution

For organizations looking to establish targeted DEI and leadership journeys for specific learners.

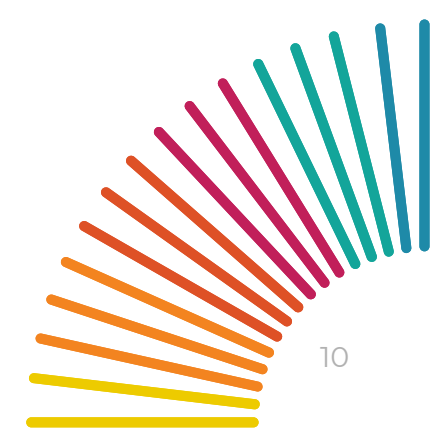
Choose from our pre-packaged, solution-specific options:

## Leadership Development and DEI ILT and VILT Packages

- Core Leadership Skills
- Key Conversations for Leaders
- Frontline Leader Skills
- Mid-Level Leader Skills
- DEI Specialist Topics

## Digital Packages

- Digital DEI Introductory Topics
- Digital DEI Manager Embedding Behaviors
- Digital DEI Specialist Topics



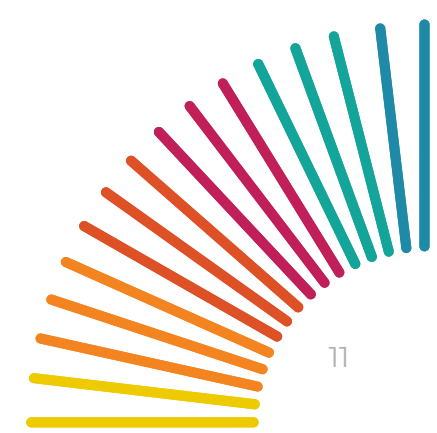


# The **Flexible** Solution

For organizations who want to supplement their existing, predefined learning journeys.

**License up to 20 courses** to deploy in your organization from the categories listed here:

- Career Development
- Coaching
- Diversity, Equity, and Inclusion
- Employee Development
- Employee Engagement
- Leader Development



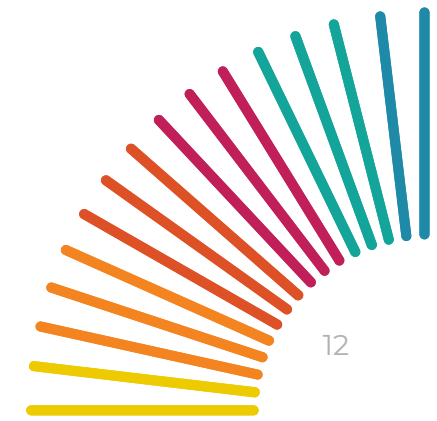


# The Full Solution

For organizations who need access to a wide array of DEI and leadership training content for various audiences.

Access our suite of more than **70 license-eligible courses** from these categories:

- Career Development
- Coaching
- Diversity, Equity, and Inclusion
- Employee Development
- Employee Engagement
- Leader Development



# License-Eligible Content – Flexible and Full Solutions

## Leadership & DEI

### Employee Development

- Accountability
- Allyship
- Communicate with Clarity
- Emotional Intelligence \*\*
- Feedback: Giving and Receiving
- Growth Mindset (VILT only) \*\*
- Handling Conflict
- Inclusion for All
- Inclusion Escape Rooms
- Inclusive Behaviors
- Inclusive Language
- Leadership Mindsets
- Managing Professional Growth
- Presentation Skills
- Problem Solving and Decision Making
- Staying Engaged in a Hybrid World
- Storytelling \*\*
- Time Management

### Leader Development

- Accelerating Women (6-9 Months)
- Behavioral Interviewing (ILT only)
- Delegating Responsibility
- Everyday Coaching Conversations \*\*
- Foundations of Leadership
- Giving Feedback
- Handling Resistance
- Hybrid Team Leadership: Mindsets and Skillsets for Success
- Inclusion as a Strategic Driver
- Influencing Across the Matrix
- Influencing Others
- Inspirational Leadership
- Leading High Performing Teams
- Leading Out Loud (ILT only)
- Making Inclusion Real
- Managing Change
- Presence and Impact
- Leading Teams
- Leading Through Burnout \*\*
- Leading Through Change (VILT only)
- Leading Through Connection \*\*
- Leading Through Engagement \*\*
- Leading Virtually
- The Inclusive Manager
- Microbehaviors in the Workplace
- Psychological Safety
- Reducing Bias in the Hiring Process
- Respect & Integrity
- Trust
- Strategic Decision Making
- Setting Goals
- Neurodiversity
- Working Across Cultures

## Coaching

- Everyday Coaching Conversations
- HR / Recruitment / DEI Council Masterclass

## Career Development

- Career Conversations
- Your Career
- Performance Mgt Nudges
- Career Discussion Nudges

## Employee Engagement

- The Engagement Equation
- Taking Control of Your Engagement

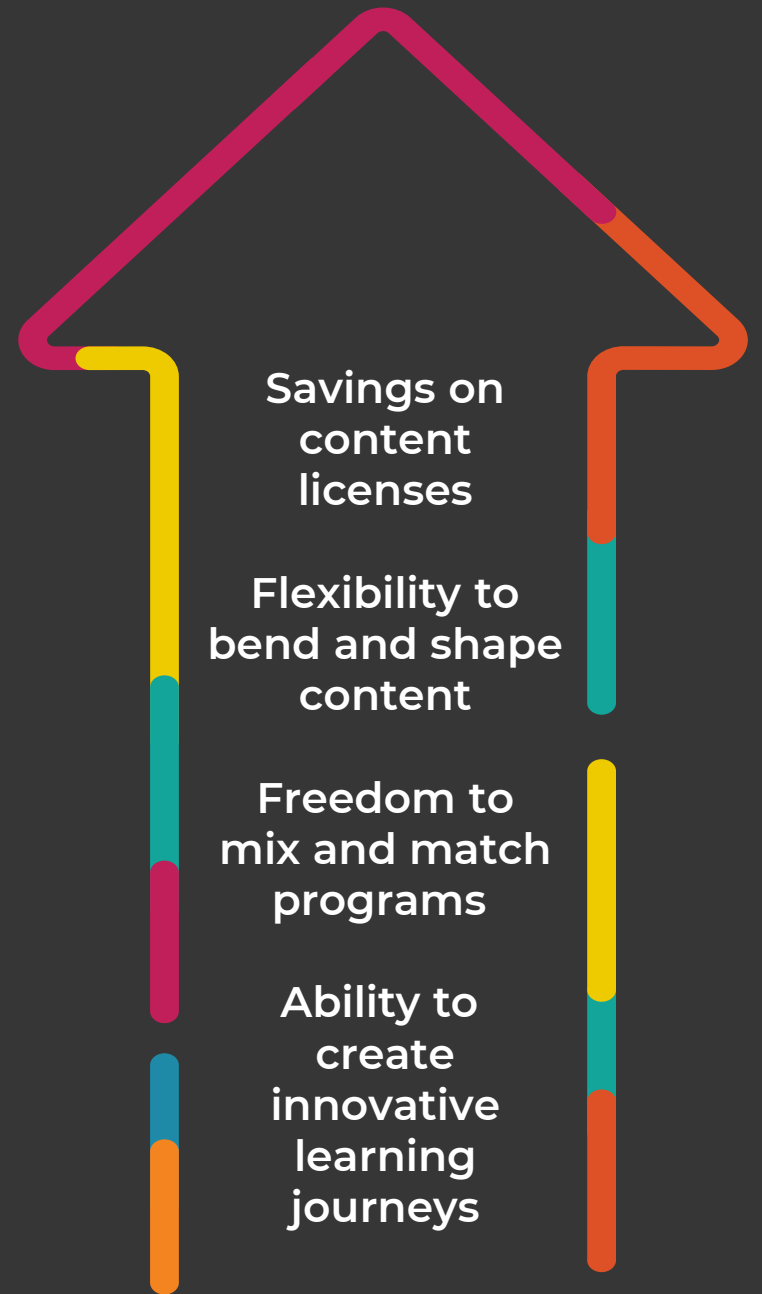
## DEI Digital Library

- |                                      |                           |                               |
|--------------------------------------|---------------------------|-------------------------------|
| ○ Accommodation                      | ○ Exploring Bias          | ○ Microbehaviors              |
| ○ An intro to LGBTQ+                 | ○ Imposter Phenomenon     | ○ Motivating Allies Nudges    |
| ○ An Introduction to Allyship        | ○ Inclusion and You       | ○ Neurodiversity              |
| ○ Blended working, Career Discussion | ○ Interrupting Bias       | ○ Performance Management Bias |
| ○ Conversation Guides                | ○ Intersectionality       | ○ Psychological Safety        |
| ○ Disability Awareness               | ○ Mental Health Awareness | ○ Recruiter Bias              |
| ○ ERG Toolkit                        |                           | ○ Unconscious Bias            |
|                                      |                           | ○ Work Allocation Bias        |

All programs can be available in virtual instructor-led (VILT) or live instructor-led (ILT) unless otherwise denoted.

Blue = DEI | Black = Leadership | \*\*webinar









Q&A



## Contact us

Name: Lisa Fagan

Title: Vice President, Global Leadership - GP Strategies

Email: [lfagan@gpstrategies.com](mailto:lfagan@gpstrategies.com)

