Engineer Curiosity

Training is a critical component to the success of a business. It should be engaging and fun for both the trainer and the learner. Avoid wasting time and money by training your employees the way they want to be trained.

The Bob Pike Group’s participant-centered approach is successful because it focuses on the needs of learners. We combine practical experience, adult learning theory and brain-based research to give trainers a strong foundation and the skills to overcome training challenges and consistently deliver better programs.

The Bob Pike Group’s design and training consultants are experts with real-world experience. They know what it is like to be on the frontlines of industries like technology, healthcare, government, hospitality and manufacturing. We are passionate about training and helping you and your trainers achieve your goals and objectives.

Workshops

Public and Onsite Workshops
Train-the-Trainer Workshops
Break boredom to bits! Sharpen your skills while learning a better, more successful way to train.

Onsite Workshops
Leadership Development Workshops
Move from manager to motivator. Become a master communicator, mentor, and coach with lifelong skills and techniques that will put you ahead of the pack.

Partner With Us
Instructional Design Services
Let us help you redesign your training program. We work with you to apply our proven techniques to your customized program to reduce training time and increase retention.

Workshop Registration

Registering for any of our workshops is easy! You can register online or by phone.

Online: www.BobPikeGroup.com
Phone: 866.BOB.PIKE (866.262.7453) or leave a detailed message on our 24-hour registration line.
Our office hours are Monday-Friday, 8 a.m.–4:30 p.m. CST.

The Bob Pike Group has been accredited as an authorized provider of International Association for Continued Education and Training (IACET), 1760 Old Meadow Road, Suite 500, McLean, VA 22102; 703.506.3275

Copyright 2015 The Bob Pike Group. All rights reserved. We reserve the right to correct any printed errors.
Great presentation in adult learning that gave me resources that I could use immediately to improve my presentation delivery.

-Josef McNeal, Abbott
**Instructional Design**

**Three-day workshop $1,795 (1.8 CEUs)**

Is instructional design part of your role? Are you looking to improve your design skills? This workshop is designed to help you infuse your lessons with excitement and fun to fully engage your audience and achieve an environment that maximizes learning.

This course provides you with the opportunity to apply our eight-step design process that focuses on how adults learn best. You will get the knowledge you need to create engaging, interactive training that makes a significant difference to your learners. You will be given an easy and repeatable process and design template that you can customize to fit any training program.

By attending this workshop you will learn how to:

- Analyze learner needs and understand how to fulfill them
- Implement a quick and comprehensive needs assessment to guide your design
- Write measurable goals and objectives
- Insert CORE (closers, openers, revisitors and energizers) into lesson development to make training more engaging
- Identify content as need-to-know, nice-to-know and reference material

**2015 locations and dates:**

<table>
<thead>
<tr>
<th>Location</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minneapolis</td>
<td>Mar. 17–19</td>
</tr>
<tr>
<td>Atlanta</td>
<td>Jun. 24–26</td>
</tr>
<tr>
<td>Minneapolis</td>
<td>Sep. 27–29</td>
</tr>
<tr>
<td>Dallas</td>
<td>Oct. 28–30</td>
</tr>
<tr>
<td>Minneapolis</td>
<td>Dec. 15–17</td>
</tr>
</tbody>
</table>

**Webinars That Work**

**Two-day workshop $1,595 (1.2 CEUs)**

Four 3-hour sessions online $1,595 (1.2 CEUs)

Did you know you only have four minutes to capture your audience's attention during a webinar? After that, their minds go all sorts of unproductive places. Webinar training can be just as effective as traditional classroom training – when it's engaging.

This workshop is aimed at teaching you the methods that engage your learners every four minutes keeping them from getting distracted. We will give you four strategies for delivering interactive webinars that have a WOW factor. You will be able to apply Creative Training Techniques™ that drive employee engagement through the roof by the end of this course.

By attending this workshop you will learn how to:

- Draft a webinar plan that incorporates CORE (closers, openers, revisitors and energizers) for maximum engagement
- Evaluate the quality of instruction and engagement before, during and after a webinar
- Encourage collaboration during a webinar
- Utilize strategies for asking and answering questions effectively

**2015 locations and dates:**

<table>
<thead>
<tr>
<th>Location</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Online</td>
<td>Apr. 23–24, 27–28</td>
</tr>
<tr>
<td>Online</td>
<td>Jul. 23–24, 27–28</td>
</tr>
<tr>
<td>Minneapolis</td>
<td>Sep. 28–29</td>
</tr>
<tr>
<td>Online</td>
<td>Nov. 5–6, 9–10</td>
</tr>
</tbody>
</table>

**Virtual Design**

**Two-day workshop $1,495 (1.2 CEUs)**

Saving time and money is paramount to any business. Online and virtual training are full of promise to cut costs and reduce training time, but often fail to deliver the same results as classroom training. Why? Because trainers design the lesson the same way they would for the classroom.

With Virtual Design, you will get hands-on experience applying strategies and templates that will transform your existing classroom training into a successful virtual learning program. This workshop will give you a blueprint based on our instructor-led, participant-centered principles. You will leave this workshop having 90% of your own custom 60-minute webinar designed.

By attending this workshop you will learn how to:

- Apply a repeatable process to aid in the design of virtual training programs and webinars
- Develop effective learner objectives
- Create handouts, PowerPoints, letters to learners, webinar session templates and online evaluations
- Estimate course timing and flow

**2015 locations and dates:**

<table>
<thead>
<tr>
<th>Location</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minneapolis</td>
<td>May 6–7</td>
</tr>
<tr>
<td>Minneapolis</td>
<td>Nov. 17–18</td>
</tr>
</tbody>
</table>
Advanced Train-the-Trainer

Two-day workshop $1,495 (1.2 CEUs)

To be among the best in the industry, it’s necessary to equip yourself with the latest techniques and methods for successful training. The Advanced Train-the-Trainer workshop is designed to make you the best. This course is for people who already know the impact participant-centered training has on learning and are ready for advanced techniques.

This workshop will introduce you to new tools and ideas that will make your job easier and more effective. We will provide you with a deeper exploration into adult learning theory, models on how to use social media in the training room, and the importance of focusing content on participant needs.

The benefits of this course are for trainers who have already experienced our Train-the-Trainer Boot Camp and have a strong desire to push themselves and their training to greater heights.

By attending this workshop you will learn how to:

> Build successful social media tools that relate to your learners and content
> Use new linking techniques to increase retention and improve quality of training
> Apply new presentation strategies to your own content during the session
> Scale your training based on the learning styles of your audience

2015 locations and dates:

<table>
<thead>
<tr>
<th>Location</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minneapolis</td>
<td>Apr. 21–22</td>
</tr>
<tr>
<td>Minneapolis</td>
<td>Sep. 28–29</td>
</tr>
</tbody>
</table>

Continuing Your Professional Development

Certification

Training Certifications In:

- Training Virtual
- Training Design
- Training Delivery
- Facilitation

In a competitive market, what distinguishes you from the pack? A highly skilled and well-educated workforce is vital to any organization’s success. The value of training professionals and quality training programs is insurmountable to the goals of your business. Companies that recognize this choose The Bob Pike Group for their professional development and consulting services.

Our participant-centered, instructor-led approach and certification puts you in an elite group. With our certification, we help you outperform your competitors and peers in the industry and train your in-house trainers to deliver high-impact training programs. Learn more about certification by visiting www.BobPikeGroup.com/workshop/certification

Leadership Development Workshops

Our Leadership Development Workshops are available as onsite training programs conducted at your organization to fit your training needs. The end result is a workshop that is customized to meet your most important goals and produce immediate results. Call 866.BOB.PIKE (866.262.7453) to learn more.

Coaching for Success

Two-day workshop

Within the workplace, the use of coaching is considered a core competency. Whether you are new to a management role or an experienced leader, you will learn practical exercises that enhance your self-awareness and comfort level.

During the course, we will show you how to clearly cast vision and values, define priorities and how to hold your team accountable to goals. You will experience our coaching method first-hand. You will get practice addressing real workplace problems as well as how to praise and reward good performance.

By attending this workshop you will learn how to:

> Build trust among employees
> Confidently coach and confront uncomfortable situations
> Practice asking questions to reach core issues
> Facilitate a conflict resolution situation between co-workers

Very helpful. This seminar completely changes the way I look at training. I can’t wait to get back and implement it. -Josef McNeal, Abbott
Mentoring for Success
Two-day workshop

Mentors are regarded as one of the most important sources of support and advice. Junior and novice employees are looking to senior leaders for information and guidance, but with so much work to do, transferring knowledge is hard. This workshop will give you practical exercises and critical skills to help develop younger workers.

Using real experiences and workplace situations, you will learn how to bridge the generational gap, foster strong mentoring relationships, and recognize when you are unable to mentor an employee. You will gain support skills and learn specific ways in which you can effectively mentor to increase job satisfaction.

By attending this workshop you will learn how to:

> Understand the impact of powerful presentations on career opportunities
> Develop techniques to build confidence and conquer nervousness
> Explore the significant difference between being a presenter and being a speaker
> Build your confidence by recognizing strengths and acknowledging areas for development

Making Meetings Work
Two-day workshop

Meeting leaders know facilitating group meetings is not an easy task. Consensus seems impossible to reach, dysfunction or difficult team members disrupt productivity, or clear actions are not defined. The Making Meetings Work workshop will solve these challenges. You will learn what steps to take before, during or after meetings to increase engagement and participation.

After this course, you will consistently run meetings at a higher level and achieve better post-meeting results in sales, customer service, productivity and profits.

By attending this workshop you will learn how to:

> Conduct engaging, effective and energetic meetings
> Discover ways to involve people so that no one person dominates or drops out
> Explore different meeting plans that maximize time spent in meetings
> Become a confident, charismatic presenter
> Save time and money by facilitating great meetings

Business Presentation Skills
Two-day workshop

Being able to present effectively is vital to business success. Whether you are reporting progress, leading a meeting or training someone, your ability to present is measured in large part by how well you communicate. At times, we can find this challenging.

Move from a place of fear and shock to a place of skill and confidence with Business Presentation Skills workshop. This course is designed to help you overcome any fear of presenting you may have. It is packed with valuable content, tips and techniques, and methods to help you control your nerves, capture attention, communicate clearly and build productive working relationships. With built-in time for practice, coaching and feedback, you will refine your own content into a powerful presentation that will leave everyone in the workplace exhilarated.

By attending this workshop you will learn how to:

> Understand the impact of powerful presentations on career opportunities
> Develop techniques to build confidence and conquer nervousness
> Explore the significant difference between being a presenter and being a speaker
> Build your confidence by recognizing strengths and acknowledging areas for development

Time went by very fast – it was fun, creative, and had me engaged the entire time. It has truly inspired me to want to go out and improve my material to get the same engagement.

-Jolene Biggins, Whirlpool
**Time Mastery**
One-day workshop

This highly interactive workshop eliminates the pressure of dealing with shorter deadlines, competing priorities, and endless meetings and interruptions to help you meet high expectations. You will learn new tactics to engage and motivate your employees, help manage your time and resources, and stop feeling hopeless or disengaged. This workshop will give you the strategies you need to achieve performance goals, stay ahead of deadlines and respond more quickly to internal and external agendas.

To prepare for the course, you will complete an online Time Mastery Self-Assessment Profile prior to the workshop. This will serve as a benchmark of your current time management effectiveness. You will leave the workshop with a detailed action plan for improving and measuring your time.

By attending this workshop you will learn how to:
> Uncover your time-management strengths
> Develop new skills for improved performance
> Focus on priorities, meet customer needs and respond to opportunities
> Reduce stress and increase productivity

**Productive Self-Management**
One-day workshop

To meet the challenges of today's business world, you must have the necessary soft skills to self-manage, work collaboratively and communicate clearly. The development of self-management skills is one of the best practices for people who have decided to become more productive employees. This one-day course empowers you to embrace accountable behaviors and attitudes in the workplace.

You will develop specific goals and tasks to achieve the professional and personal growth you want. The skills you will learn in this course will enhance morale, drive performance and enable you to build strong working relationships with colleagues, vendors and clients.

By attending this workshop you will learn how to:
> Manage your thoughts and emotions in a professional manner
> Develop creative problem solving skills
> Demonstrate excellent learning skills
> Utilize effective communication strategies
> Improve supervisory and leadership skills management and productivity

**Instructional Design Services**
Customized training developed just for you.

We offer comprehensive and customized training solutions that address your business needs and learning objectives. We partner with you to design your training from the ground up or to transform an existing program using our instructor-led, participant-centered approach. Our expert trainers will select the specific techniques, strategies and delivery styles to accomplish the objectives of your training and will incorporate innovative, interactive learning to produce long lasting results.

Our process begins with a simple and free needs assessment where we can talk about your business goals and learn more about each other. Call us at 800.383.9210 to get started on the path to successful, fresh and fun training programs.

**Public Workshop Registration Policy**

**Accessibility:** If you have special needs, please notify us 4 weeks in advance of the workshop or webinar so we may coordinate assistance.

**Registration and fees:** Enrollment fee includes admission, program materials, continental breakfast and refreshment breaks. Prices are subject to change without notification. Payment (U.S. dollars) may accompany this registration or is due upon receipt of the invoice. Enrollment is ultimately secured upon receipt of full payment.

**Cancellation policy:** If you register and find you are unable to attend, we encourage you to send a colleague in your place. You may transfer to another workshop one time at no additional charge if you notify us up to 10 business days prior to your workshop date. Additional transfers and transfers made less than 10 business days in advance of the date are subject to a $75 processing fee. A refund will be granted subject to a $200 processing fee if written cancellation is received up to 10 business days prior to the workshop. Registrants who do not cancel in advance and who do not attend are responsible for the entire enrollment fee. The Bob Pike Group reserves the right to cancel any workshop and should it do so, its liability is limited to the return of the enrollment fee.
Creative Training Techniques™ Workshops 2015

Free $25 webinar with registration, use code: 24431C

Connect with Us:
Facebook.com/thebobpikegroup
linkedin.com/company/the-bob-pike-group
twitter.com/bobpikegroup

22ND ANNUAL
CREATIVE TRAINING TECHNIQUES™ CONFERENCE
THE SPOTLIGHT’S ON YOU

PRE-CONFERENCE
SEPT 27–29
2015

HILTON
MPLS/ST.PAUL AIRPORT
MALL OF AMERICA
3800 AMERICAN BLVD E
BLOOMINGTON, MN 55425

CONFERENCE
SEPT 30–OCT 2
2015

866.BOB.PIKE (866.262.7453) OR VISIT BOBPIKEGROUP.COM
#CTTC2015