Private Program Menu

Make **real** impact. Really fast.

LifeLabs
Learning

Make real impact.
Really fast.

LifeLabs Learning trains managers, execs, and teams at 2,000+ amazing companies, in-person and virtually.

Our programs are:

Refreshing: Workshops are short (2 hours), fun, and tailored to your culture

Taught live: In person or virtually for real-time feedback and peer-to-peer learning

Science-backed: Packed with practice and science that appeals to data-driven minds

Simple & sticky: Giving employees tools they can put to use the very same day

Focused on tipping point skills: The smallest changes that make the biggest impact

Our clients are saying:

"Our employees continually rave about the workshops and facilitators!"
Jenny Weston, Lyft

"Pretty much the most useful workshops I've ever gone to."
Matthew Hamilton, Venmo

"The lessons really stuck with me because I was able to immediately put them into practice."
Marisa Beltramini, Squarespace

"LifeLabs Learning sessions are helpful for first-time managers and technical folks to scale as leaders in the company by giving them a simple yet powerful framework."
Bala Subramaniam, Instacart

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Program
Menu

Not all skills are created equal. We do research to identify the **tipping point skills**—the smallest changes that make the biggest impact in the shortest time.

We focus on the essential skills of modern managers, execs, and teams—equipping employees with the tools and confidence to lead, work, and succeed in times of rapid change.

Each program in this menu includes short, refreshing, interactive, and science-backed training that transforms critical skills into lasting habits. All programs can be delivered virtually or in-person.

Launch your program today! Visit LifeLabsLearning.com or contact your LifeLabs Learning Program Consultant via email: hello@lifelabslearning.com

Program
Results

Our workshop feedback scores are consistent across in-person and virtual workshops. If any workshop scores less than 90%, we cut it from our menu. Why? When your employees love the development opportunities your company provides, they are more likely to apply new tools, feel valued, and pass on what they've learned to others.
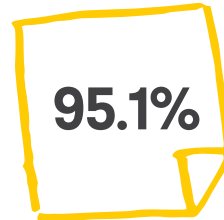
Workshops employees love

We surveyed 24,160 participants:

95%
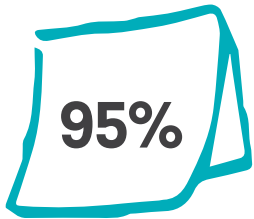
Said the workshop they took was useful

98.9%
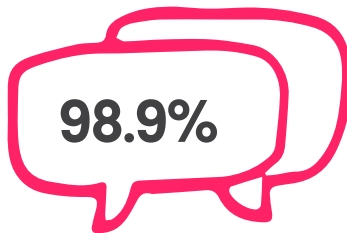
Said their facilitator was knowledgeable

95.1%

Said the workshop was engaging

Learning that sticks

In a case study of 100+ managers:

3 months

After training, **100%** of participants said they were using new skills they had learned.

6 months

After training, **93.6%** said the training was still having a positive impact on their performance, and **100%** of the participants' managers said they were still seeing a positive impact.

Programs that create company-wide impact

Our programs play a major role in organizational change. Following training, our clients have seen a **5% - 42%** increase in the following survey items:

✓ I would recommend my manager to others

✓ We have honest two-way communication

✓ My manager cares about my development

✓ My company invests in my development

✓ My manager gives me useful feedback

✓ There are growth opportunities at my company

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Learning &
Development Strategy

Who should
I focus on?

To simplify your company's Learning and Development (L&D) strategy, think of your organization as having 3 audiences, each with distinct needs. Use a programmatic approach to address the needs of each audience.

Step 1
Start with
managers

Why? Managers are your company's multipliers; they impact your execs and Individual Contributors (ICs.) Companies see the greatest impact by equipping all managers with essential skills. We call these skills the **Manager CORE**. The CORE program includes workshops and resources to help the learning stick, including a 6-month Nudge Series, giving managers automated nudges to practice.

Step 2
Next, focus
on execs...

Why? Once a critical mass of managers has been through Manager CORE, we start to see company-wide patterns. We combine these insights with training that helps your C-suite model and reinforce core skills. This is the **Managers of Manager CORE.**

Step 3
... and individual
contributors

While training teams, start training individual contributors. Why? Company-wide impact. Provide training on essential skills to be a great employee, manage up to reinforce leadership skills, and contribute to the company culture. We call these skills the **IC CORE**. For more development, companies can also run **Company-Wide Initiatives.**

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Manager
Development

Rapidly develop your company's people leaders in what research shows to be the CORE skills of great managers.

We call this our CORE Program (each workshop is 2 hours).

Manager CORE Part 1 Workshops

The essential building blocks of the world-class modern manager, leading co-located and/or remote employees.

1. Coaching Skills	Master the cornerstone skill of great leaders—developing people to become high performers.
2. Feedback Skills	Give performance-changing feedback even when the topic is tough and time is limited.
3. Productivity & Prioritization	Collect tools to help you and your team make progress on the most important things.
4. Effective One-on-ones	Use one-on-ones to maximize people's feeling of certainty, progress, inclusion, growth, and engagement.

After each workshop, participants get summaries, templates, and Mini Missions to turn learning into action. They will also receive a 6-month Nudge Series: short, fun nudges to refresh and apply new skills.

3 Months Later	
5. Manager Intensive 1	At the critical point in the learning cycle when new skills start to fade, assess your CORE Part 1 skills and take them to the next level by applying them to challenging scenarios.

Manager CORE Add-On	
Managing Distributed Employees	Learn the challenges of remote, hybrid, and distributed leadership, and rapidly increase productivity and engagement on your team by adopting simple but powerful habits.
Skillful Conflict & Collaboration	Handle conflict productively to drive innovation and collaboration across teams, cultures, and remote, in-person, or hybrid environments.
Behaviors of Inclusion	Build awareness, shared vocabulary (to make scary conversations easier), and learn to be an advocate for yourself and others.
Rapid Trust	Create trust within and across teams from any position, boost psychological safety, improve cross-cultural and cross-functional communication, and learn from failure so it isn't repeated.

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Manager
Development

Manager CORE Part 2 Workshops

Once managers complete CORE Part 1, they learn to approach their work strategically in areas that most impact the business, especially in times of change and uncertainty.

1. Strategic Thinking	Master critical goal-setting and decision-making habits, and help your team take strategic action.
2. Meetings Mastery	Lead masterful meetings (in-person and virtually), moving groups to action and making sure every voice is heard.
3. Leading Change	Learn how to reassure, influence, inspire, make change stick over time, and help your team stay adaptive and resilient in times of uncertainty.
4. People Development	Expand capabilities and increase engagement by developing your team and creating a succession plan.
After each workshop, participants get summaries, templates, and Mini Missions to turn learning into action. They will also receive a 6-month Nudge Series: short, fun nudges to refresh and apply new skills.	
3 Months Later	
5. Manager Intensive 2	Assess your CORE Part 2 skills and take part in a series of tough practice drills and case studies to refresh and deepen your leadership capabilities.
Manager CORE Add-On	
Managing Distributed Employees	Learn the challenges of remote, hybrid, and distributed leadership, and rapidly increase productivity and engagement on your team by adopting simple but powerful habits.
Skillful Conflict & Collaboration	Handle conflict productively to drive innovation and collaboration across teams, cultures, and remote, in-person, or hybrid environments.
Behaviors of Inclusion	Build awareness, shared vocabulary (to make scary conversations easier), and learn to be an advocate for yourself and others.
Rapid Trust	Create trust within and across teams from any position, boost psychological safety, improve cross-cultural and cross-functional communication, and learn from failure so it isn't repeated.

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Executive
Development

Want company-wide impact? Invite your C-suite and senior leaders to take part in the Senior Leader CORE Program.

These workshops match the Manager CORE but are taught through the lens of modeling and reinforcing critical management skills (to build a strong leadership culture).

Senior Leader CORE Workshops

Even if you already have the CORE skills, a shared vocabulary, and a common set of tools across the company, accelerate the ROI of training company- wide and support execs in holding managers accountable for the skills they learned in CORE.

CORE Part 1	CORE Part 2
1. Coaching Skills	1. Strategic Thinking
2. Feedback Skills	2. Meetings Mastery
3. Productivity & Prioritization	3. Leading Change
4. Effective One-on-ones	4. People Development
5. Manager Intensive 1 At the critical point in the learning cycle when new skills start to fade, assess your CORE Part 1 skills and take them to the next level by applying them to challenging scenarios.	5. Manager Intensive 2 Assess your CORE Part 2 skills and take part in a series of tough practice drills and case studies to refresh and deepen your leadership capabilities.

After each workshop, participants get summaries, templates, and Mini Missions to turn learning into action. They will also receive a 6-month Nudge Series: short, fun nudges to refresh and apply new skills.

Add-on	
Managing Distributed Employees	Learn the challenges of remote, hybrid, and distributed leadership, and rapidly increase productivity and engagement on your team by adopting simple but powerful habits.
Skillful Conflict & Collaboration	Handle conflict productively to drive innovation and collaboration across teams, cultures, and remote, in-person, or hybrid environments.
Behaviors of Inclusion	Build awareness, shared vocabulary (to make scary conversations easier), and learn to be an advocate for yourself and others.
Rapid Trust	Create trust within and across teams from any position, boost psychological safety, improve cross-cultural and cross-functional communication, and learn from failure so it isn't repeated.

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Individual Contributor Development

Individual Contributor CORE

Accelerate employee development in the most critical drivers of performance. All skills complement our leadership programs, resulting in company-wide impact (each workshop is 2 hours).

1. Influential Communication	Earn influence, improve collaboration, and build relationships by adjusting how you communicate.
2. Feedback Skills	Improve communication and productivity by giving and receiving feedback well—even in tough situations.
3. Productivity & Prioritization	This session bundles the most successful hacks for working smarter, faster, and better.
4. Adaptivity & Resilience	Learn techniques to stay calm, collected, and clear-minded even when things are quickly changing.

After each workshop, participants get summaries, templates, and Mini Missions to turn learning into action. They will also receive a 6-month Nudge Series: short, fun nudges to refresh and apply new skills.

3 Months Later	
5. Career Growth	Assess your CORE strengths and gaps, then focus on the next phase of your development. Learn to take charge of your professional growth by building your skills, relationships, and reputation.

Individual Contributor CORE Add-On	
Delivery Skills	Capture attention, demonstrate warmth and competence, and make your message stick.
Skillful Conflict & Collaboration	Handle conflict productively to drive innovation and collaboration across teams, cultures, and remote, in-person, or hybrid environments.
Behaviors of Inclusion	Build awareness, shared vocabulary (to make scary conversations easier), and learn to be an advocate for yourself and others.
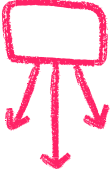
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Company-Wide
Initiatives

Looking to make a sweeping change across your company? We support the initiatives below through a combination of training, resources (like templates and checklists), and consulting.

1. Build an Inclusive Culture

Driving Diversity, Equity & Inclusion (DEI) initiatives can be overwhelming. We help companies create a simple plan of action, including training and small changes to organizational systems that have wide-spread impact.

	### Behaviors of Inclusion
	Build awareness, shared vocabulary (to make scary conversations easier), and learn to be an advocate for yourself and others. (2 hours, 30 participants max).

	### Inclusive Interviewing
	Conduct interviews fairly and effectively while creating an inclusive candidate experience and improving your company's hiring decisions. (2 hours, 30 participants max).

	### Inclusive Systems Skills
	Learn how to flag, discuss, and optimize organizational systems for maximum equity and inclusion and avoid common bias hotspots. (2 hours, 30 participants max, for your internal DEI leaders such as execs and People Ops)

Program Add-Ons
To deepen your company's inclusion skills and conversational capacity, you can also include CORE workshops.

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Company-Wide
Initiatives

2. Create a Feedback Culture

Feedback is critical to individual and company success, yet it is one of the toughest habits to instill. Transform your company's feedback culture through training and consulting on your company systems and practices.

	Feedback Skills: Workshops for execs, managers, and individual contributors
	Help employees at all levels develop feedback skills, confidence, shared norms, and vocabulary to take the fear out of tough conversations. (2 hours, 10 participants for execs and managers; 30 for ICs)

3. All-Staff Enrichment Program

Show your employees—at all levels—that you're investing in their development. Mix and match workshops to meet your organizational needs.

After each workshop, participants get summaries, templates, and Mini Missions to turn learning into action.

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Additional
Services

Want more support?

LifeLabs Learning can partner with you to build a robust L&D program, including:

✓ **Membership Plans**
An annual membership with unlimited access to live LifeLabs Learning workshops, group practice and coaching sessions, and learning resources.

✓ **Retreat and offsite workshops**

✓ **Programs for specialized audiences**
(e.g., sales professionals, engineering leads, high potential leaders, women leaders)

✓ **Organizational consulting**
(e.g., performance reviews, onboarding, employee engagement, manager competencies)

✓ **Don't see a service you need?**
Contact us about custom offerings.

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