



# Transforming Ordinary Managers into Extraordinary Leaders

A **Proven** Data-Driven, People-Centered **Approach** to Learning & Development



[NexaLearning.com](http://NexaLearning.com) | 800.683.0681 | [support@nexalearning.com](mailto:support@nexalearning.com)



## Diamond Award Winner





# We Deliver Change

**NexaLearning helps develop the people and skills that make a difference in your company's success.**

Ninety-six percent of participants in our programs believe that the program was worth the time invested; one year later, eighty percent are still applying the skills learned. We tailor tools and solutions to meet your organization's unique needs, driving impactful growth and development.

Our strength is the ability to deliver data-driven learning and development programs that yield enduring benefits for individuals ranging from seasoned leaders to recently promoted managers and team leaders.

## Data-Driven, People-Centered, and ROI Certified

- **We specialize in measuring the effectiveness of learning and talent development solutions.**

Developing leaders at every level can transform your business. Our approach to improving performance and cultivating leaders who make a difference is 'whole self', ensuring participants are intrinsically motivated and equipped with the tools and habits necessary for continuous growth and sustained development.

- **Custom development to scale.**

Your people strategy can be a game changer. We guide organizations in creating individualized learning plans to onboard, build skills, upskill, and reskill employees. Grounded in real-world applications and tailored to each employee's unique needs and interests, this strategy ensures equitable and transparent opportunities for learning and growth across the organization.

- **Flawless Execution. Trusted Partnership.**

For over 20 years NexaLearning has been delivering best-in-class program administration, managing every detail with expert coordination and communication so your leaders and your team can stay focused on what matters most.

**33,000+**

ASSESSMENTS | PROFILES

**600+**

CLASSROOM TRAINING SESSIONS

**11,000+**

LEADERS TRAINED

**10,000+**

VIRTUAL PARTICIPANTS

# Our Flagship Solutions

These featured leadership programs are among the most requested. For more leadership development programs, visit us online at [NexaLearning.com](https://www.nexalearning.com).

## Foundational Management (101)

Our **Foundational Management Program** aims to equip team members with essential leadership and communication skills to drive performance and foster effective team dynamics. Through assessments like Everything DiSC® and others, participants explore leadership styles, key communication skills, coaching techniques, feedback, and strategies for leading diverse teams. The program uses the TKI (Thomas-Kilmann Conflict Mode Instrument) and includes situational leadership and conflict resolution.

### Blended Program Components include:

- Prework Assessments
- 2-Day Immersive Workshop: Engaging, peer-learning sessions with topical mentoring.
- Action Planning: Focuses on six months of continuous improvement and development.
- Reinforcement: Webinars, newsletters, eLearning, and templates and tools for practical application in real-world scenarios.



## Advanced Leadership (201)

Our **Advanced Leadership Program** is designed for mid-level and senior leaders seeking to enhance their impact and drive organizational success. Participants engage in Everything DiSC® Work of Leaders and a custom 360-degree assessment to gain actionable insights and develop robust, personalized development plans. Key content areas include vision, alignment, execution, strengths-based leadership, peer coaching, solutions thinking, and leading through change.

### Blended Program Components include:

- Prework Assessments: Two assessments, including 360-degree feedback.
- 2-Day Immersive Workshop: Engaging, peer-learning sessions with topical mentoring.
- Action Planning: Focuses on six months of continuous improvement and development.
- Reinforcement: Webinars, newsletters, eLearning, and templates and tools for practical application in real-world scenarios.
- 1:1 Coaching: Fosters individual development over six months.

This comprehensive approach ensures participants acquire knowledge, skills, tools, and ongoing support to become enthusiastic about enhancing their abilities, applying their learning, and promoting positive change within their teams.



# Assessments: Start by Understanding

From 360-degree leadership assessments to team diagnostics, our evaluation tools offer valuable insights into strengths, gaps, and growth opportunities.

We provide a comprehensive range of personality assessments for individuals and leaders at all levels within your organization and transform data into actionable strategies that enhance performance and workplace effectiveness.

At NexaLearning, we specialize in industry-standard assessments, with certified expertise in tools like Everything DiSC® (Workplace, Management, Sales, Work of Leaders, Agile EQ) and The Five Behaviors® for personal and team development. As a **14x Diamond Award Partner** of Wiley & Company, we are experts in their complete suite of assessments.

We also provide other leading assessments, including these tools we tailor to meet your organization's unique needs.

- Gallup CliftonStrengths®
- PXT Select®
- Values in Action Character Strengths®
- Myers-Briggs Type Indicator® (MBTI)
- Korn Ferry Leadership Architect®
- Hogan Assessments®
- Thomas-Kilmann Conflict Mode Instrument® (TKI)
- Emotional Intelligence (EQ-I 2.0)

NexaLearning also offers proprietary assessments to identify the competencies, skills, and behaviors that align with your organization's core values and functional requirements and drive measurable and sustainable results.



# Organizational & Leadership Development

## Classroom Training

NexaLearning offers engaging, high-impact in-person training that develops leadership, communication, and organizational effectiveness. Our interactive approach ensures participants leave with practical skills they can apply immediately, fostering lasting professional growth. From two-hour to two-day immersive experiences, these programs are designed for the busy modern learner and are led by Master Facilitators.

## Intact Team Coaching and Offsite/Onsite Needs

NexaLearning's customized team coaching is designed to transform intact groups into high-performing teams and to support executive teams during transitions, conflicts, or strategic changes. Whether through immersive off-site retreats or focused on-site leadership sessions, we assist teams in realigning, fostering collaboration, and driving sustainable organizational success.

## Virtual Webinars

Live, online, facilitator-led sessions are designed for optimal flexibility and engagement. Whether you are upskilling managers, enhancing team collaboration, or driving cultural change, our expert-led webinars offer impactful learning experiences in an accessible format.

## Blended Learning Programs

Our blended learning programs offer a seamless combination of ready-to-deploy, topical programs and tailored elements specific to your organization's needs. Most content is adaptable for quick deployment, utilizing proven theories, methods, and tools. The custom elements, including real-world scenarios, case studies, and branding, ensure the program remains relevant, engaging, and aligned with your organizational goals. Blended Learning Programs generally last six months to reinforce skill development and knowledge retention.



# A Sampling of Our Live Virtual Course Offerings

Please visit [NexaLearning.com](https://www.nexalearning.com) to review our Virtual Course Offerings Catalog. Please call (800) 683-0681 if you need a specific program.

## Course Topics that **INCLUDE** an Assessment

1. Time and Priority Management
2. Working with Diverse Personality Styles
3. Listening Skills
4. Encouraging Innovation in Teams
5. Your Conflict Approach and When to Use It
6. Responding to Organizational Change
7. Enhance Your Emotional Intelligence
8. Enhance Your Negotiating Skills
9. Leading Organizational Change
10. Leverage Your Personal Strengths at Work
11. Recognizing and Adapting Your Learning Style
12. Personal Skills to Create a Cohesive Team
13. Interpersonal Influence
14. Change Reaction
15. Being a Customer Service Star
16. Team Effectiveness
17. Benchmarks of Team Excellence

## Course Topics that **DO NOT** include an Assessment

1. Meeting Management
2. Key Communication Skills
3. Dynamic Decision Making
4. Behavioral Interviewing Skills
5. Overcoming Unconscious Bias
6. Working with Diverse Generations
7. Performance Management
8. Enhancing Happiness at Work



**Catalog of Live Virtual  
Course Offerings**  
**AVAILABLE IN RESOURCES  
NEXALEARNING.COM**

# An Authorized Partner of TraineryTMS™ and TRAKCoaching™

NexaLearning is an Authorized Partner of TraineryTMS™ and TRAKCoaching™ software solutions. We provide these solutions at no cost to our clients. You can learn more about these and other solutions at [www.Trainery.one](http://www.Trainery.one).

## TraineryTMS

TraineryTMS is a comprehensive, centralized Training Management Software (TMS) that provides learning operations with a single platform to create, manage, track, and report on all learning styles, programs, and employee certifications.

- **Schedule Training Events and Resources**  
Schedule training events and assign instructors, locations, resources, materials, and learners using intuitive tools and automation.
- **Gap Analysis Identification**  
Automatically identify training needs based on job, date, and compliance requirements to minimize the risk of missed deadlines or penalties.
- **Manage Your Tasks**  
To keep everything running smoothly, prioritize and manage tasks and deadlines. The integrated communication system includes role-based and individual deadline alerts.

## TRAKCoaching

TRAKCoaching is an all-in-one platform to manage coaching programs, coaches, and coachees.

- **Manage Coaches**  
Dynamic coach profiles enable you to manage internal and external coaches, oversee assignments and engagements, and track schedules.
- **Plan Programs**  
Create coaching plans for groups or individuals, upload materials and notes, and track enrollment, activities, and progress.
- **Track Coachees**  
Store profiles, assessments, sessions, notes, and monitor goals and milestones.

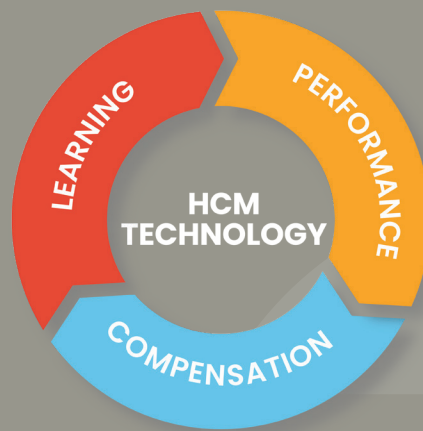


# Meet Our Brand Family

## Human capital is your most important asset.

**JER HR Group** is a leading Human resource firm helping clients resolve their toughest challenges by providing unmatched services in Compensation, HR Services, and Organizational Development (NexaLearning). Our team works collaboratively with clients to develop and implement effective solutions tailored to, and aligned with, the client's work culture and business strategy.

**TraineryHCM™** is a leading HCM SaaS technology firm providing learning, performance management, and compensation management solutions that help employees reach their full potential. For over 35 years, our talent management solutions have helped companies accelerate learning, improve performance, transform HR, deliver employee training, manage learning and development, and get compensation right.



### Contact NexaLearning:

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**Potential starts here.**

JER HR Group is a Certified Minority-Owned Business.