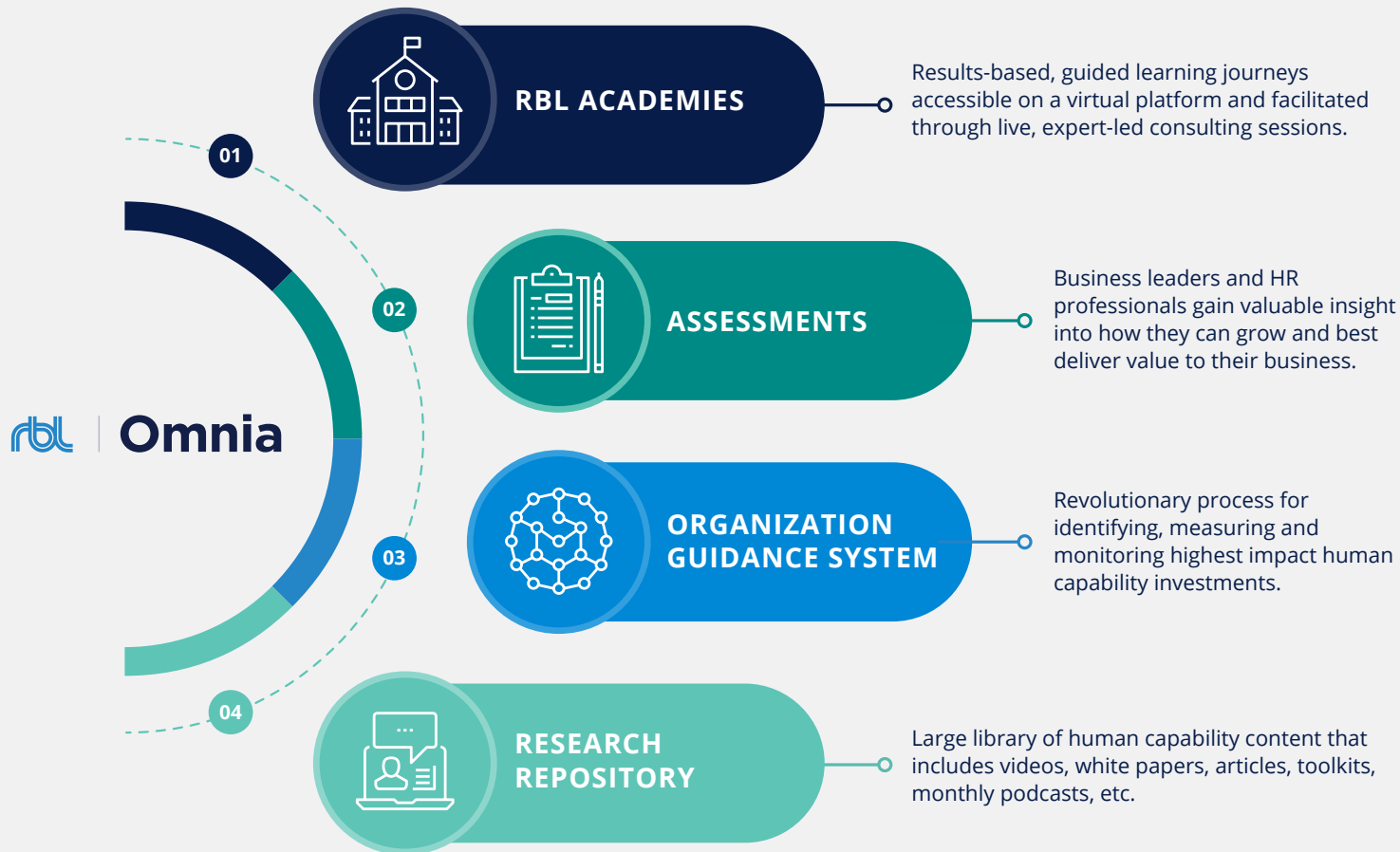




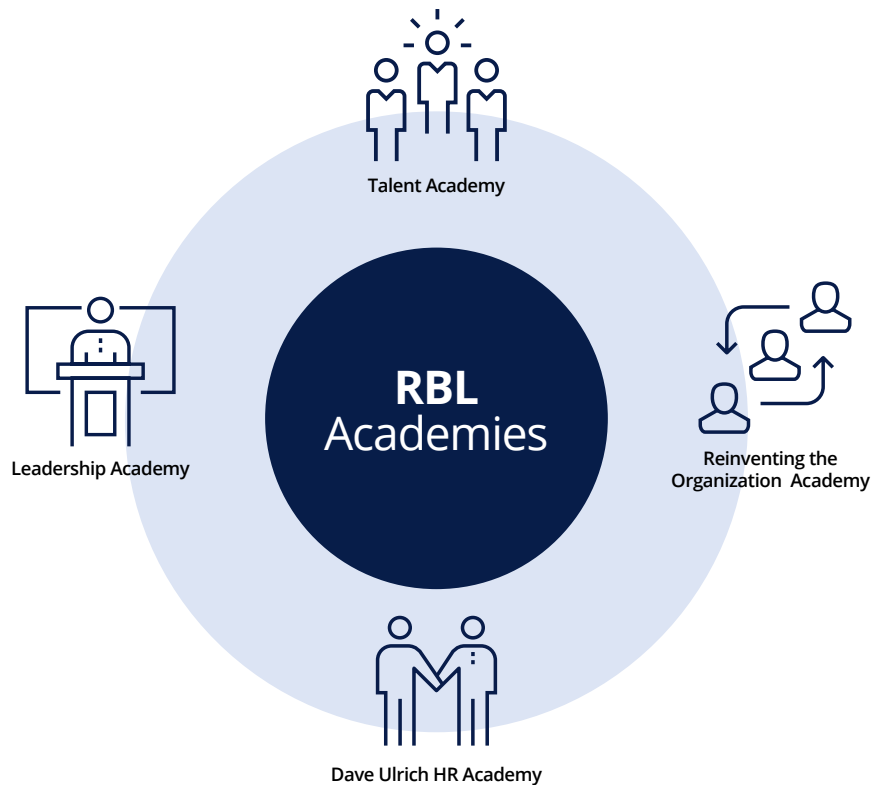
Focused on building human capability for your organization. To create measurable business impact, RBL Omnia brings results-based guided learning journeys and content, supplemented with deep, integrative assessment and research tools.





Results-based guided learning digital journeys

RBL Omnia Academies are a powerful, cohort-based development programs that build business skills for professionals at all levels. Each academy includes self-paced content and live expert-led facilitated sessions.



Guided delivery approach blends the best of independent and group learning through self-guided learning assignments (videos, reading, exercises) and a weekly facilitated learning and application session.



Flexible: 16 digital modules over 8 weeks, 60 minutes per module.



Instruction from Dave Ulrich: Personalized videos from industry experts.



Consultant-Led Education: Weekly virtual consultant facilitated live sessions.



Focused on Individual Development: Personal coaching and Competency Assessments.



Collaborative: Dialogue that taps the collective genius within your teams.



Accredited: Earn continuing education credits through HRCI and SHRM.

RBL will continually update existing academies and add additional academies to reflect the ever-changing business climate.



Dave Ulrich HR Academy

HR helps create value from the outside-in and delivers business impact.

- 1 Does your HR team have a comprehensive approach and the capability to create value and deliver business impact?
- 2 Are you wishing HR was more effective, but unsure what that would look like?
- 3 Are you focused on the three strategic impacts of HR?

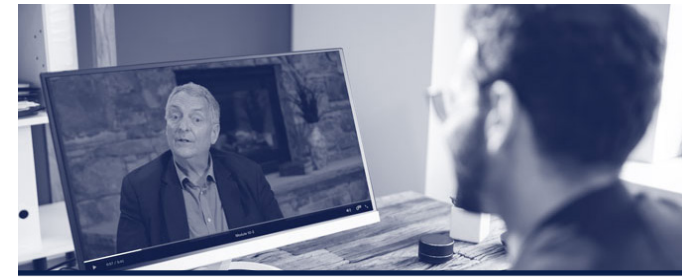
Participants will learn to:

- Adopt an outside-in approach to HR that drives business impact
- Identify target HR outcomes in organization, leadership, and talent required to deliver business impact
- Increase effectiveness of the HR functions
- Build skills to co-create solutions with stakeholders



“Great content and loved the addition of the learning cohort. The group conversations enriched the material with real life application and examples.”

– VP Human Resources, 24 Hour Fitness



Details



Audience:

- HR professionals at all levels



Format:

- 8-week digital development program using a blend of self-paced learning assignments and weekly consultant facilitated learning and application sessions
- 16 modules presented by Dave Ulrich about ways HR can create greater value and business impact (videos, reading, exercises)
- Open-enrollment or enterprise programs available



Talent Academy

Develop the skills leaders need to build talent that delivers greater business impact.

- 1 Does your organization struggle to attract, develop, engage, and retain the very best people?
- 2 Do your leaders have every resource available to win the war on talent?
- 3 Do your leaders empower individuals and teams to achieve better business results?

Participants will learn to:

- Engage and empower individuals and teams through coaching to achieve better business results
- Manage the increasing customization of work
- Better source, screen, develop, and retain talent
- Create a more diverse, equitable, and inclusive culture
- Increase engagement through developing and living your employee value proposition



“There is no question that talent matters to an organization’s success. Today general managers and HR professionals need to help their organizations move beyond fighting the talent war to winning it.”

– Dave Ulrich



Details



Audience:

- Leadership at all levels



Format:

- 6-week digital development program using a blend of self-paced learning assignments and weekly consultant facilitated learning and application sessions
- 12 modules presented by Dave Ulrich about how to build talent that delivers results (videos, reading, exercises)
- Open-enrollment or enterprise programs available



Leadership Code[®] Academy

Build leaders who develop human capability and deliver results with business impact.

- 1 If your organization had better leadership, what would happen?
- 2 What would it mean to your customers, employees, investors, and other stakeholders?
- 3 Do your leaders deliver results that matter to the organization and its stakeholders?

Participants will learn to:

- Build leadership skills that matter to stakeholders and impact business results
- Increase agility and simplify complexity in the new world of work
- Develop talent with competence, commitment, and contribution
- Create the right culture based on stakeholder needs
- Understand how to navigate organizational, professional, and personal paradoxes



“Understanding the differing levels of contribution and outcomes gives me a greater perspective of how to lead for outside-in impact.”

– Academy Participant



Details



Audience:

- Leadership at all levels



Format:

- Designed around the 5 domains of the Leadership Code (1) Strategist, (2) Executor, (3) Talent Manager (4) Human Capital Developer, and (5) Personal Proficiency.
- 6-week digital development program using a blend of self-paced learning assignments and weekly consultant facilitated learning and application sessions
- 16 modules presented by Dave Ulrich and Norm Smallwood about how to build results-focused leaders in your organization (videos, reading, exercises)
- Open-enrollment or enterprise programs available



Reinventing the Organization Academy

Help leaders build agile, adaptive organizations oriented around market needs.

- 1 Is your organization poised for the future?
- 2 Do your leaders have the tools and resource to deliver greater value in and through your organization?
- 3 Do you have a clear strategy for growth?

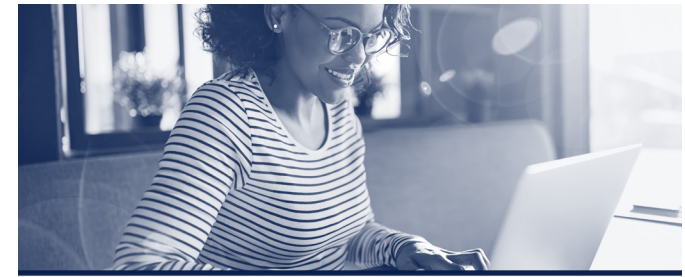
Participants will learn to:

- Understand and anticipate the changing environmental conditions that will shape our future
- Develop a clear strategy for growth and a pathway for making it happen
- Define and build market-oriented capabilities and structure
- Craft a shared leadership brand



“The Reinventing the Organization academy enabled our organization’s leaders to transfer their energy and attention from level 1 thinking (completing tasks and moving the machine along), to level 2 thinking (the how and why of work).”

– Board Member, Global Bank



Details



Audience:

- Director / Sr. Director, Vice President



Format:

- 6-week digital development program using a blend of self-paced learning assignments and weekly consultant facilitated learning and application sessions
- 6 modules presented by Dave Ulrich about how to build agile, future focused organizations (videos, reading, exercises)
- Open-enrollment or enterprise programs available

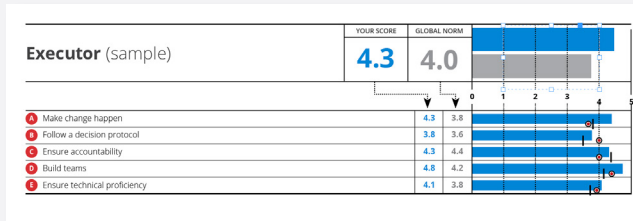
RBL Assessments



Access to RBL's Leadership and HR Assessments

Using assessments based on decades of empirical research, business leaders and HR professionals gain valuable insight into how they can grow and best deliver value to their business.

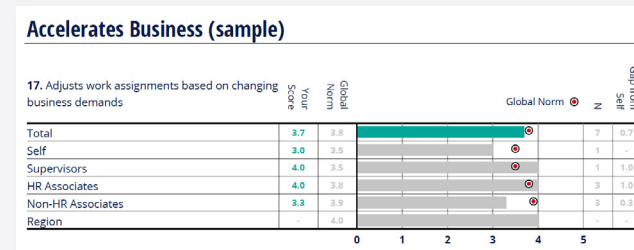
The RBL Leadership Assessments (360, 180, or self-assessment) measure leadership behaviors from the five critical domains our research has show to be essential for effective leadership.



Four stratified versions customized to the level of the leader:

- Indiv. Contributor
- Front-Line Leader
- Manager/Director
- Executive/C-Suite

The HR Competency Assessments (360, 180, or self-assessment) measure HR behaviors from the five HR Competency domains our research has shown to be essential to deliver results.



Receive feedback from:

- Self
- Supervisor
- HR Associates
- Non-HR Associates

RBL Organization Guidance System (OGS)

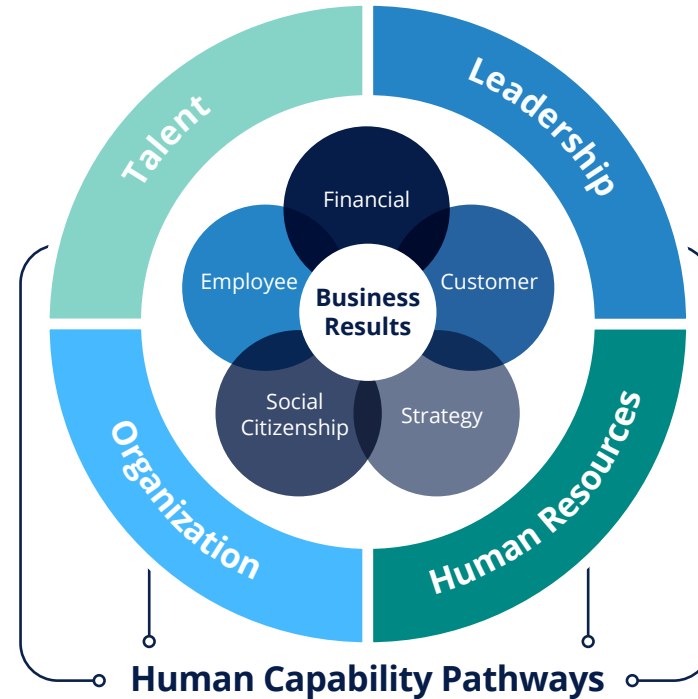


Results-based investments

Prioritize human capability investments that drive business results.

OGS distills decades of our research and practical application to guide you to prioritize which investments will have most impact on your business results.

RBL Omnia enables you to bring OGS into your organization and then teaches you how to use this breakthrough technology platform to identify, measure and monitor the highest impact solutions.



OGS Differentiators



Access benchmark information on each pathway (where do we stand?)



Take action based on guidance about our business results (what should we do?)



Incorporate AI/ML to access information and make the guidance more differentiated.



Membership in RBL.ai Institute Research Repository which provides support and community.



Most relevant library of human capability content

Playbooks, toolkits, webcasts, podcasts, and other learning resources accessible in one searchable hub where team members can learn, connect, and share. At the foundation of this repository is highly practical content developed for and with RBL clients over the past 15 years.

Toolkits	Playbooks	Webinars	Alumni Networking	Other IP
<p>Short PowerPoint pitches with key ideas from the Think Tanks designed to be used as training for HR teams, individual paced learning, coaching with managers, etc.</p> <p>Each Toolkit has an accompanying video from Dave Ulrich or other Think Tank faculty members explaining the concepts.</p>	<p>We create a learning record from each of our 2-day Think Tank sessions in the RBL Institute.</p> <p>30-40 pages of great material that is available for all RBL Omnia users.</p>	<p>After each Think Tank session, a webinar discusses the session topic.</p> <p>The Playbook and Toolkits are introduced and reviewed.</p>	<p>RBL Omnia users and other program alumni will have the opportunity to connect, discuss concepts, and provide mentorship.</p>	<p>Beyond the IP we produce in the RBL Institute you also receive access to articles and videos that our partners and principal consultants publish.</p>



Now is the time to make measurable impact

on your business. **Build leaders, professionals
and organizations** with RBL Omnia.



For information about subscribing to RBL Omnia:

+1.801.980.0517 / rblmail@rbl.net / rbl.net

Click to Get Started