



Is This Seat Taken?

Finding a good seat.

We've struggled with this all of our lives.

As a child, our struggle was finding a good seat at the kids table during family gatherings. You know you've *really* made it when you're asked to join the adults at their table.

As a teenager, our struggle was sitting at the cool kid's table during the lunch hour. This was also by invitation only and we were thrilled if we got asked to join the cool kids.

As an adult, particularly one in L&D, our struggle is getting a seat at "the table" where strategy is discussed. This is typically by invitation also, but here's where we need to break the rules, be a rebel and just take the seat that is rightly ours!

Here's why we are advocating this somewhat rogue behavior. C-exec's love to talk strategy and corporate goals but leave out one important piece of the puzzle. Goals are achieved by people *performing* and WE hold the keys to performance!

WE are the ones who can help determine if a performance discrepancy is due to a lack of skill or lack of support in the work environment.

WE are the ones that can identify skill gaps in managers who are responsible for supporting and reinforcing the skills of their employees.

WE are the ones who can measure the impact of performance on the bottom line by identifying and tracking performance indicators.

AS you see, we not only deserve a seat at the table, but we are actually part of the foundation that supports the table. Managing performance is key to the organization reaching and exceeding its financial goals.

For more information on why you should take a seat at the table vs. waiting for an invitation, please click below on the resources we have crafted especially for you!

Certified Performance Consultant

Four, 3-hour VILT sessions
April 24, 26, 30 & May 2

Certified Training Manager

Four, 3-hour VILT sessions
April 2, 4, 10 & 12

Certified Training Coordinator

Four, 3-hour VILT sessions
October 16, 18, 22, & 24

ROI: Measure the Impact of Training

One Hour Training Essentials Virtual Mini
May 22 @ Noon ET/ 9 am PT

So join us and grab that seat NOW!

**Cheers,
Team M&M
Maria Chilcote & Melissa Smith
Managing Partners**



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