



*"The hardest to learn is the least complicated."  
The Indigo Girls*

### ***What We've Learned***

With a combined 40+ years in the field of human development and organizational change, we've managed to pick up a few insights along the way.

1. *Organizational change is always preceded by Individual change.*  
All organizational efforts - training, development, teaming, strategy - require individuals to be accountable for their results, their learning and their growth. Organizations aren't successful; individuals working together are.
2. *If it can't be applied, it's a waste of time.*  
We always strive to provide mindsets, skill sets and tool sets that have application in the real world that people work and live in.
3. *Nothing is more important than the right mindset.*  
The best skills and tools will not be useful if the proper mindset is not adopted. Conversely, people with the proper mindset more readily adopt new skills and tools and have greater success with their application.
4. *When it comes to learning, make it fun or don't bother.*  
People learn better when they are having fun and are energized. Anything can be made fun, and if you can't find a way to do it, save your money. And fun doesn't have to be laughter and joking (although it sure helps!); fun is anything that engages and raises the energy level of the learner. A rule of thumb: the more people *do*, the more fun they have and the more energy they bring to their learning.
5. *When in doubt, collaborate.*  
If we can work with clients in a way that we leverage each other's strengths, everyone wins. We get better results when we *express* ourselves, not try to *prove* ourselves.