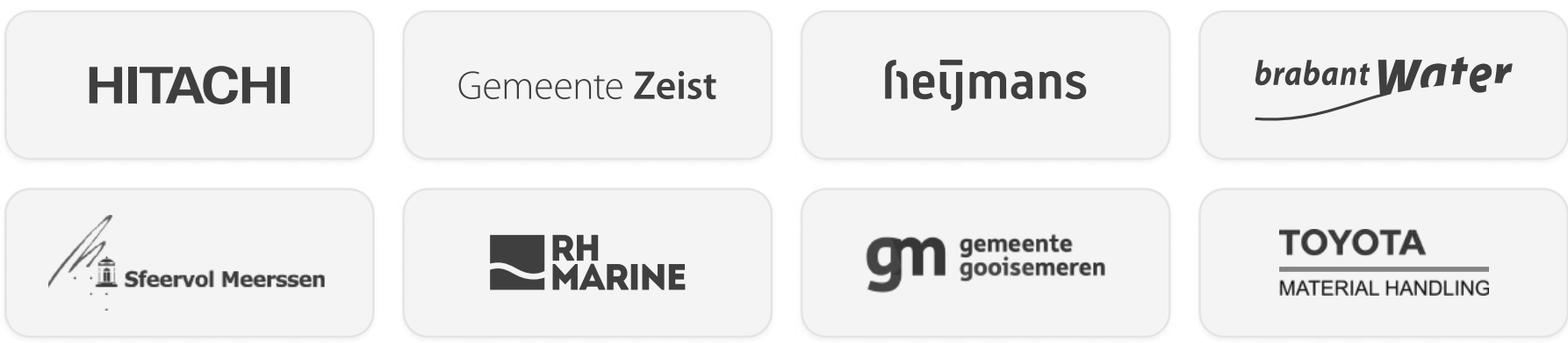


# Start hiring for results in Learning, Change & Culture

Make work actually happen across learning, leadership, change, culture, and communication by working on-demand with the best Learning, Change & Culture specialists.



## Specialisms & Expertise

### Find the services Blackbear supports in Learning, Change & Culture

| Learning & Development               | Leadership Training                  | Change Management                       |
|--------------------------------------|--------------------------------------|---|
| Learning Strategy Development        | Leadership Development Programs      | Change Strategy & Roadmaps              |
| Capability & Skills Mapping          | Personal Leadership Skills Training  | Stakeholder Analysis & Alignment        |
| Learning Journeys & Programs         | Team Leadership Enablement           | Change Impact Assessments               |
| Curriculum & Content Design          | Executive Training Programs          | Adoption & Behaviour Change Programs    |
| Blended & Digital Learning Setup     | Decision-Making & Ownership Training | Change Communication Planning           |
| Learning Platform & LMS Support      | Communication & Influence Skills     | Resistance Management                   |
| Learning Effectiveness Measurement   | Leadership Assessment & Feedback     | Change Governance & Tracking            |
| Continuous Learning Models           | Leadership Growth Roadmaps           | Transformation Enablement               |
| Culture & Engagement                 | Coaching & Facilitation              | Internal Communication                  |
| Culture Diagnostics & Assessments    | Individual Coaching Programs         | Internal Communication Strategy         |
| Culture Strategy & Values Definition | Team Coaching                        | Change & Transformation Communication   |
| Employee Engagement Programs         | Leadership Coaching                  | Leadership Communication Support        |
| Ways of Working Design               | Facilitation of Workshops & Sessions | Employee Messaging & Storylines         |
| Team Alignment & Collaboration       | Decision & Alignment Facilitation    | Channel & Format Design                 |
| Performance & Feedback Cultures      | Conflict Resolution Support          | Campaigns & Engagement Initiatives      |
| Psychological Safety Initiatives     | Reflection & Learning Sessions       | Internal Content Creation               |
| Culture Measurement & Insights       | Performance & Growth Coaching        | Communication Effectiveness Measurement |




## Specialists & Profiles

### Work with Senior Learning Specialists, Change Experts, Facilitators, and more

|   |  |  |
|---|--|--|
| <ul style="list-style-type: none"><li>• Learning &amp; Development Consultants</li><li>• L&amp;D Managers</li><li>• Instructional Designers</li><li>• Learning Program Managers</li><li>• Capability Development Specialists</li><li>• Learning Experience Designers</li><li>• Digital Learning Specialists</li><li>• Curriculum Developers</li><li>• LMS &amp; Learning Platform Specialists</li><li>• Learning Analytics Specialists</li><li>• Skills Development Advisors</li><li>• Training Coordinators</li><li>• Learning Operations Managers</li><li>• Senior L&amp;D Leads</li></ul>                            | <ul style="list-style-type: none"><li>• Leadership Development Consultants</li><li>• Executive Trainers</li><li>• Leadership Coaches</li><li>• Management Skills Trainers</li><li>• Talent Development Specialists</li><li>• Leadership Assessment Experts</li><li>• High-Potential Program Leads</li><li>• Facilitators for Leadership Programs</li><li>• Senior Leadership Advisors</li><li>• Decision-Making Trainers</li><li>• Communication Skills Trainers</li><li>• Leadership Enablement Consultants</li><li>• Leadership Program Managers</li><li>• Senior Leadership Development Leads</li></ul> | <ul style="list-style-type: none"><li>• Change Managers</li><li>• Transformation Consultants</li><li>• Organisational Change Specialists</li><li>• Change Communication Experts</li><li>• Adoption &amp; Behaviour Specialists</li><li>• Change Impact Analysts</li><li>• Stakeholder Engagement Leads</li><li>• Change Program Managers</li><li>• Transformation Enablement Leads</li><li>• Resistance Management Specialists</li><li>• Change Governance Advisors</li><li>• Change Analytics Specialists</li><li>• Change Operations Managers</li><li>• Senior Change Leads</li></ul>  |
| <ul style="list-style-type: none"><li>• Culture Consultants</li><li>• Employee Engagement Specialists</li><li>• Organisational Development Consultants</li><li>• Culture Assessment Analysts</li><li>• Team Effectiveness Specialists</li><li>• Ways of Working Designers</li><li>• Feedback &amp; Performance Culture Experts</li><li>• Engagement Program Managers</li><li>• Psychological Safety Facilitators</li><li>• Collaboration Specialists</li><li>• Culture Transformation Leads</li><li>• People &amp; Culture Advisors</li><li>• Engagement Analytics Specialists</li><li>• Senior Culture Leads</li></ul> | <ul style="list-style-type: none"><li>• Executive Coaches</li><li>• Leadership Coaches</li><li>• Team Coaches</li><li>• Professional Facilitators</li><li>• Decision-Making Facilitators</li><li>• Alignment &amp; Strategy Facilitators</li><li>• Conflict Resolution Coaches</li><li>• Performance Coaches</li><li>• Group Facilitation Specialists</li><li>• Workshop Designers</li><li>• Learning &amp; Reflection Facilitators</li><li>• Coaching Program Managers</li><li>• Facilitation Leads</li><li>• Senior Coaches</li></ul>  | <ul style="list-style-type: none"><li>• Internal Communication Consultants</li><li>• Change Communication Specialists</li><li>• Corporate Communications Advisors</li><li>• Leadership Communication Specialists</li><li>• Internal Content Strategists</li><li>• Employee Engagement Communicators</li><li>• Campaign Managers (Internal)</li><li>• Channel &amp; Platform Specialists</li><li>• Storytelling Specialists</li><li>• Internal Messaging Designers</li><li>• Communication Analytics Specialists</li><li>• Communications Program Managers</li><li>• Internal Communications Leads</li><li>• Senior Internal Communication Advisors</li></ul> |

## Collaborations & Budget Ranges

### Engage specialists, teams or boutiques in 3 possible ways

|  |  |   |
|--|--|---|
|  <h4>Assignments</h4> <p>Run quick assignments that make an immediate difference for your team and the results you seek.</p> <p>From €3k - €25k per assignment.</p> |  <h4>Projects</h4> <p>Execute projects with phased milestones and deliverables, to support bigger challenges.</p> <p>From €25k - €200k per project.</p> |  <h4>Interim</h4> <p>Add reliable senior expertise or operational punching power, to strengthen your team's capacity.</p> <p>From €35 - €150 per hour.</p> |
|--|--|---|

## Examples & Inspiration

### How other leaders build capability, and culture that actually sticks with Blackbear

|   |                                   |                                       |
|---|-----------------------------------|---------------------------------------|
| Capability Building Programs              | Leadership Development Tracks     | Change Enablement for Transformations |
| Culture & Engagement Improvement Programs | Ways of Working Implementations   | Coaching for Leaders & Teams          |
| Decision-Making & Alignment Workshops     | Internal Communication for Change | Leadership Communication Campaigns    |
| Employee Engagement Initiatives           | Learning Platform Rollouts        | Culture Diagnostics & Measurement     |
| Adoption & Behaviour Change Programs      | High-Performance Culture Design   | Organisational Development Scaling    |

## Hire better and faster for your Learning, Change & Culture agenda.

Achieve the results you aspire, exactly when and where you need them.

Let's Talk →

