

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.

HITACHI

Gemeente Zeist

heijmans

brabant Water

Sfeervol Meerssen

RH MARINE

gm gemeente goosemeren

TOYOTA
MATERIAL HANDLING

Specialisms & Expertise

Find the services Blackbear supports in Learning, Change & Culture

Learning & Development

Learning Strategy Development

Capability & Skills Mapping

Learning Journeys & Programs

Curriculum & Content Design

Blended & Digital Learning Setup

Learning Platform & LMS Support

Learning Effectiveness Measurement

Continuous Learning Models

Leadership Training

Leadership Development Programs

Personal Leadership Skills Training

Team Leadership Enablement

Executive Training Programs

Decision-Making & Ownership Training

Communication & Influence Skills

Leadership Assessment & Feedback

Leadership Growth Roadmaps

Change Management

Change Strategy & Roadmaps

Stakeholder Analysis & Alignment

Change Impact Assessments

Adoption & Behaviour Change Programs

Change Communication Planning

Resistance Management

Change Governance & Tracking

Transformation Enablement

Culture & Engagement

Culture Diagnostics & Assessments

Culture Strategy & Values Definition

Employee Engagement Programs

Ways of Working Design

Team Alignment & Collaboration

Performance & Feedback Cultures

Psychological Safety Initiatives

Culture Measurement & Insights

Coaching & Facilitation

Individual Coaching Programs

Team Coaching

Leadership Coaching

Facilitation of Workshops & Sessions

Decision & Alignment Facilitation

Conflict Resolution Support

Reflection & Learning Sessions

Performance & Growth Coaching

Internal Communication

Internal Communication Strategy

Change & Transformation Communication

Leadership Communication Support

Employee Messaging & Storylines

Channel & Format Design

Campaigns & Engagement Initiatives

Internal Content Creation

Communication Effectiveness Measurement

Specialists & Profiles

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

- Learning & Development Consultants
- L&D Managers
- Instructional Designers
- Learning Program Managers
- Capability Development Specialists
- Learning Experience Designers
- Digital Learning Specialists
- Curriculum Developers
- LMS & Learning Platform Specialists
- Learning Analytics Specialists
- Skills Development Advisors
- Training Coordinators
- Learning Operations Managers
- Senior L&D Leads

- Leadership Development Consultants
- Executive Trainers
- Leadership Coaches
- Management Skills Trainers
- Talent Development Specialists
- Leadership Assessment Experts
- High-Potential Program Leads
- Facilitators for Leadership Programs
- Senior Leadership Advisors
- Decision-Making Trainers
- Communication Skills Trainers
- Leadership Enablement Consultants
- Leadership Program Managers
- Senior Leadership Development Leads

- Change Managers
- Transformation Consultants
- Organisational Change Specialists
- Change Communication Experts
- Adoption & Behaviour Specialists
- Change Impact Analysts
- Stakeholder Engagement Leads
- Change Program Managers
- Transformation Enablement Leads
- Resistance Management Specialists
- Change Governance Advisors
- Change Analytics Specialists
- Change Operations Managers
- Senior Change Leads

- Culture Consultants
- Employee Engagement Specialists
- Organisational Development Consultants
- Culture Assessment Analysts
- Team Effectiveness Specialists
- Ways of Working Designers
- Feedback & Performance Culture Experts
- Engagement Program Managers
- Psychological Safety Facilitators
- Collaboration Specialists
- Culture Transformation Leads
- People & Culture Advisors
- Engagement Analytics Specialists
- Senior Culture Leads

- Executive Coaches
- Leadership Coaches
- Team Coaches
- Professional Facilitators
- Decision-Making Facilitators
- Alignment & Strategy Facilitators
- Conflict Resolution Coaches
- Performance Coaches
- Group Facilitation Specialists
- Workshop Designers
- Learning & Reflection Facilitators
- Coaching Program Managers
- Facilitation Leads
- Senior Coaches

- Internal Communication Consultants
- Change Communication Specialists
- Corporate Communications Advisors
- Leadership Communication Specialists
- Internal Content Strategists
- Employee Engagement Communicators
- Campaign Managers (Internal)
- Channel & Platform Specialists
- Storytelling Specialists
- Internal Messaging Designers
- Communication Analytics Specialists
- Communications Program Managers
- Internal Communications Leads
- Senior Internal Communication Advisors

Collaborations & Budget Ranges

Engage specialists, teams or boutiques in 3 possible ways



Assignments

Run quick assignments that make an immediate difference for your team and the results you seek.

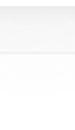
From €3k - €25k per assignment.



Projects

Execute projects with phased milestones and deliverables, to support bigger challenges.

From €25k - €200k per project.



Interim

Add reliable senior expertise or operational punching power, to strengthen your team's capacity.

From €35 - €150 per hour.

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 →

