



Working Out Loud®

Social learning methods to build
new skills, networks, and mindsets

Employees and companies need new skills and connections

58% of employees need new skills to get their jobs done
—Gartner

79% do not feel well engaged with their work —Gallup

40% experience social isolation in the workplace —Harvard Business Review

"Companies need the contributing vitality of all the individuals who work for them to stay alive in the sea of changeability in which they find themselves."

—David Whyte, *Crossing the Unknown Sea*

WOL[®] social learning combines skill-building with relationship-building

Working Out Loud[®] methods give employees structure, shared accountability, and support to develop the professional skills and connections they want and need.

Employees tap into a sense of self-determination and confidence as they develop their abilities and make progress toward a goal they choose. Week after week, they become more engaged and collaborative as they build mutually beneficial relationships based on trust and relatedness.

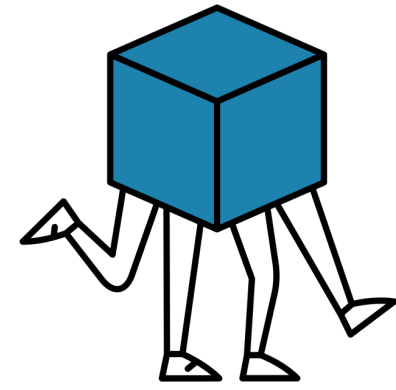
They practice how to make work better for themselves and for the people around them.



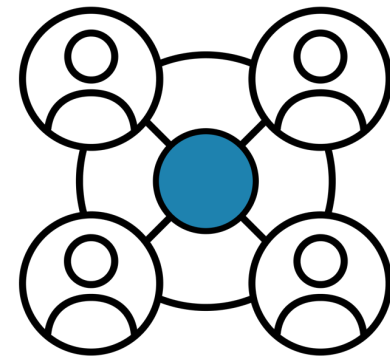
“People are social beings and want interaction, and social learning is the primary form of learning.”

—Stephen Covey

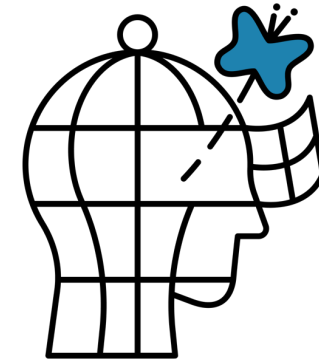
Nine reasons why companies use WOL[®]



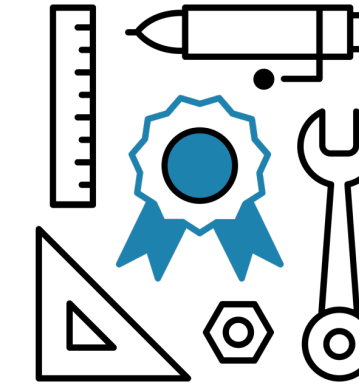
Increase collaboration and knowledge sharing.



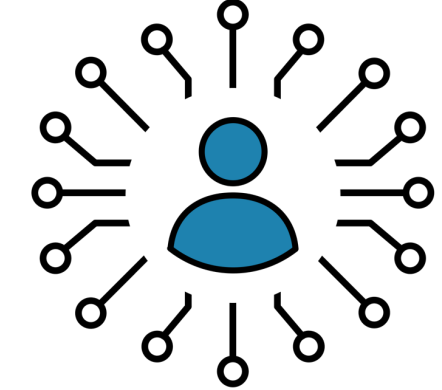
Cross silos formed by location and function.



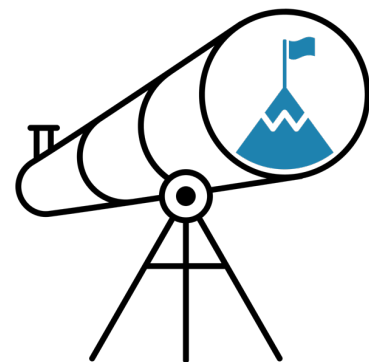
Cultivate psychological safety and collaboration in teams.



Provide emerging leaders with critical influencing skills.



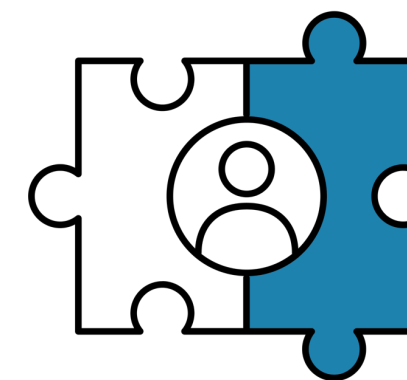
Help new hires build networks and navigate the company.



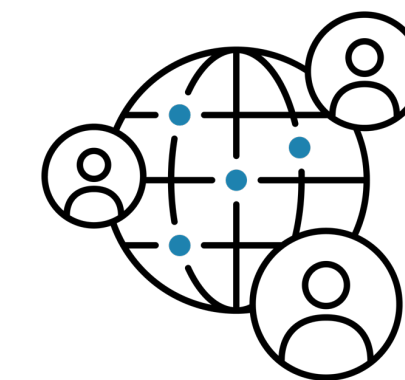
Equip employees to manage their own career path.



Support female empowerment and diversity communities.



Develop resilience skills to reduce stress and increase adaptability.



Give operational staff a voice and feeling of connection.

How WOL[®] methods work

Goal-oriented skills development over time, together with colleagues.
All of our methods share the same four elements.



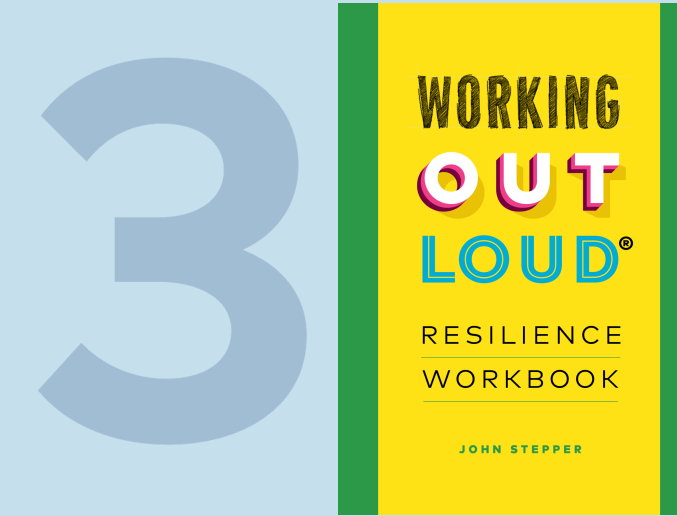
Small peer groups

Confidential, psychologically safe groups provide support, shared accountability, and human connection.



Your own individual goal

Having the employee choose their own goal sparks intrinsic motivation, so they want to actively engage, learn, and make progress.



A structured curriculum

Dozens of exercises help each participant take steps toward their goal and develop the skills they need to thrive in the workplace.



Practice over time

Step-by-step practice, week after week, builds sustainable habits and cultivates a new mindset that can help employees achieve any goal.

Different methods for different objectives



Circles

Build a professional network, collaboration skills, and the confidence to share your work.

Who's it for?

Any employee looking to build their network, accomplish a goal, explore a topic, or earn access to more career opportunities.



Teams

Improve team performance, collaboration, and psychological safety.

Who's it for?

Teams with new members or who are spread across locations, or who simply want to improve their way of working together.

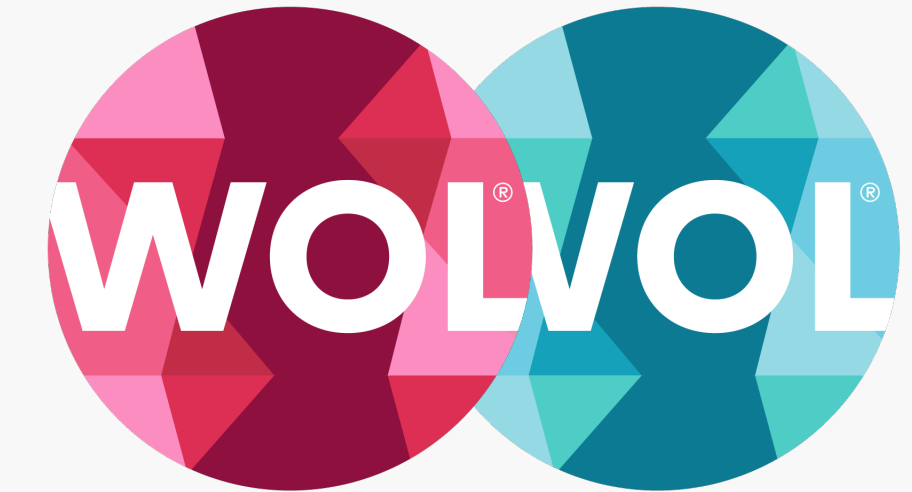


Resilience

Develop skills to face challenges, uncertainty, overwhelm, and conflict.

Who's it for?

Employees who would benefit from practical techniques and social support to help them feel less stressed and better able to deal with challenges.



Shop Floor Healthcare

Increase engagement and participation in operational settings.

Who's it for?

Staff in time-constrained environments such as factories, retail, and hospitals, who want to improve their daily experience at work.

Our customers



Bosch uses WOL Circles and WOL for Teams to foster talent development, facilitate employee onboarding, promote empowerment for women in the company, and more. More than 8,000 employees across 50+ countries regularly participate in WOL programs.

"I am impressed by the speed with which the topic has spread within Bosch and by how positive the worldwide feedback is."

—Christoph Kübel, former CHRO, Bosch



Deutsche Telekom uses WOL Circles and WOL for Teams to increase collaboration and networking across the organization.

"WOL creates a safe space for the development of potential and awareness, for trust in each other and in the organization."

—Sebastian Arens, HR People Development, Deutsche Telekom



blum uses multiple WOL methods to connect leaders across countries and subsidiaries, to foster creativity and initiative, and to onboard new employees so they build their networks.

"It has been a way to bring in more self-leadership, more delegation from the center to the subsidiaries, and to help the subsidiaries network with each other."

—Katja Völcker, Organizational development leader, Blum GmbH



Incorporates WOL Resilience into the media organization's employee wellness program.

„Resilience is a future competence! With WOL Resilience, we have found a program in which employees receive an extremely good overview of resilience and numerous exercises in a short time and with manageable effort. The program's diversity and relevance to everyday life are outstanding!"

—Elian Lieb, Human Resources and People Development



SIEMENS



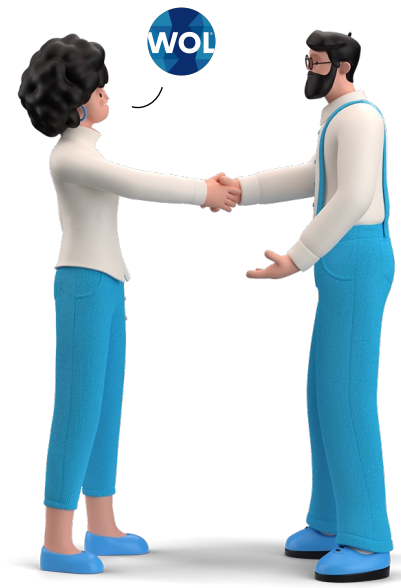
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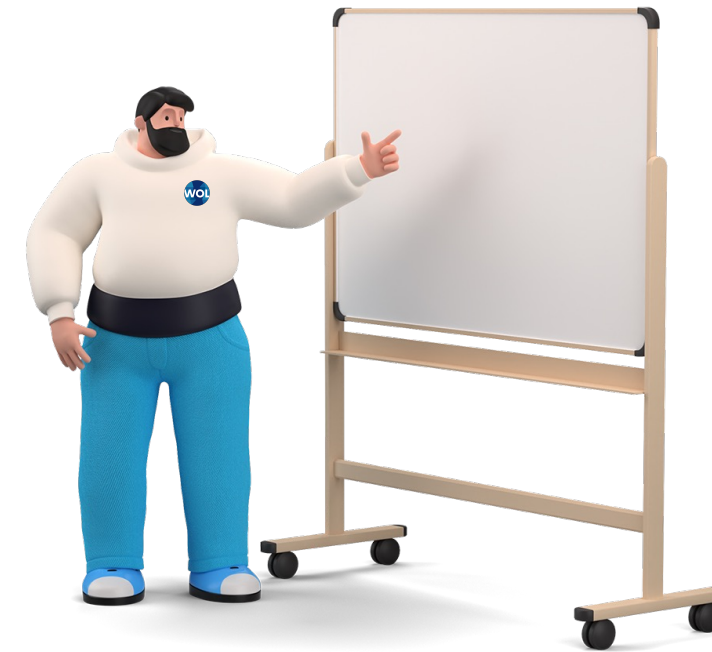
EWE



How to get started: A program supported by a certified WOL[®] coach



Initial consultation to discuss company goals and how WOL can help you accomplish them.



A certified WOL Coach leads a kickoff event to organize multiple peer groups and get them started.



Peer groups meet independently, using a co-branded online Workbook with a structured curriculum.



A WOL Coach leads interactive touchpoints with all participants, including a closing event, and offers regular guidance via email or MS Teams.

Pricing: **€9,500 for up to 25 participants.** WOL[®] programs can scale easily to 100+ people.

Train-the-trainer and licensing options are available after your first program.

For more information, contact: support@workingoutloud.com





Is WOL[®] right for your company?

WOL works best when...

...your company has a business challenge that requires employees to develop new skills and connections.

...you want training that is effective, efficient, and still human.

...you want employees to feel more empowered, confident, and connected at work.

We believe that every employee has a right to learn and grow at work, and that WOL helps individuals make more of all they have to offer in ways that are good for them and good for the company.

If you want to build skills and connections in your company, contact us to see how we can help you.

For more information, contact: support@workingoutloud.com



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Contact us for a free consultation.