

INTERNAL STAKEHOLDER CONVERSATIONS

Professional L&D consulting skills

GRIST's Internal Consulting Skills Program for L&D professionals is a strategic training initiative designed to bolster the consulting abilities of Capability and Learning & Development Consultants within large organisations.

This program empowers these professionals to evolve into trusted, strategic partners for their internal stakeholders.

Participants understand how past experiences shape mindset and behaviours, utilise the trust equation to cultivate strong relationships, and build a shared understanding of stakeholders' needs. It provides tools for effectively communicating the value they bring, managing expectations, and crafting solutions that address pain points and deliver measurable results.

The program uniquely combines learning and development principles with strategic consulting skills.

Key components

- The consultant mindset
- Building trust
- Understanding the client / stakeholder
- Communicating value & gaining agreement
- Creating effective solutions
- Influencing without authority
- Working with ambiguity
- Personal effectiveness

WHAT THE NUMBERS SAY

Only
50%
of L&D
professionals report
working more
closely with their
executive leaders

L&D's
time in the
spotlight
in just
beginning

35%

of learners were encouraged by their managers to expand their skills. What does this say about L&D professional's ability to influence managers?

87%
of executives report
experiencing skills
gaps in the workforce
or expect them in a
few years. Less than
half of these
executives know how
to solve the problem.

Program outcomes for participants

To develop internal Capability or L&D Consultants who can work alongside their partners to:

- Enhances understanding of their stakeholders wants and needs
- Skills to design effective capability building solutions
- Improved ability to communicate the benefits of the solutions clearly
- Mastery in building key relationships within the organisation
- Expertise in delivering value to the business through learning solutions
- Transformation into a trusted resource, invited to participate in business initiatives from the onset.

Program duration

- Up to 3.5 days in face to face workshops, or
- Up to 4 days in multiple virtual spaced and paced workshops, or
- Leader-led implementation with support resources