DESIGN THINKING FOR
LEADERSHIP, LEARNING, AND
TALENT DEVELOPMENT
WHAT'S YOUR MOST IMPORTANT SUCCESS FACTOR?

LEARNING.

THAT'S WHAT WE CAN HELP YOU WITH.

Learning and helping others learn have become the most important skills in the 21st century.

However, before you want your people to learn anything, you have to give them the insights, tools, and competencies to be able to learn, embrace challenges, or overcome resistance to change.

Designing Talent does just that – it serves as a foundation of learning and growth – no matter in which area you want to improve.

The Designing Talent Learning and Growth Model
WHAT WE OFFER

We offer all of our programs online, in-person, or as blended formats.

**Fast Impact Program**
- 1-3 days
- for teams and organizations of all types and sizes
- includes our signature Designing Talent Assessments (DTA) to assess leadership skills, strengths, trust, conflict management, or the like

**Certification Program**
- intensive 3-day program
- for leaders, HR professionals, mentors, and coaches
- become a certified practitioner of the Designing Talent Framework
- pre- and post-work

**LearningUp Program**
- 6-12 months
- multiple modules
- on-the-job application
- Designing Talent Assessments (DTA) to assess leadership skills, strengths, trust, conflict management, or the like
- coaching and supervision

**Digital Readiness Program**
- training in newest digital technologies, collaboration tools, camera training
- Designing Talent Assessment “Digital Readiness”
- specific modules for leadership, presentations, and talent development

**Teaching with Technology**
- learn about the instruction model of the future; teaching in a classroom with students both in person and online
- familiarize yourself with tools for teaching with technology
- use stories and visualization
- camera training
- run multiple short sessions in digital settings and get feedback

WHAT

Want to become certified?

Want to make the best out of your company?

Want to turn your employee into great leader?

Want to thrive in the digital world?
The Designing Talent Toolbox includes all the essential instruments you need to learn. Here are a few of our favorites:

**ACE Process**
ACE your challenges!
A simple yet highly effective process to learn and solve problems.

**Pen**
It’s essential!
One of the most important tools for learning and talent development? A pen.

**Best Work**
Rate your work!
Establishes the discipline of talking with direct reports or teams about what they need to be able to do “best work”.

**You at your Best**
Know your strengths!
An exercise that allows for all participants to appreciate their own strengths, so they are attuned to more readily see strengths in others.

**Wheel of Why**
Ramp up motivation!
Learn how to have a conversation with direct reports and teams about individual motivation to create an understanding of how best to engage employees and colleagues.

**ToDo Tool**
What first?
To help learners prioritize amongst a set of competing and apparently equally important priorities (return vs. effort).
WHY DESIGNING TALENT?

The Designing Talent Learning Curve

ACE process for problem-solving

Tools for immediate application

Assessments

Learning teams

Talent Talks

Learning teams

Ongoing value and fun

Learning and talent development as core corporate competency

Success

Time
Designing Talent equips individuals, teams, schools, universities, business schools, and companies of every size with the confidence and acumen to bring out the best in people.
Since our team leads attended the Designing Talent Program, this framework has spread through the Blinkist office quickly: I see people standing in front of whiteboards together “ACEing” challenges or hear colleagues explaining their “Wheel of Why”. Inspiring, insightful, actionable – I can highly recommend this program to anyone working with people.

Anna-Lisa Obermann, Head of People, Blinkist

Matthias’ programs always get outstanding feedback from participants: an amazing combination of academic excellence and real-life business application. I highly recommend the Designing Talent Certification.

Iskender Dirik, Managing Director/General Manager Samsung NEXT Europe

I’ve been through many leadership programs. The highest compliment that I can give to Designing Talent is that it’s truly actionable. You leave with a toolbox of materials and skills that you can put into practice right away!

Heidi Erdmann-Sullivan, CEO, Erdmann Marketing Group

Simply the best! Matthias and his team have uncanny knowledge to help individuals reach their utmost potential as leaders.

Colin D. Weekes, MD, PhD, Massachusetts General Hospital
Designing Talent Inc. is based in Boston and Munich. We run online and in-person trainings and learning programs around the globe and collaborate with leaders, scholars, and coaches from some of the world’s most prestigious organizations, universities, and business schools.

Our core team:

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