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Be Learning

Be Learning

Be Learning (BE) is a multi-award-winning, results focused human performance consultancy. We create better people. We drive behavioural change, offering solutions in leadership, communication, development, customers and sales.

Established in 2005, the BE team researches, designs, and delivers behavioural change solutions and embedding activities. These programs equip participants with the leadership, mindset, and communication skills necessary to create more engaged, adaptive, and resilient employees who can deliver sustainable results.

Be Learning has successfully designed and delivered dynamic, hands-on programs for a broad range of corporate and government clients, both locally and globally. Our team delivers these programs in face-to-face, virtual, and online formats, providing easily deployable and scalable solutions. We draw upon thought leaders and experts in their respective fields to incorporate robust research into our solutions.

We partnered with Prof. Carol Dweck for her Australian research, which led to the discovery of the 'false growth mindset.'

Be Learning equips organisations with solutions that are easy and quick to deploy. We often collaborate with our clients to build a library of bespoke assets for ongoing sustainable learning. Our virtual learning solutions use a range of delivery methods, including online modules, webinars/virtual instructor-led sessions, virtual coaching sessions, and embedding tools to enhance learning retention.

What value do we bring?

- Industry expertise
- Practical, hands-on learning experiences
- Flexible, scalable solutions
- Drawing from evidence-based research
- A global team
- One-stop shop to design and deliver face-to-face, virtual and digital content
- We are 'Bespoke'
- A dedicated client team
- Creativity
- Responsive design
- Project management maturity
- We achieve proven business results

Measurable results

We provide learning experiences that translate into tangible results for your people.

- Increased customer advocacy scores (NPS scores -20 to +52)
- Increased pipeline and conversion rates (\$122M added to pipeline)
- Increased employee engagement (8% lift in Hewitt Survey)
- Increased employee advocacy (81% increase in ENPS)
- Independent research indicates Be Learning's methodologies achieve a 38% lift in peak performance and increase engagement and personal resilience in individuals*.
- The return on investment has been measured at \$4 for every \$1 spent.

* Carter, R., Badham, R., Matula, L., Parker, S., Nesbit, P. (2014). Organizational Theatre's Effects on Management Control. The Journal of Applied Behavioral Science.



We design and deliver solutions in four key areas:



Leadership



Communication



Customer & Sales



Development

Scalable Training Options

We have an array of pre-designed solutions that can be readily implemented within your organisation, delivering demonstrated business outcomes.

Our training options are adaptable, scalable, and dynamic, encompassing a mix of in-person, virtual, and online approaches.

Embedding activities include coffee conversations, curated content, behavioural nudges, buddy check ins, peer coaching, team talks and reflection activities.

Several of our programs include eLearning options, creating an interactive participant paced learning journey.

You have the flexibility to schedule training in focused intervals or design a customised learning path tailored to your team's needs.



Skills Workouts

Targeted 90 minute sessions

Bundle into learning sprints to create agile learning journey sessions



Blended Learning Journeys

Combine short sessions with practical labs for targeted skills application



In-depth Upskilling

Full day in-depth programs

Spaced and paced skills building journey

Be Learning has approximately 60 facilitators we use locally and globally to deploy programs face-to-face and virtually.

Ready to Go Solutions

Communication Programs

- Communicating and Influencing
- Constructive Conversations
- Facilitation Skills
- Facilitation Skills: Virtual Masterclass
- Handling Challenging Stakeholders
- Mastering Virtual Communication
- Pitching to Win
- Power of Communication
- Power of Influencing
- Presentation Skills
- Storytelling

Leadership Programs

Leading Self

- Leading with a Growth Mindset
- Personal Purpose Program

Leading Others

- Coaching Skills
- Delegation Skills
- Effective Feedback Skills
- Effective Performance Conversations
- Impactful Career Conversations
- Leading Effective Teams
- Managing Priorities
- Situational Leadership

Leading Organisation

- Action Based Decision Making
- Leading Change



Development Programs

- Building Psychological Safety
- Building Resilience
- Conflict Management
- Constructive Challenge
- Embracing Challenges: Learning Agility
- Future Fit: Developing a Growth Mindset
- Future Growth: Motivation and Choice in Change
- Negotiating and Influencing Others
- Problem Solving
- Team Building
- Team Collaboration
- Team Communication
- Time Management: More Time for You
- Wellness and Wellbeing Program

Customer and Sales Programs

- Client Connections: Customer Service
- Developing Client Relationships / Sales
- Dynamic Client Conversations
- Negotiation Skills
- Proactive Calling for Success

Skills Workouts

To stay future-ready, we offer dynamic skills sessions for your people, focusing on a single crucial skill during each session.

Like an intensive gym workout, these 90 minute sessions push participants to immediately apply these skills.

They practice the targeted skill in a relevant scenario, receiving feedback and coaching to enhance their performance.



Virtual or Face-to-face
Skills Sessions



1 x 90 min
session



20
participants

Choose from our range of skills sessions or let us create a custom workout to address your specific needs:



Active
Listening &
Questioning



Building
Rapport



Giving
Feedback



Managing
Conflict



Adapting
to Styles



Coaching
Practice



Difficult
Conversations
Practice



Storytelling
Practice



Goal
Setting



Setting
Expectations









Delivery Options

All our ready to go offerings can be delivered in both face-to-face and virtual formats. Some programs include online learning to initiate participants' learning journeys.


Our standard programs can accommodate up to 20 participants unless stated otherwise.

All delivery options include logistics checklists, attendance reports, program evaluation reports and project management.

Option 1: Theory only sessions





Online eLearning Module Dynamic online module with reflection questions, animation, graphics and interactive exercises.	 Self-Paced	 20 participants
Face-to-face Session 1 x Facilitator Led Training – Theory only workshop delivered in your preferred venue.	 90 - 120 min	 20 participants
Virtual Session 1 x Virtual Instructor Led Training – Interactive workshop via your preferred platform.	 90 - 120 min	 20 participants

Option 2: Theory plus interactive practice sessions in key topic areas

Face-to-face or Virtual Session 1 x Facilitator Led Training – Interactive workshop delivered in your preferred venue or platform. Includes practice sessions.	 Half day	 20 participants
Face-to-Face or Virtual Session Instructor Led Training – Interactive workshop delivered in your preferred venue or platform.	 90 - 120 min	 20 participants
+		
Be Live Lab - Skills Practice Individual practice on a scenario based on a real personal situation with specialist coaching.	 90 min per group	 20 participants 4 x groups of 5



Option 3: Comprehensive Programs with greater levels of content and application

Face-to-face Session 1 x Facilitator Led Training – Interactive workshop delivered in your preferred venue.	 Full day	 20 participants
Virtual Session 1 x Virtual Instructor Led Training – Interactive workshop via your preferred platform.	 3 x 2 hours	 20 participants
Delivery across a series of virtual sessions (can be run on the same day or spaced and paced over 3 weeks).		

Value Be Learning Brings

We bring industry expertise

We work extensively with organisations throughout Australia and globally delivering highly interactive, quality programs. We have worked with our clients since 2005, delivering many bespoke and off the shelf programs that receive outstanding feedback and evaluation ratings.

We gain measurable business results

We consult with you on your specific evaluation and success measures using best in class evaluation models to create tangible business results.

We draw from academics and thought leaders

We draw from academics and thought leaders to enrich our expertise. Our approach involves integrating well-researched content and models with carefully crafted and tested practical elements to ensure relevance for individuals before, during, and after the program. We collaborate with thought leaders in various fields to incorporate robust research into our solutions. We have worked directly with Prof. Carol Dweck on our mindset programs over the past few years.

Relevant to role

Our programs can be tailored to meet the specific needs of a wide range of audiences, from leaders to employees.

Flexible timeframes

Our programs are flexible and will be created with you to work within your timeframes and operating rhythms. Our virtual solutions offer flexibility in delivery formats.

Project management maturity

We offer dynamic resourcing that is scalable and quickly adaptable to your needs, providing added value to you. This approach reduces stress for you as our team manages all logistics checklists, establishes links for virtual delivery, generates attendance reports, produces program evaluation reports, and oversees project management.

We offer practical learning experiences

We have extensive experience in bringing content to life through practical application, enhancing it with experiential interventions:

- We can incorporate existing client content to leverage and embed, if required.
- Our expertise lies in using experiential interventions such as role plays and simulations, both in live and virtual settings.
- We draw on academic research to support our programs and build micro-interventions.

Our facilitators and accredited coaches possess a unique blend of learning and facilitation expertise, complemented by a strong performance background. Many of them have received training from Performing Arts Schools or Universities and hold relevant learning qualifications. This allows us to effectively recreate the emotional obstacles participants may encounter during change. Our team excels at managing group dynamics, fostering safe learning environments, and providing insightful feedback and coaching for each participant, ensuring that the learning resonates long after the program concludes.



We are bespoke

We offer a bespoke approach, ensuring that the learning aligns with the participants in the room and the organisation's strategic goals and values, delivering value to you.

Sustainability

We build internal leader capability by creating short, sharp leader led sessions to be delivered to teams internally. We create embedding activities and collateral to keep the learning alive.

We are creative

We are highly creative and bespoke, blending performance and design to offer innovative solutions that stand out from the standard offerings you might expect from top-tier management consultancies. This is why they engage us to run their internal programs and collaborate with us for their own client projects.

We have a global team

We have facilitators based in Australia, Jakarta, Singapore, Hong Kong, New York, and London. Our Hong Kong-based facilitators are proficient in English and Mandarin. Similarly, our Jakarta-based facilitators are skilled in English and Bahasa.

Cost effective

We will create programs that match your budget.

We have diverse skill sets

Our team includes coaching specialists, consultants/project leads, project managers, organisational psychologists, logistics coordinators, lead designers, instructional designers, graphic designers, facilitators, digital strategists, and content producers. Our learning solution specialists possess 10-20 years of experience in L&D, consulting, digital learning, and related disciplines.

We provide a committed team

We offer a dedicated team that provides value to you through the consistency of facilitators and coaches with specialised expertise, deep partnerships, and a track record of delivering sustainable change. You will have a dedicated project lead liaising with you throughout your project.

We are a one-stop shop for designing and delivering face-to-face and digital content

This provides value to you by ensuring alignment, saving you time and money compared to outsourcing to multiple providers who may not coordinate effectively.

Awards

Australian Institute of Training & Development

Finalist: Excellence Award
Best Blended Learning Solution
Best Leadership Development Program

Finalist: Excellence Award
Best Use of Gamification/Simulation for Learning

Highly Commended
Best Implementation of a Blended Learning Solution

Winner: Excellence Award
Best Learning Organisation

Highly Commended
Best Learning Organisation
Best Implementation of a Blended Learning Solution

New York Festivals Television and Film Awards

Silver World Medal
Best Industrial Production

Winner
Industrial Production: Internal Use
Silver World Medal
Best Narration/Performance

Silver World Medal
Best Industrial Production: Internal Use

Winner
Best Director

The International Business Awards™

Stevie Gold Award
Technology category

Stevie Silver Award
Security/Safety category

Stevie Winner
Best Corporate Training Film

Stevie Winner
Best Film in Internal/Employee Communications

LearnX Asia Pacific

Gold Winner
Best Leadership Training Program

Gold Winner
Best Training Provider

Platinum Winner
Best Use of Video in a Training Program

World Media Festival Awards

Intermedia-globe
Silver Award Training: Safety

Intermedia-globe
Grand Award Training: Safety

Intermedia-globe
Gold Award Internal Communications: Corporate Identity





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One of the best leadership courses I've attended. The balance between theory and practice was just right and the content was relevant to my work and home life. A massive shout out to the facilitator who kept us all engaged and delivered amazingly. Well done, I never checked my phone once.

Executive Manager

Clients



Be Learning are one of the best consultancies we have partnered with; they actively listen to your requirements, they work collaboratively with you throughout the entire program, openly receive your feedback and suggestions and further develop the program to meet your needs. They ‘walk the talk’ when it comes to providing a truly customised solution and all interactions are highly professional with a clear ability to ‘think outside the square’ and challenge your thinking in the pursuit of excellence.

Anne Foley
Learning and Development Manager, Eli Lilly Australia

Some of our valued clients:

- Allens
- Allianz
- ASIC
- AstraZeneca
- Aussie
- Boehringer Ingelheim
- Bupa
- BWS
- Caltex
- Clayton Utz
- Coates
- Coca-Cola Company
- Commonwealth Bank
- David Jones / Country Road
- Deloitte
- Department of Communities and Justice
- Energy Australia
- EY
- Foxtel
- Gilbert & Tobin
- IAG
- icare
- ING
- Kimberly-Clark
- KPMG
- Lendlease
- McDonalds
- Medibank
- Ministry of Health
- Mirvac
- National Australia Bank
- Novartis
- Optus
- Origin Energy
- Public Transport Victoria
- Qantas
- QBE
- Samsung
- Suncorp
- Sydney Airport
- Telstra
- Transport for New South Wales
- Transurban
- UNSW
- Ventia
- Westpac
- Woolworths

better people.



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