

Providing solutions that inspire people and organizations to learn and grow

Change management consulting

- Comprehensive set of solutions for long-term success encompassing:
 - Leadership/sponsorship actions and behaviors
 - Communication processes
 - Employee education programs
 - Operational/process readiness
 - Reinforcement actions and success metrics

Learning and development strategy

- Customized planning to meet any talent development need including:
 - Succession planning and bench strengthening
 - Leadership and employee competency building
 - Compliance and ethics expectations

Talent, team, and organizational development

- Performance management programs
- Employee onboarding processes
- Organizational visions, mission, and values statements
- Strategy, tactics and goals development
- High level business workflow identification and improvement
- Team building and other relationship building solutions

Employee engagement strategy & measurement

- Survey design, deployment, and reporting processes
- Action planning process design
- Employee input facilitation

Blended learning program design, development, & delivery

- eLearning modules
- Video vignettes
- Instructor led curriculum
- On-the-job training processes
- Just-in-time job aids
- Coaching/mentoring programs

Facilitating, course instruction, and speaking

- Employee input discussions, problem solving sessions
- Course instruction for off-the-shelf or custom learnings
- Key-note or employee inspirational speeches



For more information about Vince's background, tools/methodologies, certifications, and project accomplishments, go to TherrienConsulting.com or contact Vince directly at vincetherrien@comcast.net or 952-457-9694.



Why Therrien Consulting?

Full Service Solutions - Vince provides high-quality services at the strategic, tactical, developmental and delivery levels. This allows you to engage the services of one consultant, rather than multiple consultants, on smaller to mid-sized efforts. Or Vince can provide just one or a few of your focused talent development needs.

Sustainability - Vince provides solutions that help employees navigate through significant corporate change, improve competencies, and drive and strengthen company market position, revenue growth, and long term sustainability. He ensures that you and your employees have the tools and learning needed after the solutions are implemented.

Talent – Vince is an award winning talent, team, organizational and change management consultant with over 15 years of experience in learning/development and over 15 years experience leading insurance operations and technology. Vince has a Bachelors of Arts degree from the University of St. Thomas and a Masters of Arts degree in Human Development from St. Mary's University with primary studies in human resilience and ethical business culture.

Passion and Inspiration - When collaborating with you, Vince brings his unique thinking, high energy, and his abundant appreciation for all people. He engages each project member's human creativity and passion for success – inspiring them to provide their best energy and highest quality work.