MOTIVVIT
SOLUTIONS

2026

EMPLOYER TRAINING & WORKFORCE DEVELOPMENT

Employer Training & Workforce Development Portfolio

Customizable solutions for leadership, workplace performance, and organizational growth.

Motivvit Solutions is a Greensboro-based training and workforce development firm. We partner with employers, public agencies, and education partners to strengthen leadership, improve workplace performance, and build workforce capability that drives results.

Motivvit Solutions

Better Training. Stronger Workforce.

Serving employers, colleges, and workforce agencies across North Carolina, South Carolina, and Virginia

WHY MOTIVVIT SOLUTIONS

Employer-Centered Training, Designed for Workplace Application

Led by Dr. Toni M. Bennett, Motivvit combines more than 20 years of executive leadership, adult-learning, curriculum design, and workforce development experience. Every engagement is designed around the employer's goals, the learner's workplace reality, and the outcomes the organization needs to achieve.

What Sets Our Approach Apart

Employer-Centered Discovery

We begin by understanding your goals, workforce, operating environment, and desired outcomes.

Curriculum & Instructional Design

Training is structured around measurable outcomes, engagement, relevance, and practical application.

Flexible Training Solutions

Standard, tailored, or fully custom programs, delivered in person, virtually, or hybrid.

Application-Focused Facilitation

Participants learn through scenarios, discussion, reflection, skills practice, and action planning.

Principal-Led Continuity

The same senior practitioner defines the need, designs the solution, facilitates, and ensures quality.

Local & Accessible Partnership

Greensboro-based leadership allows direct collaboration throughout the engagement.

Who We Serve

Employers & Industry Partners

Companies developing leaders, strengthening teams, and driving performance.

Community Colleges & Workforce Organizations

Partners advancing workforce readiness and economic mobility.

Government & Public-Sector Agencies

Agencies building leadership capacity and organizational effectiveness.

Higher Education & Nonprofits

Institutions investing in people, leadership, and community impact.

How Employers Access Our Training

Employers can contract with Motivvit directly, or access our training through their local community college's continuing education or customized training division, which often carries state funding that can reduce or cover the cost. We are set up to work either way.

ENGAGEMENT PROCESS

From Employer Need to Workplace Application

Motivvit supports the full training lifecycle, helping workforce partners and employers move from an identified need to an engaging learning experience, practical resources, and meaningful follow-through.

Five Steps

01

DISCOVER

Clarify the business challenge, target participants, workforce context, current gaps, and delivery requirements.

02

RECOMMEND

Translate the need into a proposed structure, learning outcomes, delivery format, sequence, and engagement strategy.

03

CUSTOMIZE

Adapt content, terminology, examples, scenarios, resources, and activities to the employer and participant group.

04

FACILITATE

Deliver an interactive experience using discussion, skills practice, reflection, problem-solving, and action planning.

05

EVALUATE

Review participant feedback, learning evidence, application commitments, and opportunities for reinforcement.

The Motivvit Learning Arc

CONTEXT

Connect the topic to the participant's role, workplace, and current challenges.

APPLICATION

Practice through scenarios, discussion, reflection, and skills-based activities.

COMMITMENT

Identify actions to apply after the session and a plan for follow-through.

Every session moves participants from context to application to committed action. The structure stays consistent while the content, examples, activities, and resources are adapted to the employer and learner group.

A Repeatable Standard, Adapted to Each Engagement

Consistent structure

Every engagement follows the same arc, so employers know what they are getting and participants know what to expect.

Adapted content

Examples, terminology, scenarios, and activities change to match your workforce and your operating environment.

Measured outcomes

Each session ends with named commitments, so application can be reviewed rather than assumed.

PROGRAM DESIGN OPTIONS

Choose the Right Level

Every course in this portfolio can be delivered three ways. The difference is simple: does the course already exist, and how much of it changes?

STANDARD

Delivered as written

An established course, scheduled and delivered without modification.

- Common professional development
- Open-enrollment audiences
- Short implementation timelines

Example: Time Management and Workplace Productivity, delivered as written to a mixed-department group.

TAILORED

Your terminology, your scenarios

The same course and the same outcomes, rebuilt around your workforce, policies, and real situations.

- Organization-wide training
- Supervisor and team development
- Industry-specific application

Example: Customer Service Excellence, rebuilt around a client's own escalation scenarios and service standards.

CUSTOM

Built from your goals

A new program designed from discovery interviews. Outcomes, structure, and sequence created for you.

- Supervisor academies and series
- Organizational change initiatives
- Specialized workforce needs

Example: A supervisor academy designed from interviews with a leadership team, built around their promotion pipeline.

Available Delivery Configurations

- 60 to 90-minute focused sessions
- Two to three-hour workshops
- Half-day and full-day workshops
- In-person, virtual, or hybrid delivery
- Multi-session learning series
- Supervisor and leadership academies
- Cohort-based development programs
- Train-the-trainer programs

What a Motivvit Engagement May Include

- Employer discovery consultation and needs clarification
- Recommended learning outcomes, format, sequence, and delivery plan
- Customized facilitation plan, workplace scenarios, and case examples
- Participant workbook, resource guide, job aids, or application tools
- Interactive facilitation and participant action planning
- Evaluation summary, employer feedback, and recommendations
- Optional reinforcement, coaching, or follow-up session

Not sure which level fits?

Most employers start with a short discovery conversation. We look at who needs the training, what is prompting it now, and what constraints you are working within, then recommend a level and a format.

REPRESENTATIVE TRAINING SOLUTIONS 6 COURSES

Supervisor & Leadership Development

For new supervisors, experienced managers, and emerging leaders.

Supervisor Essentials

Best for: New supervisors, team leads, and emerging leaders | Half-day, full-day, or series

Build confidence in setting expectations, delegating, giving feedback, navigating former-peer relationships, and resolving supervisory challenges.

From Peer to Supervisor

Best for: Employees recently promoted within their team | Two to three-hour workshop

Address the identity shift, credibility, boundaries, communication, and perceptions of favoritism that accompany an internal promotion.

Managing Performance and Accountability

Best for: Supervisors responsible for employee results | Half-day workshop

Clarify expectations, document performance, hold constructive conversations, and follow through consistently.

Coaching Employees for Growth

Best for: Supervisors developing employee capability | Two to three-hour workshop

Use focused questions, observation, feedback, and development planning to strengthen performance and growth.

Emotional Intelligence for Leaders

Best for: Leaders seeking stronger self-management | Half-day or full-day workshop

Build self-awareness, emotional regulation, empathy, and relationship-management practices for high-pressure situations.

Leading Through Change

Best for: Managers and teams navigating change | Half-day or multi-session series

Understand resistance, communicate purpose, build commitment, and lead with clarity through uncertainty.

REPRESENTATIVE TRAINING SOLUTIONS 6 COURSES

Communication & Workplace Relationships

Strengthening how people talk to each other at work.

Conflict Resolution in the Workplace

Best for: Employees and leaders navigating tension | Two to three hours or half-day

Identify conflict patterns, de-escalate tension, separate people from problems, and move toward workable resolution.

Navigating Difficult Conversations

Best for: Supervisors addressing sensitive issues | Two to three-hour workshop

Prepare for high-stakes conversations, communicate clearly, listen without defensiveness, and establish next steps.

Giving and Receiving Constructive Feedback

Best for: Teams seeking stronger performance conversations | 90-minute to three-hour workshop

Make feedback timely, specific, balanced, and actionable, and improve the ability to receive it well.

Professional Communication Skills

Best for: Employees at all levels | Two to three hours or half-day

Strengthen assertiveness, active listening, audience awareness, tone, and communication across roles.

Communication Across Work Styles

Best for: Teams with different communication preferences | Half-day workshop

Increase self-awareness, recognize differences in approach, and adapt communication to improve collaboration.

Customer Service Excellence

Best for: Customer-facing employees and service teams | Half-day or multi-session series

Build rapport, communicate with professionalism, stay composed under pressure, and recover from service problems.

REPRESENTATIVE TRAINING SOLUTIONS

6 COURSES

Professional & Organizational Effectiveness

Improving how work actually gets done.

Time Management and Workplace Productivity

Best for: Employees managing competing priorities | Two to three-hour workshop

Identify work patterns, prioritize effectively, address procrastination, protect focus, and build sustainable habits.

Business Writing and Email Communication

Best for: Employees producing workplace correspondence | Half-day workshop

Organize messages for clarity, improve tone and readability, and apply professional email practices.

Problem-Solving and Critical Thinking

Best for: Teams facing operational challenges | Half-day workshop

Define problems accurately, examine root causes, evaluate options, and make supported decisions.

Presentation and Facilitation Skills

Best for: Employees who lead meetings or briefings | Half-day or full-day workshop

Plan audience-centered presentations, facilitate participation, and manage group dynamics.

Train-the-Trainer

Best for: Internal subject-matter experts and workplace trainers | Full-day or multi-session series

Translate expertise into structured learning, select engagement strategies, and evaluate understanding.

Employee Engagement and Retention

Best for: Leaders seeking stronger commitment and stability | Half-day workshop

Examine the conditions that influence engagement and develop actions for recognition, communication, and growth.

REPRESENTATIVE TRAINING SOLUTIONS 6 COURSES

Culture, Compliance & Workplace Awareness

Protecting the organization and strengthening the culture.

Harassment Prevention and Respectful Workplace Practices

Best for: Employees and supervisors | 90-minute to three-hour workshop

Use realistic scenarios to recognize inappropriate conduct, understand responsibilities, and respond appropriately.

Workplace Ethics and Professional Conduct

Best for: Employees at all levels | Two to three-hour workshop

Apply ethical decision-making, professional boundaries, accountability, and organizational values.

Cybersecurity and Data Security Awareness

Best for: Non-technical staff | 60 to 90-minute session

Recognize phishing and social engineering, handle sensitive information safely, and respond to suspected incidents.

Inclusive Workplace Practices

Best for: Teams and leaders | Half-day workshop

Examine how bias and exclusion appear in daily interactions and practice behaviors that strengthen participation.

Behavioral Interviewing

Best for: Hiring managers and interview panels | Half-day workshop

Develop behavior-based questions, evaluate evidence consistently, and conduct a more structured selection process.

Team Building and Collaboration

Best for: New, changing, or cross-functional teams | Half-day or multi-session series

Strengthen trust, shared expectations, communication, decision-making, and accountability.

REPRESENTATIVE TRAINING SOLUTIONS 4 COURSES

AI & the Modern Workplace

For teams already using AI, planned or not.

AI for Workplace Productivity

Best for: Employees seeking practical applications | 90-minute to half-day workshop

Use generative AI responsibly for drafting, summarizing, research, idea development, and routine administrative work.

Responsible AI Use in the Workplace

Best for: Organizations establishing safe practices | 90-minute to three-hour workshop

Examine accuracy, privacy, bias, intellectual property, human review, and appropriate boundaries for workplace AI.

AI for Supervisors and Managers

Best for: Leaders guiding teams through AI adoption | Half-day workshop

Evaluate use cases, set expectations, support responsible experimentation, and manage changes in work and roles.

Effective Prompting for Business Tasks

Best for: Employees who need more reliable AI outputs | 90-minute to three-hour workshop

Practice a structured prompting method and learn to refine, verify, and adapt AI-generated content for professional use.

- **Learning pathways available:** *Combine into an AI Readiness Series, or tailor each session to your tools and licensing.*

FEATURED SOLUTION SNAPSHOT

Supervisor Essentials

Leading People, Managing Performance, and Building Credibility

This sample demonstrates how Motivvit translates an employer need into a structured, engaging, and application-focused learning experience. A detailed course blueprint is available as a companion document.

Course Overview

TARGET AUDIENCE	New supervisors, emerging leaders, team leads, and employees preparing for a first-time supervisory role
DURATION	4 hours including one 15-minute break, expandable to a full-day workshop or multi-session series
DELIVERY MODALITIES	In-person, virtual, or hybrid
GROUP SIZE	Approximately 6 to 30 participants

Employer Need Addressed

Employees are often promoted for strong technical performance but receive limited preparation to manage people, set expectations, address performance concerns, or lead former peers. This course equips new supervisors with the essential skills and confidence to lead their teams and drive results.

Learning Outcomes

- Transition effectively from peer to supervisor and establish appropriate boundaries
- Set clear expectations and follow through with accountability
- Delegate responsibilities while maintaining appropriate oversight

- Give constructive and corrective feedback
- Prepare for difficult employee conversations and common supervisory challenges
- Develop an individual 30-day Supervisor Action Plan

Representative Participant Resources

Peer-to-Leader Reflection Worksheet	SMART Expectations Worksheet	Delegation Readiness Matrix
Feedback Conversation Planner	New Manager Scenario Cards	30-Day Supervisor Action Plan

EVALUATION, EXPERIENCE & NEXT STEPS

Measuring Learning and Workplace Application

Evaluation methods are selected based on the scope, duration, and goals of the engagement. The aim is to capture more than participant satisfaction by examining learning, confidence, application, and opportunities for continued development.

Evaluation Across the Learning Cycle

Before Training

Employer discovery interviews, participant needs assessment, pre-session survey, or baseline confidence measures.

During Training

Knowledge checks, scenario-based exercises, facilitator observation, skills practice, and participant reflection.

Immediately After

Participant evaluation, confidence assessment, learning evidence, application commitments, and additional needs.

Following Training

When in scope: 30-day follow-up, supervisor feedback, action-plan review, and recommendations for reinforcement.

Experience That Informs the Work

Leadership Development

Executive leadership, new-leader development, organizational change, and team performance.

Adult & Workforce Learning

More than 20 years serving adult learners, employees, faculty, and managers.

Customized Program Design

Curriculum development, instructional design, learning technology, and implementation.

Evaluation & Improvement

Learning outcomes, participant feedback, program assessment, and continuous improvement.

BEGIN WITH AN EMPLOYER DISCOVERY CONVERSATION

Motivvit Solutions welcomes the opportunity to work with employers and workforce partners to clarify the need, recommend the right learning approach, and develop a training solution that is practical, engaging, and aligned with workplace goals. Employers can contract with us directly, or work through their local community college's continuing education or customized training division.

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