

# Total Access by Interaction Associates™

A DELIVERY SYSTEM FOR SUSTAINED LEARNING AND CHANGE



Is your  
employee  
development  
investment  
paying  
dividends?

Does it lead to sustained change? Does it empower your people to apply new skills on the job - and support internal change agents with real tools to address business challenges in real time?

Introducing Total Access™ from Interaction Associates—the comprehensive learning system that pairs powerful in-person workshop learning with just-in-time tools and technologies to foster leadership, teamwork, collaboration, facilitation, and change. What's more, Total Access is a complete Learning and OD toolkit for the change agent who must deliver facilitation, coaching or consulting services anywhere, anytime, not just "face-to-face".

Created by 40-year experts at learning and performance innovations—Interaction Associates—Total Access™ is designed to support your people with practical tools accessible on the job and at the "point of need", when the motivation for trying a new skill is the highest and when the need for positive results is most critical.

## Total Access™ Meets Vital Needs

Total Access is designed to address the real requirements you have of learning systems:

- You need to deliver collaborative change, proactively.
- You need a flexible partner.
- Your role is evolving from "trainer" to providing consultative solutions.
- You're on the hook to provide quality programs.
- You need a responsive solution that works enterprise-wide.
- You're tired of being nickel-and-dimed on proprietary content "solutions."
- Workshops alone aren't leading to real behavior change.
- You want to reduce your need for outside consultants.
- You need to support an employee now, and you can't wait for next week's workshop.
- You want a solution that offers expert consulting support, if and when you need it.

**With Total Access, you get access to a comprehensive library of learning content in downloadable, easily edited learning objects - collaboration content that includes:**

- Over 400 editable learning objects
- Over 25 training/demonstration videos
- More than 40 downloadable job aids
- Another 70 downloadable learning aids.

#### **HOW DOES IT WORK?**

Total Access™ provides leaders with access to an online toolkit of strategies, methods, and solutions to address specific business issues—including:

- Managing organizational change.
- Building teams (global, cross functional, product & project).
- Developing effective leaders.
- Developing and deploying effective internal organizational consultants.
- Supporting organizational performance development initiatives.

#### **HOW IS TOTAL ACCESS™ UNIQUE?**

As organizations move from workshops-only training to informal, just-in-time skill development, knowledge sharing, learning and collaboration must be integrated and delivered seamlessly to the workforce. The face-to-face experiential development process is essential to embed new skills and expose people to the power of the tools. But without access to ongoing reinforcement over time, without assimilation and synthesis of the learning, without the organizational support for the learning, it cannot be sustained. It evaporates, and so does your investment.

Total Access™ puts new strategies and tools "within arm's reach" for OD professionals charged with driving internal change. It features a powerful but simple user interface so everyone: executives, managers, front-line employees, OD consultants—can find what they need and collaborate together to address the specific challenges they face. Users also form a virtual learning and support community that provides a peer-to-peer system to help them share best practices, work together to address common difficulties and leverage knowledge and methods across the enterprise.

#### **WHO BENEFITS?**

Your entire workforce will benefit from Total Access™, which reinforces both individual learning and an interchange of learning across the workforce. The result: Everyone learns from and teaches one another within a "learning community." Internal HR professionals also benefit, as they become better equipped to partner with business leaders, design interventions and custom development programs, and deliver valuable consulting services. You get the benefit of forty years of proven content that is renowned for its practicality, power, and usefulness. You have access to our own skilled and highly experienced consultants to get the most out of the materials. And you get an amazing amount of flexibility in how you deploy the content. Bottom line impact: Real, sustained change, new behaviors, and successful collaboration inside your organization.

#### **OUR EXPERIENCE**

Interaction Associates has nearly 40 years' experience in helping companies find breakthrough solutions to business challenges. Our integrated management consulting and learning and development services have been used by Fortune 500 companies, government agencies and nonprofit organizations throughout the world. Interaction Associates helps these enterprises set strategic direction, inspire commitment, and build leadership capabilities, leveraging the power of collaborative action for long-term, sustainable results.