



**SONATA
LEARNING**

SOLUTIONS OVERVIEW

Empowering People Elevating Performance

Learning, knowledge management and digital transformation to help your workforce thrive in a rapidly evolving world.



Learning

Learning Strategy

Whether you are just beginning to think about your organization's approach to training or want better results from your existing programs, Sonata Learning will conduct a comprehensive needs assessment and provide specific advice on how to structure your learning strategy to best support your business/mission-related goals.

Depending on the scope and nature of your operations, we will:



Evaluate existing programs



Perform job analyses and identify gaps.



Conduct surveys and interviews



Visit work sites for observation

At the end of the process we will deliver a thorough report of findings and recommendations.

Learning Solutions



Promoting "Active Learning"

We can help your organization modernize its approach to learning by giving staff resources, incentive and direction to take ownership of their personal skills development, and helping managers provide learners with support and accountability.



Online Learning

We can design and develop interactive e-learning in a variety of formats, including traditional narrated slideshow style and more modern, mobile-responsive styles. We also provide full-service video and motion graphics production services.



Instructor-Led Training

Whether you deliver training face-to-face or "virtually" via web conferencing, we will work with your subject matter experts to develop engaging, activity-based curriculum and conduct "train the trainer" workshops to help instructors deliver per best practices.



Coaching & Mentoring Programs

From on-the-job training to providing career guidance, we can help managers and senior staff transfer their knowledge and become more effective coaches and mentors to junior colleagues.

Knowledge Management

Sonata Learning takes a pragmatic, “market-driven” approach to supplying the demand for information throughout your organization, at a sustainable cost with measurable ROI.

We divide KM activities into four major areas:



Creation/Capture/Curation - Ensuring useful information is documented in a format that can be readily shared.



Asset Management - Storing and indexing digital assets to maximize “find-ability”.



Markets & Networks - Mapping the “organic” flow of information through an organization, and taking action to address gaps.



Acquisition (Learning) - Formal training and coaching/mentorship programs.

Digital Transformation

The way people work is evolving. Sonata Learning can help you adapt your processes and tools to help your workforce achieve a higher level of productivity.

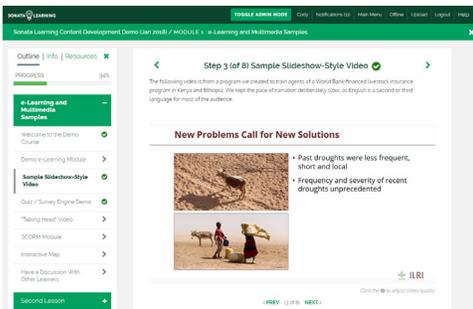
We can help your organization address a range of performance challenges including:

- Migration to next-generation collaboration and productivity software (Slack, Microsoft Teams, Google Drive, etc.)
- Creation of remote work policies and integrating virtual workers with in-office staff
- Development of data collection, analysis and decision support tools
- Online support resources and process documentation
- Business process outsourcing



Software Solutions

Sonata Learning offers a range of technology solutions to support effective learning and knowledge management.



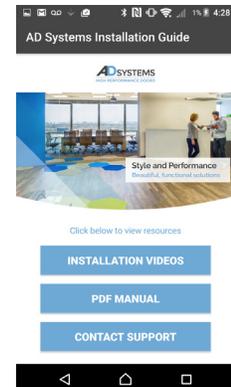
Sonata LMS

Our proprietary Learning Management System is designed to support a best-practice approach to training delivery.



Offline e-Learning Player

Deliver multimedia and e-learning content to learners with limited or zero connectivity.



QuickStep

The most convenient way to distribute neatly organized collections of documents, videos and other media to mobile devices.



We can also offer custom web and mobile app development for clients with unique learning, productivity and KM requirements.



**SONATA
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CASE STUDIES & TESTIMONIALS



Sonata Learning's training of trainers workshop was highly effective. Participants walked away with a deep understanding of learner-centered methods and the confidence to effectively deliver the curriculum.

– Laurel Wade, Elizabeth Glaser Pediatric AIDS Foundation

Sonata Learning has been a valuable partner, bringing a great deal of creativity in their approach to problem-solving. They push the boundaries of what can be done with learning – especially taking into account the (technologically) challenging environments we operate in across Africa, Asia and Latin America.



– Iddo Dror, PhD, Head of Capacity Development,
International Livestock Research Institute



“Sonata Learning has been a fantastic development partner for us, with an impressive combination of creativity, responsiveness and on-time delivery.”

– Sean Ryan, CEO, Whitewater International Consulting

Case Studies

Population Services International

PSI hired Sonata to create documentation, training materials and knowledge management platforms to help its staff – many of whom come from traditional public health backgrounds – to apply concepts such as market analysis, branding, prototyping, promotion and supply chain management in their programs. Sonata worked with PSI’s experts to create materials for both face-to-face and online instructor-led workshops, self-guided e-learning, and train-the-trainer materials.

For the knowledge management component of the engagement, PSI employed over 8,000 experts in 50 countries and had a wealth of knowledge on public health and social marketing. Yet the sheer volume of information and the size of the organization made it difficult for teams to locate relevant research and case studies from other parts of the world.

After a comprehensive survey of how information was stored and shared across the organization, Sonata delivered a set of recommendations to strengthen knowledge-sharing across teams, built a central portal for marketing-related knowledge assets, outlined a system for metadata tagging and drafted guidelines to help project teams better organize their outputs and capture lessons learned.



US Navy

The Navy hired Sonata Learning to conduct a series of “train the trainer” workshops at a global conference near Seattle, to help experienced ombudsmen apply best practices for training new volunteers. Sonata’s facilitators guided nearly a hundred participants through an intensive one-day workshop, to build their skills and confidence for delivering highly interactive, learner-centered training.



Case Studies

Whitewater International Consulting

Sonata Learning worked with WWICI to adapt the S2X™ materials into a blended learning program, incorporating self-guided e-learning modules for participants to review prior to attending live workshops. This allowed the workshops to be true “work”-shops where, instead of spending (expensive) face-to-face time on rote lecture, participants could focus on applying the principles learned through the online component. Meanwhile, having the e-learning modules available for review enhanced retention, and application, of the material by program participants.

The e-learning modules developed include lively presentations, interactive quizzes and scenarios, assignments for participants to complete “offline” with their managers, narrated anecdotes from WWICI’s founder (and designer of the S2X™ framework) Sean Ryan, and video and audio testimonials by client staff, from the CEO to frontline production managers. The result was an online experience that made the S2X program accessible to more learners than ever before, while preserving WWICI’s unique voice and philosophy.



FINCA International

Sonata Learning helped FINCA migrate its subsidiaries to a single, global learning management system. This unified platform provided management stakeholders with vastly improved reporting, reduced overall IT and administrative burden, and delivered a consistent, mobile-friendly, bandwidth-optimized experience for learners.



Helping People Drive Performance

If your organization is like most, then you probably feel a bit overwhelmed by the pace of change and ever-rising expectations for performance.

For decades, organizations have responded to these pressures by rethinking their management strategy, cutting costs and investing in heavy IT platforms. But, while those things are important, there is only so much you can do to improve performance from the top down.

Today, the real difference is being made on the front lines, and the organizations that thrive are those who best empower their performers. At Sonata Learning, we help clients provide the training, information resources and technology people need to do their jobs better, and turn challenges into advantages.

If you are interested in exploring ways to elevate your team's performance, then let's talk.



Emil M. Heidkamp
Founder, Sonata Learning

“The result was more than we expected. We wholeheartedly recommend Sonata Learning.”

– Barbara King-Searles, US Navy

“Working with Sonata Learning was a strategic move that paid off big time.”

– Elizabeth Robinson, FINCA International

Contact Us

To discuss your organization's learning and performance needs or a specific project, email info@sonatalearning.com or visit our website at www.sonatalearning.com for case studies, work samples and more.

