

TTA Company Brochure

Talent as a Service



Training Delivery | Instructional Design & Development | Custom Learning Solutions | Leadership Development
System Rollout Training | Learning Strategy | Staff Augmentation | Digital Transformation
Managed Learning Services | Culture Transformation | Direct Hire Placement



When my father and I started the business in 1994, I never imagined the profound impact TTA would have on so many people and organizations. From our early beginnings in the basement of our family home, it was hard to fathom that we'd be here today as the largest provider of learning and development talent.

As a young woman pioneering the L&D space, I was inspired by what TTA stood for and our mission to help companies become more productive and successful by matching them with the right L&D talent. It was so rewarding to see the successful transformation with our clients and how the power of learning made a difference.

Today, I am just as passionate as I was in the beginning about building relationships with clients and helping our independent talent community become more successful by applying their incredible expertise to so many unique projects.

As CEO, building a dynamic company culture is at the core of what I believe and I strive each day to create an environment where employees can learn, grow, and be successful. This core belief permeates through everything that we do at TTA and is reflected within our relationships with our clients, talent community, and in our multiple Best Places to Work awards.

We appreciate the opportunity to demonstrate our commitment to value through this overview of our services.

Maria Melfa

Maria Melfa
President and CEO





Our Why

What We Value & Why It Matters

We foster a community of **HONESTY, CARING,** and **INNOVATION.** This genuine **CULTURE** drives our dedication to customer service.



Simplicity

We strive to be the **EASIEST** vendor partner to work with. Our seamless process and experienced customer success team are there every step of the way to ensure your success.



Talent

We believe in the power of individuals and teams because we've seen firsthand the tremendous impact learning can make on an organization. We're proud to be the **FIRST, THE LARGEST, AND THE MOST REPUTABLE NETWORK** for L&D talent.



Partnership

We facilitate positive partnerships - **BRINGING PEOPLE TOGETHER**, supporting continuous learning, discussing new ideas, and building trusted partnerships that last for decades.



Impact

We're here to make good things happen for others. **OUR WORK MAKES AN IMPACT** in the lives of learners, transforms cultures, and facilitates growth in the organizations in which they work.



We Help Clients with Transformational Initiatives

We have the talent to ensure the successful implementation of our clients' high-priority and mission-critical learning initiatives. Our L&D experts come from a wide-range of industries and disciplines to deliver results that change business performance.

From short-term training engagements to highly complex, multi-year, enterprise-wide rollouts, our expert talent will work with you to understand your business needs and deliver engaging training programs in all learning modalities.

Upskilling and Reskilling

Corporate Restructuring

New Hire Onboarding

Certification Training

Retention Strategy

Merger and Acquisition

Product Launch

Culture Transformation

Enterprise-Wide Rollout

Changing Regulations

We Deliver L&D Talent

It starts with our dedicated mission to provide clients with cost-effective, scalable learning and development experts and tailored services that align with their unique business goals. We provide the largest contingent workforce of L&D professionals for your business.



Right Talent

Experts in the skills you need

We match the **right talent** to your needs and culture - giving you unrivaled agility and increased efficiencies.



Right Time

Resources on-demand

We help with projects on backlog and immediately place talent when and where you need it, at just the **right time**.



Right Results

Desired outcomes achieved

Our L&D experts leverage years of experience to deliver impactful learning experiences that achieve the **right results**.



Fast Facts

- ✓ Certified Women-Owned Business (WBENC)
- ✓ 28+ year track record of success in sourcing, qualifying, deploying, and managing L&D talent
- ✓ Network of over 23,000 learning and development professionals
- ✓ Over 6 million learners educated
- ✓ Training delivered on more than 15,000 topics
- ✓ Deployments in more than 100 countries
- ✓ 60+ awards for learning & development excellence





How We Can Help

Expert talent and
cost-effective
services for any size
learning project and
training topic with
minimal lead time.



Talent

Instructors/Trainers | Learning Strategists | Coaches
eLearning Developers | LX Developers | Session Producers
LMS Administrators | Training Coordinators
Instructional Designers | Project Managers | HR Consultants
Content Developers | Program Managers | Keynote Speakers



Services

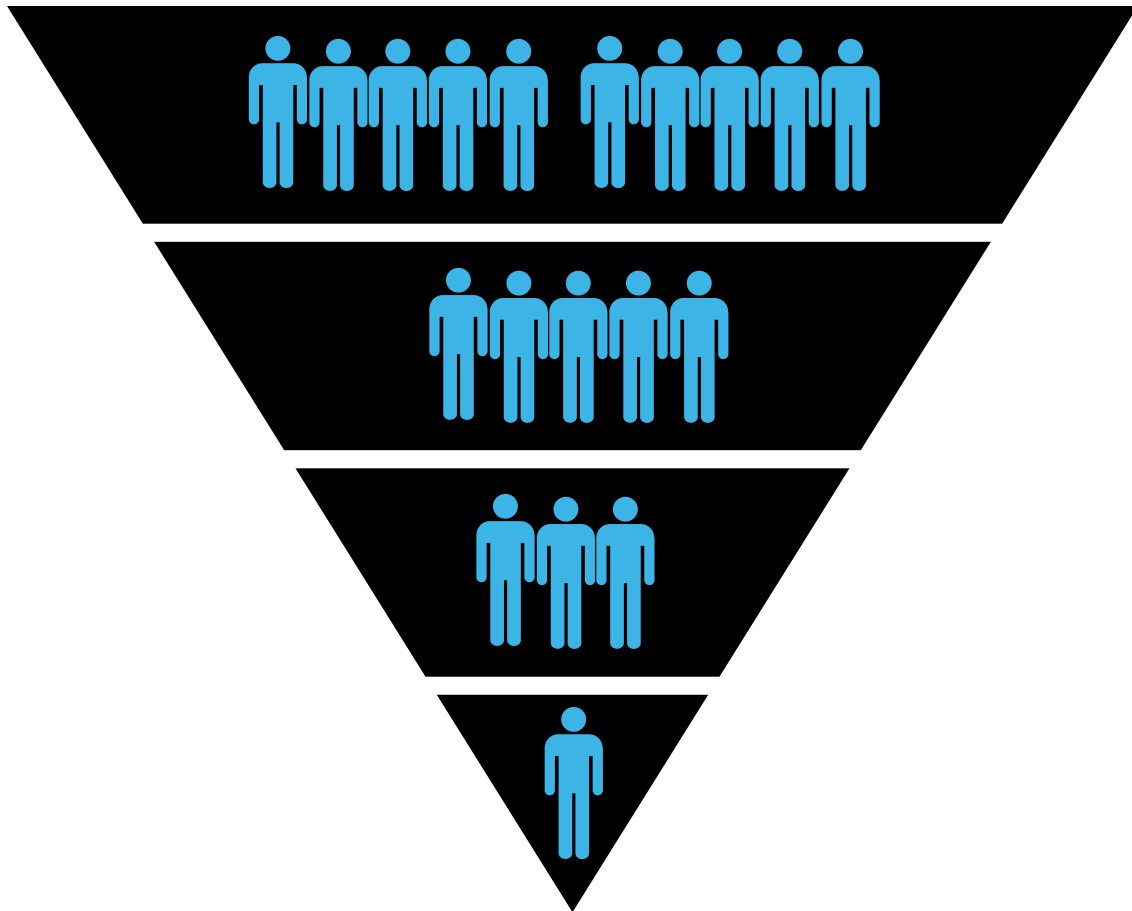
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Digital Transformation



Topics

Onboarding | Leadership | IT Training
HR & Compliance | Diversity & Inclusion | Sales Training
Cybersecurity | Product Training | Mental Health & Wellness
New Technology Implementation | Change Management
Soft Skills | Certification Training | and More

We Speak to Many to Find the Right Talent for You



- 1 Skills Alignment
- 2 Industry and Service Experience
- 3 TTA Experience
- 4 Certification(s)
- 5 References/Background Checks
- 6 Evaluations or Work Samples
- 7 Interviews
- 8 Culture Fit
- 9 Contractor Classification
- 10 Client Interviews

New Release in 2022



The People and Platform to Support Your Needs



**Request
talent**



**Review talent
profiles and
shortlist favorites**



**Request
interviews**



**View and
edit jobs**



**Add colleagues to
project and
collaborate**



**Track project
details and
schedules**



**Upload
documents
and share
with team**



**Access invoice
details and
payment**

A Few Award-Winning Case Examples



Subject Matter Experts
Expert Trainers
Project Managers

Large Scale Systems Training

- Provided 500 trainers for proprietary training rollout after the merger of Morgan Stanley and Smith Barney.
- Trained 26,000 financial advisors at 12,000 locations over a 5-year period.
- Conducted train-the-trainer programs and facilitated reinforcement training.



Subject Matter Experts
Expert Trainers
Project Managers
Learning Strategists

Global Technical Academy Rollout

- Supported Akamai on the rollout of Akamai Technical Academy, a program to help diversify their technical workforce.
- Provided global trainers, program management, virtual labs, and logistics support.
- Converted training content from ILT to VILT to be delivered simultaneously in multiple international locations.



Subject Matter Experts
Facilitators
Instructional Designers
Learning Strategists

Culture Change Transformation

- Identified a high-energy expert L&D consultant to develop a behavior-based training program to shift the Girl Scouts' dysfunctional culture to one of empowerment and collaboration.
- Conducted needs assessment and utilized the Clifton Strengths Finder assessment tool to identify areas of opportunity.
- Incorporated leadership development tools including open discussion forums, monthly leadership development book clubs, role-playing activities, and utilized post-training to reinforce new skills.

A Few Award-Winning Case Examples



Virtual Onboarding Program

**Subject Matter Experts
Instructional Designers
Project Managers
Learning Strategists**

- Designed a virtual onboarding and reinforcement program to quickly upskill newly hired DCF social workers.
- Developed short, interactive videos to utilize technology and improve efficiency of new hire training.
- Established a streamlined onboarding process which improved time-to-proficiency for new social workers.



Sales Coaching Program

**Subject Matter Experts
Instructional Designers
Content Developers
Coaches**

- Developed a customized sales coaching program for over 40 sales managers and leaders at all Sound Credit Union locations.
- Established a culture change from the top-down and shifted employees to a behavior-based coaching mindset.
- Provided Sound with the framework and tools to utilize their new coaching model to help improve employee performance, promote customer engagement, and increase sales.



Leadership Academy Program

**Learning Strategists
Instructional Designers**

- Designed a learning strategy and created a leadership academy to upskill thousands of Unum leaders.
- Conducted a needs analysis and established a training roadmap for Unum's technical academy rollout.
- Developed a curriculum that was accessible and addressed the needs of learners of varied age groups, skill levels, and management styles.

What Our Clients Have to Say



"The one word that describes TTA is flexible. From the financial standpoint, they helped us figure out how to stay within our budget by getting creative in how we spent our dollars on what mattered most. From a partnership standpoint in design and creation, they have been very flexible in moving meetings and timelines for us. TTA provides great service."

-Suzi Webber



"Partnering with TTA has enabled us to offer customized and effectively timed skill-development training across our entire organization. Their support and collaboration have made this Learning & Development goal easier and faster to operationalize. As a bonus, we've developed genuine relationships with not just TTA but their facilitators as well."

-Devra Schachter



"The team at TTA crafted a solution for us quickly and efficiently by listening to our needs and placing a dedicated client manager as our partner. The team went to work developing the training delivery schedule portal, which allows us to utilize our LMS to run reports, enter the information into the portal, and for TTA to assign the producers with the skillsets needed for each particular seminar."

-Pearl Walker



"Working with TTA is simple. We demand the best for our customers and strive to provide that every day. TTA allows us to scale and keep that promise. We have formed a great partnership with TTA and look forward to our continued partnership."

-Jeff Janovich



"TTA has helped solve our internal training needs by providing guidance and execution through top-notch training videos. They provided quick and clear communication throughout the entire video process. I would continue to work with TTA because of the ease of which to do business, plus their expertise on professional training videos."

-Peter Murdza

Trusted by the World's Greatest Brands



certified
WBENC
WOMEN'S BUSINESS ENTERPRISE