

A modern office interior with large windows, indoor plants, and people working. In the foreground, two women are seated at a round wooden table. The woman on the left is looking at a laptop, while the woman on the right, wearing glasses and a light blue blazer, is holding a document with a line graph. In the background, two men are seated at another table, and the office space is filled with greenery and contemporary decor.

fierce.®

**Be Bold
Be Fierce
Drive Results**

WHY FIERCE

Be Bold | Be Fierce | Drive Results

High-performing cultures begin with leaders who are bold, agile, and resilient.

WHO WE ARE.

Fierce is a learning development company focused on the performance improvement of its clients by creating high-performing cultures, from SMB to Fortune 50 organizations. We transform individuals with a learning experience driven by building high-performing teams, creating agile leaders, inclusive cultures, and resilient workforces. Fierce organizations have improved retention, engagement, productivity, and business results.

WHAT WE DO.

We provide the Fierce Experience, an innovative connected strategy that fully immerses the learner in creating behavioral and business transformation. Our learner journeys are tailored action-based approaches to achieve tangible business outcomes. We assess and build self-awareness, excite your learners, educate them on new skills, engage ongoing in the flow of work, and reinforce to enhance performance. Ultimately, we drive behavior change, and with **Biometric Intelligence**, you can now measure the impact of soft skills training.

Leadership Foundations for a Thriving Work Culture

1.



Connected High Performing Teams

- Build custom team strategies
- Create networks of engaged employees
- Develop consensus around shared priorities

2.



Resilient Workplace

- Combat burnout & toxic culture
- Adapt to ever-changing environments
- Identify & manage stress in your workplace

3.



Agile Leaders

- Build collaboration & communication skills
- Empower decision making in the hybrid workplace
- Align temas & eliminate toxic behaviors

4.



Inclusive Cultures

- Bring clarity to inclusion efforts
- Craft learning strategies for new behaviors
- Equip teams to be open to new ideas

OUR PRODUCT OFFERINGS.



Fierce Workshop, Virtual or On-site

Our digital and in-person, instructor-led workshops are designed to overhaul your culture at its core. A Fierce Master Facilitator will train your employees on how to work better together by having authentic, productive conversations that foster a positive culture and resolve your organization's most pressing problems for good.



Fierce Certification (Train-the-Trainer)

This intense, hands-on Train-the-Trainer experience deepens the understanding and comprehension of Fierce. By getting certified to train Fierce virtually and in-person within your company, you ensure long-term sustainability and heightened impact of all training initiatives throughout your organization.



Executive Session, Virtual or On-site

Our virtual and in-person executive sessions provide senior leaders with the ability to have fierce conversations themselves so they can set the example, set the pace, and set the stage for their employees to have authentic, productive communication that drive business success.



Fierce for Life and All-in-One Training Solution

Learning is a journey, and one of the ways we support that journey is through our annual all-inclusive Fierce for Life Membership. With this membership, you will access our full suite of 20+ years of proven content, new courses as they are added, simulated learning, and our Implementation Playbook. With over 100 assets available, it's scalable to grow with your organization, flexible, and supports the Fierce Experience we help you create.



Keynote Speaker, Virtual or On-site

Jump-start your next conference, retreat, or team-building session with a speaker who sparks conversational learning that accelerates and supports your journey to better business results. In a 60-minute digital or in-person session, gain powerful insides and inspiration for both you and your team.



Pulse

Pulse is a revolutionary app born from the science of high performance. Using your own biometric data linked to daily activities, you are able to build self-awareness and acquire new skillsets. Users have access to performance coaching and microlearning, enabling users to improve their relationships, reduce stress and burnout, and build resilience in the workplace.



Pulse Coach

Effective coaching is vital to achieved success. A certified Pulse Coach uses our proprietary methodology to help clients discover root causes and by building self-awareness leading to true behavior change. In one 90-minute session, certified coaches in your organization can leverage biometric data to build an action plan.



3D Simulated Learning

3D Simulations allow you to bring short and engaging 3D real-world microlearning to your organization for optimum scalability and knowledge retention. 3D simulated learning has shown a 50% boost in learning engagement, a 20% increase in knowledge retention, and a 40% reduction in training time.



Fierce Connect

The Fierce Connect App will guide you step-by-step through each Fierce model to conveniently build out and keep log of all your personal conversations as you plan ahead to tackle them.

FIERCE TRAINING PROGRAMS

Customizable | Sustainable | Strategic

Each one of our training solutions is customized from a blend of our conversation programs to best serve your business needs.

FIERCE FOUNDATIONS® PROGRAM

A revolutionary approach to conversations that matter. Build self-awareness. Undo old assumptions, spark new insights, and lay the groundwork for transformation across your organization.

FIERCE COACH® PROGRAM

Have better 1:1s. Get to the heart of the matter—and act on it—fast. Discover a powerful coaching model that uncovers solutions, prompts potent action, and unblocks professional paths for your team.

FIERCE TEAM® PROGRAM

Make better and more inclusive decisions. Solve tough problems—together. A proven approach that will shatter silos, increase collaboration, and boost buy-in across your organization.

FIERCE ACCOUNTABILITY® PROGRAM

Complete projects well and on time. Count on a deeper level of commitment. Move teams from excuses to action by embracing responsibility, overcoming obstacles, and achieving everyday goals.

FIERCE CONFRONT® PROGRAM

Confront unwanted tension and come face-to-face with the truth. Learn a straight-up conversation model that shifts attitudes, reduces tension, and enriches relationships.

FIERCE FEEDBACK® PROGRAM

Feedback 365 days a year. Transform your feedback sessions into candid, consistent, two-way conversations that spark lasting change and enrich the relationship.

FIERCE DELEGATE® PROGRAM

Be more productive and develop leadership skills in your team. An approach that clarifies roles, ends micromanagement, and puts people on a clear path of professional development.

FIERCE RESILIENCE® PROGRAM

Master stress and build resilience for every challenge. Discover a new understanding of stress that builds self-awareness to tackle every team member's unique stressors with customized strategies.

FIERCE EMOTION® PROGRAM

Develop Self-Awareness, Self-Management, Social Awareness, and Relationship Management so you can navigate challenges, adapt with resilience, and lead with impact.

FIERCE AWARENESS® PROGRAM

Uncover insight into the “how” behind your “why”. Understanding yourself and your team is critical to communication and productivity. Improve workplace productivity, teamwork, and communication.

FIERCE GENERATIONS® PROGRAM

Bridge The Understanding Gap Between Generations. Undo age-related silos, increase inclusion, and create a competitive advantage for your business.

FIERCE INFLUENCE® PROGRAM

Build trust and credibility where no formal authority exists. Understanding yourself and your team is critical to communication and productivity. Improve workplace productivity, teamwork, and communication.

RESULTS FIERCE DRIVES.

From fast-growing startups to family-owned businesses to multinational corporations, Fierce helps people talk about what really matters. Fierce proudly partners with clients from a broad array of companies, educational institutions, and government organizations to drive results.



"We can draw that straight line to our results (from Fierce training). People can see the value in what we've done and the types of programs we have invested in."

— **ALLYSON SACCOMANDI**, Director of Leadership, Org. Development, Engagement and Performance at Temple Health

33%

**DECLINE IN
EMPLOYEE
TURNOVER**

50%

**DROP IN
EMPLOYEE
DISCIPLINE**



"We chose to partner with Fierce because the foundations that underpin each Fierce conversation program match the authenticity of our culture."

— **TINA HAMILTON**, Head of Leadership Development at Coast Capital Savings

\$300K

BOOST IN REVENUE

13%

**INCREASE IN
SUCCESSFUL
STRATEGIC
INITIATIVES**



"We went from the third quartile to the top quartile in engagement, increased manager effectiveness, and we developed the courage and the ability to have authentic conversations."

— **LISA REYNOLDS**, Vice President of Talent Management at CHRISTUS

81%

**RISE IN LEADERSHIP
RETENTION RATE**

36%

**INCREASE IN
PROMOTIONS**