

Learning on Demand - Frequently Asked Questions

What is Learning on Demand? Learning on Demand is a flexible, self-paced learning option that allows learners to access courses on demand.

What are the advantages of choosing on-demand training over a live presentation? Online, on demand training has a lot of benefits for your organization, including team members learning at their own pace, whenever it's advantageous to them; team members on different shifts do not have to rearrange their personal schedules to attend an in-person training; and topics are broken down into easily consumable increments for improved learning.

Who will benefit from these programs? These programs are designed for emerging leaders, team leaders, mid-level leaders and anyone who would like to strengthen their leadership skills.

What topics are covered? Our programs cover a variety of topics that are essential to leadership, including emotional intelligence, strategic thinking, communication, conflict resolution, team building, decision-making and change management.

How are the courses accessed? What technology or browser do I need? All courses and materials are accessible through a web-enabled computer, tablet or smart phone.

Does a participant need prior leadership experience to sign up? No prior leadership experience is necessary. The **Leadership Quick Start** program is suitable for aspiring leaders. The **Leadership Excellence** program is suitable for aspiring leaders and those already in leadership roles looking to enhance their skills.

How many programs are there? We offer two leadership programs: **Leadership Quick Start** and **Leadership Excellence**. Each program is made up of multiple courses with downloadable handouts and assessments.

How long do the programs take to complete? The **Leadership Quick Start** program is comprised of multiple courses that include one 20–30-minute video, a downloadable handout and assessment. The estimated time to complete one course is approximately 60 minutes.

The **Leadership Excellence** program is comprised of multiple courses that include up to 90-minute videos (broken down into 10-minute increments), a downloadable handout, bonus materials, and assessment. The estimated time to complete one course is two hours.

Is there a deadline for completing the program? Participants typically have access for 6 months or 12 months based on the program and duration selected.

What happens if someone misses a course or falls behind? One benefit of on-demand format is that participants can revisit materials anytime during their access period. Under

extenuating circumstances, course access can be extended based on agreement with the employer.

Can progress be tracked or monitored? Yes, participant progress reports can be provided monthly to confirm progress in the program. Companies can select options to access reports directly in real time based on the package they select.

What is the cost of a program? The cost varies based on which program you select, as well as the number of courses and length of the contract. Please contact your account manager or hello@workplacechameleon.com for the most current pricing.

Can individual courses be purchased? At this time, individual courses are not available for purchase separately. Full program access provides the best value and continuity. **Select single courses will be available for purchase after July 1, 2025. Further inquiry based on team and company needs will be reviewed.**

Can I customize a program with my organization's logo? Absolutely! Contact your account manager for more information on how we can upgrade your program with your organization's logo and other company information.

Can I preview a course before committing? A sample course is available for review upon request. Additional requests will be reviewed as needed.

Can participants earn a certificate? Yes, each course includes a certificate of completion from The Peerman Group that can be downloaded after successfully completing the assessment. Other credentialing is currently being evaluated for future enrollment.

How do I register my team? Contact your account manager or hello@workplacechameleon.com to request a contract. Once that contract is signed, you supply the email addresses of your team and we'll sign them up and notify them when they're ready to go.

Support Technical support is available between 8a.m. and 5p.m. Monday through Friday. Requests outside of those hours will be responded to as soon as possible. We are committed to a high-quality learning experience and prompt response to questions within one business day.

