

CERTIFICATE

INTERNAL CONSULTING

WHAT IS THE INTERNAL CONSULTING CERTIFICATE?

As a training manager, whether you operate in house or as an external consultant, you are responsible for addressing the organization's strategic needs through learning and development (L&D). Utilizing consulting skills to create collaborative partnerships with stakeholders will allow you to navigate obstacles, get buy-in for your recommendations and implement solutions that drive results.

The Internal Consulting Certificate walks you through each phase of Training Industry's **Comprehensive Internal Consulting Model**, ultimately guiding you to mastery of the consulting skills needed to identify true training needs and make connections to greater organizational goals. Combined with the competencies defined in the **Training Manager Competency Model**, this certificate will arm you with the strategic communications skills you need to become your organization's most valued business partner.



2 HALF-DAYS



CERTIFICATE
AWARDED



VIRTUAL



SESSIONS FOR
EVERY TIME ZONE



ENGLISH
LANGUAGE

COURSE OBJECTIVES

After completing this certificate, you will be able to:



Define each step of the consulting process.



Engage with internal and external stakeholders to identify relevant issues.



Define clear roles and expectations for projects.



Gain buy-in while communicating solutions and potential obstacles.



Negotiate solutions and success measures that align with business strategy.



Provide and receive feedback in ways that enhance your consultative relationship.



COURSE OVERVIEW

PREWORK

Pework includes identifying your own project that will be used throughout the live sessions.

DAY 1

Defining the consulting process

- Defining the five steps of the consulting process
- Identifying ways to involve the client throughout the consulting process
- Describing the benefits of the Comprehensive Internal Consulting Model

Contracting

- Establishing clear role agreements
- Addressing objections and overcoming contracting obstacles
- What does the contracting meeting look like and how does it enhance the client/consultant relationship?

Activity: Contracting checklist; contracting meeting preparation checklist; project charter/statement of work (SOW) template

Analysis

- Identifying data sources that inform your recommendations
- Determining when the solution is not training
- Conducting a root cause analysis

Recommendations And Agreements

- Presenting clear solutions and potential obstacles
- Managing conversations and negotiations
- Providing and receiving feedback in ways that strengthen the partnership

Activity: Recommendations conversation preparation worksheet; recommendations meeting structure

DAY 2

Implementation

- Applying best practices to design and deliver effective training programs
- Discussion: Implementation strategies that support client goals

Assess Results

- Using The Kirkpatrick Model to evaluate project outcomes

Activity: Assessment scenarios

Capstone Project

- Present your completed consulting project plan

WHO IS IT FOR?

The Internal Consulting Certificate is designed for learning leaders seeking to understand and enhance the skills required to be an effective consultant.

RELATED LEARNING

JOURNEY

Training Industry offers expertly curated professional development **packages** to fit your unique development needs.

L&D STARTER KIT JOURNEY

The **L&D Starter Kit Journey** will help you with identifying training needs and developing and delivering training solutions.

This journey includes the following courses:

- **Certified Professional in Training Management Program (CPTM™)**
- **Training Development and Delivery Certificate**
- **Internal Consulting Certificate**

Don't see what you're looking for? Training Industry's professional development consultants are available to discuss this program and other development opportunities. **Contact us** or schedule a call directly **here**.

TOOLS AND RESOURCES

Resources included with the program include a course workbook and several job aids that take a deep dive into the stages of Training Industry's Comprehensive Consulting Model. Want to preview related content? Download these guides:

- **Strategies for Conflict Resolution: Playing to Partner > Playing to Win**
- **Effective Consulting Conversations: Gain Buy-in for Your Recommendations**

Additional Resources

Curated collection of Training Industry resources focused on various strategies and best practices related to internal consulting including webinars, podcast episodes, magazines and articles.



I thought the class was great [the instructor] did a great job covering the content, relating individual responses back to the whole group, and capturing individual needs. The discussions were interesting and **the tools that you receive from the class are functional, turnkey tools** - meaning that you can grab them and use them right away. This class is probably at a beginner or intermediate level for those who are new or somewhat new to a consultancy role.

- **MEGAN COTRELL**, CORPORATE TRAINING MANAGER, WHARTON-SMITH, INC.

HOW DOES IT WORK?

This certificate is completed during two half-days over an eight-hour live, virtual instructor-led classroom (VILT) setting.

Your **instructor** will use their real-world perspective and experience to ensure the course is rooted in foundational best practices and will guide you through the process, both facilitating and assessing your learning throughout the course to ensure you leave with a thorough understanding of the competencies covered and how they apply, or can be applied, in your work context.

WHAT'S THE COST?

The Internal Consulting Certificate is **\$1,295**, which includes:

- Unlimited access to the course prework, including the eLearning modules.
- Unlimited access to the course resources and materials.
- Participation in a virtual, live session that fits your schedule.
- Certificate awarded.

Click [here](#) to browse the available session dates and times.

REGISTER NOW

CONTACT US

LEARN MORE



Would all or part of your team benefit from this certificate? All Training Industry Courses can be taken as a group and are designed to align your team around research-based best practices. Click [here](#) to learn more.



ABOUT TRAINING INDUSTRY INC.



TRUSTED BY WORLDWIDE
ORGANIZATIONS



INTERACTIVE
EXPERIENCE



RANGE OF
TOPICS



GLOBAL
LEARNERS

WHAT TO EXPECT FROM TRAINING INDUSTRY COURSES



Research-based courses



Instructors with expertise



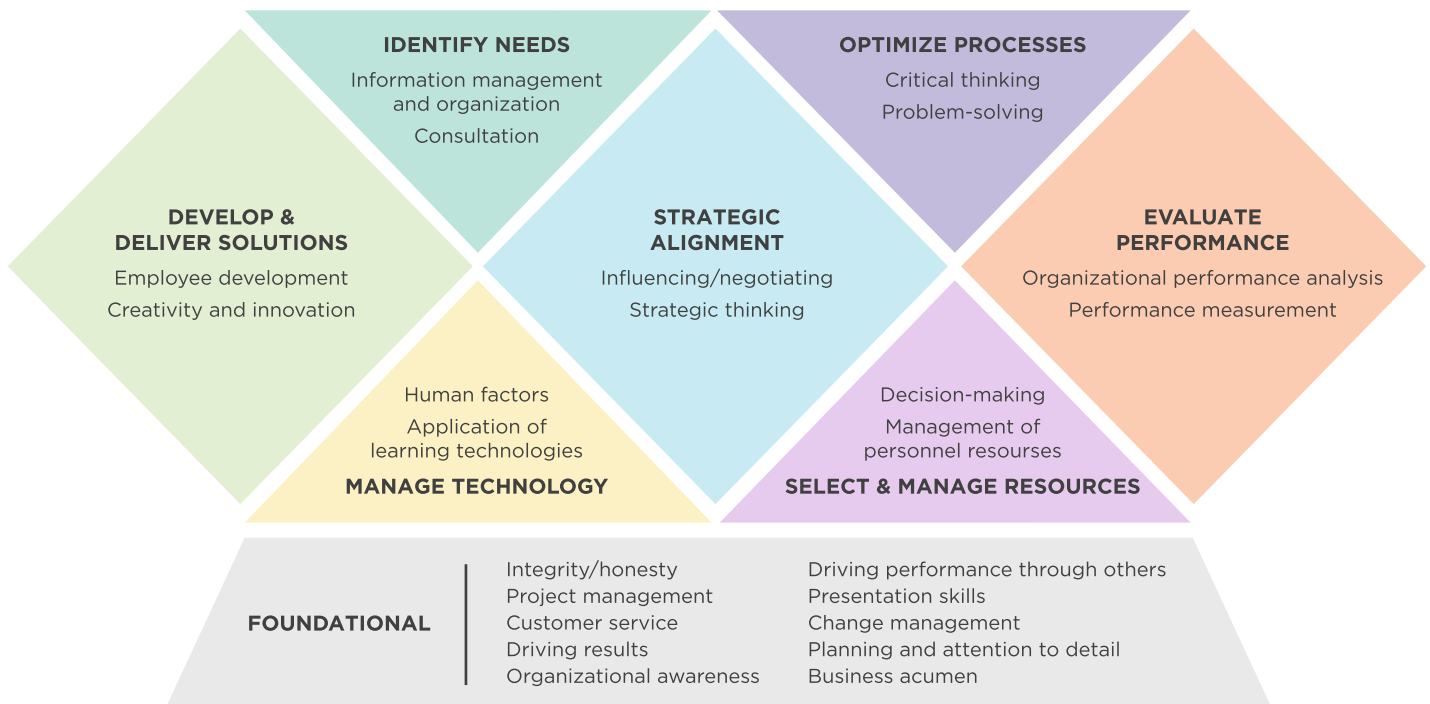
Engage with community
of peers



Focused on the role of the
training manager

TRAINING MANAGER COMPETENCY MODEL

All Training Industry courses are aligned to the **Training Manager Competency Model™**.





EARN RECERTIFICATION CREDIT

Training Industry certificates are valid for **eight PDCs** for the SHRM-CP or SHRM-SCP.

This program is eligible for **seven APTD and CPTD** recertification points from the ATD Certification Institute. The amount indicated is the maximum number of recertification points a participant can receive for this program.

Training Industry certificates fulfill **eight CPTM** recertification credit hours.



Ready to get started?

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