



ROMAN 3

# Training Course Catalog

Fall 2021 – Fall 2022

*Roman 3 Operations and Roman 3 Academy are subsidiaries of:*



**Inspiration • Innovation • Implementation**

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## About Roman 3 Operations

Roman 3 Operations is a Training and Human Resources company that specializes in building capacity in the people and organizations we work with. We look to inform and educate our learners and clients while developing their professional skills and empowering them to become change-makers.

We make a difference in three ways:



We deliver captivating, in-class experiential courses that build and develop skills in real-time.



We deliver engaging online courses through our online learning portal *Roman 3 Academy*



We provide coaching and consulting to companies looking to improve their productivity and HR management.

## Overview Of Training Courses

We offer **3 types** of training services:

**Cohort Programs** – These are group training packages, delivered over an defined period of time (average of 2-3 months of part-time learning). Our Cohort Programs are primarily organized by a partner organization and delivered to their membership. Each Cohort Programs provides all instruction virtually, on-demand, through Roman 3 Academy and includes live or virtual group meet-ups weekly to discuss content. We also provide various proprietary Workplace Training courses designed to be delivered to groups and teams in a single workplace.



**Personalized Coaching** – These are courses designed to meet the unique learning needs of an individual or business. Each Personalized Coaching program is designed to meet the specific goals and outcomes of the learner and is delivered through one-on-one learning with our Subject Matter Experts. Personalized Coaching is supported by a blend of on-demand training and live coaching sessions.



**On-Demand Training** – These are courses available exclusively on Roman 3 Academy. Learners can take them as individual courses or as a collection of courses bundled together toward a certificate. Our on-demand courses are created to support multiple learning styles and to create high learner retention and engagement.



## Roman 3 Academy

*Roman 3 Academy* is our online learning portal. It requires all learners to create a free account before enrolling in any course, even our free courses. We offer special discounts for partner organizations or for bulk purchases.

Roman 3 Academy delivers training on **improving employee productivity and motivation, addressing workplace culture, and supporting businesses to attract and retain talent.**

All of the learning on Roman 3 Academy is designed to meet the high standards of Roman 3's proprietary learning theory, COLD APEX. We strongly recommend every online learner to have their learning style and preference assessed with COLD APEX by taking our FREE online learning style assessment Strategies for Accessible Learning Tool (SALT). SALT is available on the Roman 3 Operations website at [www.operations.roman3.ca/salt](http://www.operations.roman3.ca/salt).

## Quality Of Our Courses

When you learn with Roman 3, you can expect:

- Expert curriculum developers and experienced professionals with hands-on real-life experience.
- Practical and engaging material that is designed to connect with how you learn.
- Skilled and experienced instructors who are passionate about the course content.
- Meaningful and clear strategies to apply what you have learned.

## Benefits Of Partnering With Roman 3

Roman 3 is a big fan of collaboration. We are always looking for new and innovative ways to support our partners bringing added value to their organization and those they serve.

When **Membership Organization Partners** organize training through us, as a thank you, we offer supports and incentives in acknowledgement of their time and effort.

We offer our membership organization partners 3 options for discounts and perks when they organize our training for their membership:

1. **20% discount for members.** *We provide a discount code for their members to receive up to 20% off our training costs for cohort or on-demand courses.*
2. **20% profit share for partners.** *We provide profit-sharing where the membership organization will receive up to 20% of the course cost when their members take our cohort or on-demand courses.*
3. **Split discount and profit share.** *We provide up to 10% discount to the membership and the membership organization receives up to 10% of the course cost as a profit share for cohort or on-demand courses.*

Contact us at [info@roman3.ca](mailto:info@roman3.ca) to learn more about the best option for your organization.

## Roman 3 Course And Price List

### Cohort Programs

Title	Duration	Price
Accelerating Motivation and Productivity: Employee Engagement Fundamentals	14 Hours	\$1500
SPECTrum™: A Catalyst for Increasing Team Performance	3 Hours	\$3000
Autonomy Freeway™: The Road To Empowering Productivity	3 Hours	\$3000
Igniting Motivation™: The 8 Sparks of Purpose	3 Hours	\$3000
Sevenfold Recognition™: Lifting Workplace Morale	3 Hours	\$3000
Productivity Insulation Bundle: Protecting Your Profitability	21 Hours	\$3300
Getting Started With Inclusion Bundle	13 Hours	\$2100
Creating Inclusion at Work Bundle	17 Hours	\$2600

### Personalized Coaching

Title	Duration	Price
Productivity Insulation Bundle: Protecting Your Profitability	20 Hours	\$7000
Morale and Motivation Bundle: Harmony in the Workplace	18 Hours	\$4500
Getting Started with Inclusion Bundle	15 Hours	\$4000
Creating Inclusion at Work Bundle	20 Hours	\$5300
Championing Inclusion in Your Workplace Bundle	25 Hours	\$8500

### On-Demand Training

Title	Duration	Price
Rethinking Labour Cost: Increasing Profits and Productivity	60 Minutes	\$99
Accelerating Motivation and Productivity: Employee Engagement Fundamentals	6 Hours	\$450
Turnover: Determining Your Vulnerability	15 Minutes	\$25
Disengagement: Determining Your Vulnerability	15 Minutes	\$25
Absenteeism: Determining Your Vulnerability	15 Minutes	\$25
Presenteeism: Determining Your Vulnerability	15 Minutes	\$25
Bad Hire: Determining Your Vulnerability	15 Minutes	\$25
Labour Value Loss Bundle	75 Minutes	\$125
SPECTrum™: A Catalyst for Increasing Team Performance	60 Minutes	\$150
Autonomy Freeway™: The Road To Empowering Productivity	60 Minutes	\$150
Igniting Motivation™: The 8 Sparks of Purpose	60 Minutes	\$150
Sevenfold Recognition™: Lifting Workplace Morale	60 Minutes	\$150
Improving Employee Engagement	60 Minutes	\$125
Improving Autonomy at Work	60 Minutes	\$125
Improving Recognition at Work	60 Minutes	\$125
Improving Mastery at Work	60 Minutes	\$125
Improving Purpose at Work	60 Minutes	\$125
Rethinking Inclusive Workplaces: Creating Belonging and Engagement	60 Minutes	\$99
Rethinking Your Workforce Appeal: Moving Beyond Compliance	60 Minutes	\$99
Productivity Insulation Bundle: Protecting Your Profitability	9 Hours	\$755
Morale and Motivation Bundle: Harmony in the Workplace	3 ½ Hours	\$400
Getting Started with Inclusion Bundle	5 Hours	\$550
Creating Inclusion at Work Bundle	7 Hours	\$800

## Roman 3 Course Descriptions

### Rethinking Labour Cost: Increasing Profits and Productivity

**Course Type:** On-Demand Training 

**Certificate:** Not Available

**Duration:** 60 minutes

In this course, you will receive insight and understanding into the costly effects that common labour problems have on your bottom line. You will be provided a tool to assess your lost revenue and a place to start in addressing these issues.

Learning Outcomes:

- An understanding of Labour Value Loss.
- Practical steps to assess and address your current labour challenges.

Who will benefit?

This course is suitable for owners, managers, or supervisors in any industry or sector.

Cost

On-demand: \$99 per User

**Free For A Limited Time**

### Turnover: Determining Your Vulnerability

**Course Type:** On-Demand Training 

**Certificate:** Not Available

**Duration:** 15 minutes

In this course, you will learn about the common warning signs that your business is vulnerable to Labour Value Loss associated with Turnover.

Learning Outcomes:

- How to clearly identify the warning signs of problems with turnover.
- An assessment of your current vulnerability.
- Actionable strategies to implement

Who will benefit?

This course is suitable for managers or supervisors in any industry or sector.


Cost

On-demand: \$25 per User

### Accelerating Motivation and Productivity: Employee Engagement Fundamentals

**Course Type:** On-Demand Training 

**Certificate:** Included

**Duration:** Six, 60 minutes modules 

In this course, you will learn about the 4 Pillars of Engagement and how to incorporate better employee engagement in your workplace. We recommend taking this course over 6 weeks, doing one module weekly.

Learning Outcomes:

- An in-depth understanding of employee engagement and its importance.
- Practical actions to start incorporating change immediately.

Who will benefit?

This course is suitable for managers or supervisors in any industry or sector.

Cost

On-demand: \$450 per User

Cohort (8 person minimum): \$1500 per User

### Disengagement: Determining Your Vulnerability

**Course Type:** On-Demand Training 

**Certificate:** Not Available

**Duration:** 15 minutes

In this course, you will learn about the common warning signs that your business is vulnerable to Labour Value Loss associated with Disengagement.

Learning Outcomes:

- How to clearly identify the warning signs of problems with disengagement.
- An assessment of your current vulnerability.
- Actionable strategies to implement

Who will benefit?

This course is suitable for managers or supervisors in any industry or sector.

Cost

On-demand: \$25 per User

### Absenteeism: Determining Your Vulnerability

**Course Type:** On-Demand Training 

**Certificate:** Not Available

**Duration:** 15 minutes

In this course, you will learn about the common warning signs that your business is vulnerable to Labour Value Loss associated with Absenteeism.

Learning Outcomes:

- How to clearly identify the warning signs of problems with absenteeism.
- An assessment of your current vulnerability.
- Actionable strategies to implement

Who will benefit?

This course is suitable for managers or supervisors in any industry or sector.

Cost

On-demand: \$25 per User

### Presenteeism: Determining Your Vulnerability

**Course Type:** On-Demand Training 

**Certificate:** Not Available

**Duration:** 15 minutes

In this course, you will learn about the common warning signs that your business is vulnerable to Labour Value Loss associated with Presenteeism.

Learning Outcomes:

- How to clearly identify the warning signs of problems with presenteeism.
- An assessment of your current vulnerability.
- Actionable strategies to implement

Who will benefit?

This course is suitable for managers or supervisors in any industry or sector.

Cost

On-demand: \$25 per User

### Bad Hire: Determining Your Vulnerability

**Course Type:** On-Demand Training 

**Certificate:** Not Available

**Duration:** 15 minutes

In this course, you will learn about the common warning signs that your business is vulnerable to Labour Value Loss associated with a Bad Hire.

Learning Outcomes:

- How to clearly identify the warning signs of problems with a bad hire.
- An assessment of your current vulnerability.
- Actionable strategies to implement

Who will benefit?

This course is suitable for managers or supervisors in any industry or sector.

Cost

On-demand: \$25 per User

### Labour Value Loss Bundle

**Course Type:** On-Demand Training 

**Certificate:** Included

**Duration:** Five, 15 minutes modules

In this course, you will receive 5 Determining Your Vulnerability courses for one easy and convenient purchase. You will receive:

- Turnover: Determining Your Vulnerability
- Disengagement: Determining Your Vulnerability
- Absenteeism: Determining Your Vulnerability
- Presenteeism: Determining Your Vulnerability
- Bad Hire: Determining Your Vulnerability

Learning Outcomes:

- How to clearly identify the warning signs of problems with the 5 common labour issues.
- 5 assessments of your current vulnerability.

Who will benefit?

This course is suitable for managers or supervisors in any industry or sector.


Cost

On-demand: \$125 per User



\* Price includes 20 course keys, extra keys are \$100/key

### SPECTrum™: A Catalyst for Increasing Team Performance

**Course Type:** Workplace Training   
**Certificate:** Included  
**Duration:** 3 Hour Group Training

In this course, you will learn about the value of Strength-Based Teams, the 6 Roles of Mastery, and complete an assessment to discover your natural preferences in a team dynamic.

Learning Outcomes:

- Discovery of your personal preference among the 6 Roles and how they work together to increase team performance.

Who will benefit?

This course is designed to be completed by all members of a work team, as part of a workplace’s incorporation of SPECTrum™ Workplace Enhancement Program.

Cost

On-demand: \$150 per User (60 minutes)  
Cohort: \$3000/Group\* [Bulk Purchase Pricing Available]

### Igniting Motivation™: The 8 Sparks of Purpose

**Course Type:** Workplace Training   
**Certificate:** Included  
**Duration:** 3 Hour Group Training

In this course, you will learn about how to tap into and sustain motivation, the 8 Sparks of Purpose, and assess how you find meaning in your work.

Learning Outcomes:

- Discovery of your personal preference among the 8 Sparks and how important it is to connect them to your everyday actions.


Who will benefit?

This course is designed to be completed by all members of a work team, as part of a workplace’s incorporation of Igniting Motivation™ Workplace Enhancement Program.

Cost

On-demand: \$150 per User (60 minutes)  
Cohort: \$3000/Group\* [Bulk Purchase Pricing Available]

### Autonomy Freeway™: The Road To Empowering Productivity

**Course Type:** Workplace Training   
**Certificate:** Included  
**Duration:** 3 Hour Group Training

In this course, you will learn about the difference between Rules that Restrict and Rules that Empower, the 6 Freedoms of Autonomy, and complete a preference assessment.

Learning Outcomes:

- Discovery of your personal preference among the 6 Freedoms and how you prefer to be empowered.

Who will benefit?

This course is designed to be completed by all members of a work team, as part of a workplace’s incorporation of Autonomy Freeway™ Workplace Enhancement Program.

Cost

On-demand: \$150 per User (60 minutes)  
Cohort: \$3000/Group\* [Bulk Purchase Pricing Available]

### Sevenfold Recognition™: Lifting Workplace Morale

**Course Type:** Workplace Training   
**Certificate:** Included  
**Duration:** 3 Hour Group Training

In this course, you will learn about how to better how you receive and show recognition at work and how it improves relationships and morale.

Learning Outcomes:

- Discovery of your personal preference among the 7 Methods of Recognition and how to use them to appreciate others.

Who will benefit?

This course is designed to be completed by all members of a work team, as part of a workplace’s incorporation Sevenfold Recognition™ Workplace Enhancement Program.

Cost

On-demand: \$150 per User (60 minutes)  
Cohort: \$3000/Group\* [Bulk Purchase Pricing Available]

## Improving Employee Engagement

**Course Type:** On-Demand Training



**Certificate:** Not Available

**Duration:** 60 minutes

This course is a standalone module of Accelerating Motivation and Productivity.

In this course, you will learn about the importance of employee engagement to an organization's growth and profitability.

Learning Outcomes:

- An understanding of the common mistakes with employee engagement.
- Greater awareness of the steps needed to make employees more motivated and engaged at work.

Who will benefit?

This course is suitable for owners, managers, or supervisors in any industry or sector.

Cost

On-demand: \$125 per User

## Improving Autonomy at Work

**Course Type:** On-Demand Training



**Certificate:** Not Available

**Duration:** 60 minutes

This course is a standalone module of Accelerating Motivation and Productivity.

In this course, you will learn about how the rules and expectations of the workplace influence how empowered or restricted employees feel.

Learning Outcomes:

- An understanding of the common mistakes with incorporating Autonomy at Work.
- Greater awareness of the steps needed to provide employees more autonomy and increase responsibility and accountability.

Who will benefit?

This course is suitable for owners, managers, or supervisors in any industry or sector.

Cost

On-demand: \$125 per User

## Improving Recognition at Work

**Course Type:** On-Demand Training



**Certificate:** Not Available

**Duration:** 60 minutes

This course is a standalone module of Accelerating Motivation and Productivity.

In this course, you will learn about the unintended consequences that arise when recognition is poorly understood and implemented.

Learning Outcomes:

- An understanding of the common mistakes with incorporating Recognition at Work.
- Greater awareness of how to effectively and sustainably make employees and coworkers feel appreciated and respected.

Who will benefit?

This course is suitable for owners, managers, or supervisors in any industry or sector.

Cost

On-demand: \$125 per User

## Improving Mastery at Work

**Course Type:** On-Demand Training



**Certificate:** Not Available

**Duration:** 60 minutes

This course is a standalone module of Accelerating Motivation and Productivity.

In this course, you will learn how and why most skill development is often misunderstood and ineffective, and how to change that.

Learning Outcomes:

- An understanding of the common mistakes with incorporating Mastery at Work.
- Greater awareness of how to better incorporate and develop the skills and experience of employees.


Who will benefit?

This course is suitable for owners, managers, or supervisors in any industry or sector.

Cost

On-demand: \$125 per User

## Improving Purpose at Work

**Course Type:** On-Demand Training 

**Certificate:** Not Available

**Duration:** 60 minutes

This course is a standalone module of Accelerating Motivation and Productivity.

In this course, you will learn about how and why well-meaning efforts to inspire employees are often ineffective and unsustainable.

Learning Outcomes:

- An understanding of the common mistakes with incorporating Purpose at Work.
- Greater awareness of how to properly and sustainably connect employee's work to the things that give them meaning.

Who will benefit?

This course is suitable for owners, managers, or supervisors in any industry or sector.


Cost

On-demand: \$125 per User

## Rethinking Your Workforce Appeal: Moving Beyond Compliance

**Course Type:** On-Demand Training 

**Certificate:** Not Available

**Duration:** 60 minutes 

In this course, you will learn about the realities and expectations of today's workforce and how to improve your appeal in the labour market.

Learning Outcomes:

- A clear understanding of what factors cause job dissatisfaction and how to address them.
- Introduction to a tool that can help you meet workforce expectations and eliminate job dissatisfaction.

Who will benefit?

This course is suitable for HR professionals, owners, managers, or supervisors in any industry or sector.


Cost

On-demand: \$99 per User

## Rethinking Inclusive Workplaces: Creating Belonging and Engagement

**Course Type:** On-Demand Training 

**Certificate:** Not Available

**Duration:** 60 minutes 

In this course, you will learn about the common missteps we take when trying to address Diversity, Equity, and Inclusion and how to create a foundation where staff feel like they belong.

Learning Outcomes:

- A clear understanding of where to start with DEI efforts and initiatives.
- Better awareness of the steps needed to create a more inclusive and engaged workplace.

Who will benefit?

This course is suitable for HR or DEI professionals, managers, or supervisors in any industry or sector.

Cost

On-demand: \$99 per User


## Productivity Insulation Bundle: Protecting Your Profitability

**Course Type:** On-Demand Training 

**Certificate:** Included

**Duration:** Nine, 60 minutes Modules 

In this bundle of courses, you will receive:

- Rethinking Your Workforce Appeal 
- Rethinking Labour Costs
- Labour Value Loss Bundle
- Accelerating Motivation and Productivity

Learning Outcomes:

- Tools and processes to make a more competitive and profitable business.

Who will benefit?

This course is suitable for any business leader.

Cost

On-demand: \$755 per User


Cohort: \$3300 per User (includes 1 Personalized Session)

Personalized: \$7000 per User


\* Price includes 20 course keys, extra keys are \$100/key

\*\* Only included in Personalized Coaching option

### Morale and Motivation Bundle: Harmony in the Workplace

**Course Type:** On-Demand Training 

**Certificate:** Included

**Duration:** 3 ½ Hours + Team Instruction 

In this bundle of courses, you will receive:

- Rethinking Labour Costs
- Disengagement: Determining Vulnerability
- Absenteeism: Determining Vulnerability
- Improving Employee Engagement
- Improving Recognition at Work
- Sevenfold Recognition (for all staff)\*\*

Learning Outcomes:

- Tools and processes to improve communication and morale.

Who will benefit?


This course is suitable for leaders looking to improve morale and motivation of their teams.

Cost

On-demand: \$400 per User (only 5 courses)

Personalized: \$5000 per User\*


### Getting Started with Inclusion Bundle

**Course Type:** On-Demand Training 

**Certificate:** Included

**Duration:** Five, 60 minutes Modules 

In this bundle of courses, you will receive:

- Rethinking Your Workforce Appeal 
- Rethinking Labour Costs
- Improving Employee Engagement
- Rethinking Inclusive Workplaces
- Improving Autonomy at Work

Learning Outcomes:

- Tools and processes to help organizations begin to create inclusion and belonging.

Who will benefit?

This course is suitable for any manager/leader who is interested in support more inclusive practices.

Cost

On-demand: \$550 per User


Cohort: \$2100 per User (includes 1 Personalized Session)

Personalized: \$4000 per User


### Creating Inclusion at Work Bundle

**Course Type:** On-Demand Training 

**Certificate:** Included

**Duration:** Seven, 60 minutes Modules 

In this bundle of courses, you will receive:

- Rethinking Your Workforce Appeal 
- Rethinking Labour Costs
- Labour Value Loss Bundle
- Improving Employee Engagement
- Rethinking Inclusive Workplaces
- Improving Autonomy at Work
- Improving Recognition at Work

Learning Outcomes:

- Practical strategies to improve inclusion.

Cost

On-demand: \$800 per User

Cohort: \$2600 per User (includes 1 Personalized Session)

Personalized: \$5300 per User

### Championing Inclusion in Your Workplace Bundle

**Course Type:** On-Demand Training 

**Certificate:** Included

**Duration:** Nine, 60 minutes Modules + Coaching

In this bundle of courses, you will receive:

- Rethinking Your Workforce Appeal
- Rethinking Labour Costs
- Labour Value Loss Bundle
- Improving Employee Engagement
- Rethinking Inclusive Workplaces
- Improving Autonomy at Work
- Autonomy Freeway (for all staff)

Learning Outcomes:

- Tools to champion inclusive change.

Cost

Personalized: \$8500 per User

- 12 Weeks of support\*



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