

T3 User Group Meeting

7/25/25

Here's a **summary** of the key updates, initiatives, and discussion points covered in the meeting:

Workbook & Statistics Updates

- A new approach was introduced to keep leadership statistics current:
 - A QR code and web link have been added to workbook pages.
 - Users can scan or click to access the latest statistics for each workshop.
 - This eliminates the need to reprint or update workbooks frequently.
 - Source links are included for credibility and can be updated without showing dates.
- Each workshop will have a dedicated stats page on the website, organized by number (e.g., /1, /2, etc.).
- New discussion/reflection questions will remain static while stats will be updated regularly.
- PowerPoint presentations for workshops will reflect the latest statistics and will be stored in the T3 Certification Library for easy access and the most up to date PPT version.

Video Learning vs. E-Learning

- "Be a Great Leader" video series is available for the first four workshops and is being expanded:
 - Uses microlearning videos with workbooks and interactive elements.
 - Designed for clients wanting video-based delivery for foundational content.
 - Maximize Performance 365 is the next video being produced.
 - Goal: Have all 12 workshops in video format by year-end.

- E-learning offers a more structured, trackable LMS-based approach with quizzes, due dates, reminders, and downloadable workbooks.
- Many clients prefer the video format for engagement and flexibility.

LMS & Platform Integration

- Transitioning from Kajabi to Bridge LMS to consolidate systems and cut costs:
 - Will provide a single sign-on experience across all learning platforms.
 - Enables tracking, reminders, deadlines, and user management within one system.
 - Should be fully transitioned within the next month.
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Content Upgrades & Feedback

- A major upgrade of all 12 workshops is planned for next year (2026):
 - Will include updated content, models, and possibly new stories (e.g., replacing “Carlos”).
 - A survey will be sent in the fall to gather input from facilitators.
 - Workshop forms, articles, and resources will also be centralized on the new web pages.
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Licensing & Hosting Options

- T3 clients can license SCORM files to host e-learning on their own LMS.
 - Allows for internal tracking and integration into existing HR systems.
 - About 7 clients are already using this option currently.
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Referral Program

- T3 customers can participate in the **Market Partner Program**:
 - Offers a **10% commission or credit** for any referred business.

Article Access Improvements

- Previously restricted **Harvard Business Review articles** are now available as PDFs to eliminate login barriers.

360 Feedback & Development Plans

- Strong emphasis on **follow-up** after 360 feedback:
 - Best practice is for facilitators and leaders to check in on development plans.
 - Encouraged to integrate development conversations into Leader of Leader meetings.

Delivery Formats Discussion

- In-person vs. virtual delivery:
 - Virtual is widely used, especially for coaching.
 - Many find blended formats (some live, some virtual) challenging—particularly for workshops.
 - Preference is for fully virtual or fully in-person sessions.
- Virtual coaching:
 - Increasingly common and effective, especially for groups of 6 or fewer.
 - Saves time and resources compared to in-person sessions.
- Virtual workshops:
 - For groups larger than 15, engagement can be difficult.
 - An option may be to have two 2-hour virtual sessions per workshop (instead of one 4-hour block), followed by coaching.

Accessibility Compliance

- There was a request to verify whether e-learning and video modules meet accessibility standards (screen reader compatibility, captions, etc.).
 - Theresa will follow up on this and report back to the User Group.
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Next Steps & Takeaways

- Upcoming newsletter will include:
 - Link to "Be a Great Leader"
 - Virtual best practices document
 - Accessibility follow-up
 - LAAL team contact information
- Workshop content and tech platform enhancements will continue throughout the year.
- Facilitators are encouraged to share feedback, participate in upcoming surveys, and refer potential clients.