



# Consult. Create. Continue.

**"If there is no blueprint for where you want to go, create one."**

"3C's Training Group tailored a leadership development training program for library staff in Georgia. Dr. Walker facilitated informative online webinars and delivered an interactive, in-person workshop. Library leaders across the state of Georgia look forward to having Dr. Walker provide more leadership training. We highly recommend 3C's Training Group to develop your company's leaders!"

**Dorcas Davis | Director of Continuing Education & Training,  
Georgia Public Library Services**

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# About KRISTAL WALKER

I have worked in the learning and organizational development space for over 15 years helping clients engage people, apply processes, and implement technology to improve human and organizational performance. My expertise includes developing strategy and executable tactics in the areas of leadership development, talent development, succession planning, diversity & inclusion, performance management, and employee engagement.

A teacher by trade and a thought leader by temperament, I bring great value to the partnerships and relationships I've built over the course of my career. I launched 3C's Training Group alongside my full-time career to design and develop soft skills and compliance training for small and medium-size companies. As such, my passion for personal and professional transformation in others continue to grow to new heights, as well as my interest in creating content, courses, and learning programs.



I earned an undergraduate degree in human services, a graduate degree in management and organizational leadership, and a Doctor of Management degree in organizational leadership. I'm a Certified Professional in Training Management™ and pride myself on developing the next generation of leaders using sound evidence-based curricula. I'm also certified in analyzing both Caliper and PDP Global Assessment data, which allows me to provide expert coaching and strategy in building talent from selection through succession. When it's all said and done, I get to be the wife to my loving and supportive husband, and the mother to my amazing children.

## My Philosophy on Learning, Leadership, & Organizational Development

I firmly believe people grow companies, companies grow healthy economies, and healthy economies enhance the quality of life. For this reason, I find great value in developing people and organizations by offering expertise in learning, leadership, and organizational development solutions to B2B and B2C clients.

My andragogical approach to learning and development is to use a mixture of reading, writing, role-playing, and discussion to explore issues and relate them to the lives of my clients and myself. A basic premise for any course that I've built and taught is that both my learners and I bring to the learning environment a wealth of knowledge from our personal and professional experiences. Those experiences coupled with empathy, transparency, and accountability to transform skills into performance is typically the ground upon which my content yield the highest return on investment for everyone involved.



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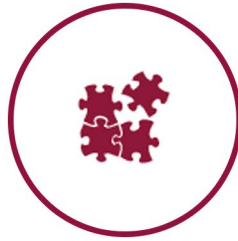
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## We Consult

I'm a subject-matter expert in learning, leadership, and organizational development. I collaborate with stakeholders to find the right solutions and I participate in planning from day one.



## I Create

I see the learning, leadership, and organizational development solutions that I design for stakeholders in an enterprise context. I create objectives with strategic goals, team needs, and individual abilities in mind.



## You Continue

I aspire to have an impact to the bottom line. I partner with stakeholders to measure the impact of training by ensuring the anticipated behaviors transfers on the job well after the training event.

## My Core Values

- **Integrity:** I uphold strong moral principles
- **Ownership:** I own my work and my client relationships
- **Innovation:** I value intellect and creativity
- **Excellence:** I focus on quality
- **Service Satisfaction:** I deliver on promise

"Kristal is dedicated, professional, and always willing to go out of her way to provide excellent support for her students."

**Nadira Charaniya, Ed.D., Educator and Administrator, Springfield College**

## My Validated Expertise

### CERTIFIED CALIPER ESSENTIALS CONSULTANT

As a Caliper Essentials Certified professional, I'm considered the "go-to" resource who best understands the Caliper process and can effectively answer questions about Caliper Profiles and how they align with any organization. I understand how to leverage Caliper Profile assessment insights to make intelligent talent decisions across recruitment, onboarding, training, succession planning, leadership development, team building, and many other talent management initiatives.

### CERTIFIED PROFESSIONAL IN TRAINING MANAGEMENT

As a Certified Professional in Training Management, I've undergone extensive training to learn the core responsibilities required to manage a high-performing training organization. I am certified in the principles needed to align learning and development with business goals and have demonstrated mastery of the most critical competencies defined in Training Industry's Training Manager Competency Model™.

### CERTIFIED PDP PROFESSIONAL

As a Certified PDP Professional, I've immersed myself in mastering the understanding of people dynamics and PDP's people management system. I focus on helping clients enhance their personal and professional communication by understanding their natural traits and how to leverage them when communicating and engaging with others. I also help clients explore a variety of ways to use PDP assessment data to enhance the employee life-cycle processes and systems within their organizations.

## MY SELECT CLIENT LIST

- arc • Arcadia Association of Realtors • Celerity Education Group • Choice Liberation Mentoring • Conservation Corps North Bay  
• Georgia Public Library Services • Greater Los Angeles Local Union Number 11 • Nahum's Place



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## My Client Testimonials

"In 2016, California modified its labor law and as a result, all employers are required to provide specific training on harassment and bullying to every employee. This was a daunting task, and given the importance of this, I contacted Dr. Walker to provide such training. With very little advance notice, she put together a comprehensive instructor-led training and presentation. Not only did it cover the essentials we requested, but because she took the extra steps to get acquainted with our business, our employee population, and our culture, Dr. Walker expanded the training points to include other safety and security factors that we did not consider. Of the attendees, 98% rated this training at 9.6 out of 10. I highly recommend that you engage Dr. Walker in your training initiatives. Your employees will be delighted and well educated."

**Tina Curran, Vice President, HR & Operations, arc**

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"As a professional transitioning my expertise from mortgage lending to human services, marketing my skills with a new resume was a little overwhelming. Kristal was able to guide me through the entire process. Her ability to align my career with my strong points in a very concise and visually appealing way was amazing. Not only did she capture the true essence of my professional attributes and experience, but Kristal also delivered my final documents in several formats, to mate with various applicant tracking systems. I plan to work with Kristal again in the future to take advantage of her leadership development courses. I highly recommend her to anyone in need of personal and professional development."

**Wendy Melchor, CEO & Founder, Choice Liberation Mentoring Supportive Living Services**

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"Dr. Walker joined Guitar Center at a time when there was practically no leadership development training in place. She quickly engaged with her superiors and established a training program that encouraged people to invest in their development. The classes were engaging and filled with lots of informative concepts and tools to facilitate professional growth. Her positive attitude and personal approach to development and leadership are a tremendous asset to any organization in search of someone to aid in the growth of their people."

**Alrick Bills, Guitar Center Peer**

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"As a new Entrepreneur it's been a great challenge for me personally and professionally to get my business off the ground. It's taken me 10 years to be exact and that's because the playing field has transformed overnight taking a whole new approach. If I hadn't been introduced to Dr. Kristal Walker, I would have given up on my dream job. I've taken many training sessions, had mentors and coaches; yet still was unable to access my full potential...that is until I started working with Dr. Walker. The training style she provides is by far the most innovative that I've ever experienced. It's contagious! Kristal causes you to think outside the box so that you can experience the bigger picture. As a result of our time together, I now have the foundation and confidence I need to launch my nonprofit. Kristal stretched me and helped to fortify the talents I already possessed but wasn't utilizing. She's ahead of the personal and professional development game by leaps and bounds. Kristal is a world changer and a force to be reckoned with."

**Adriane McIntyre, Founder, Breakthrough Parenting**



# My Premier Products & Services

Imagine working in a field that you absolutely love and suddenly find yourself experiencing a personal performance crisis. Maybe your performance on the job is great but you've identified a skill (or two) that you'd like to improve in the short term. The resolve is intentional performance coaching. It's an investment that yields a PRICELESS return!

I'd love to partner with you to assess your skills and create an individual development plan that aligns perfectly with your career aspirations. As a Certified Caliper Consultant, I'll work with you to create an individual development plan with strategic goals and executable tactics to help you develop and hone your skills in the areas that impact your best on-the-job performance. Take advantage of the following coaching options:

## Silver Coaching \$5,000

- 2 months
- Develop a single competency
- Profile assessment & debrief
- 4x60-minute sessions
- Competency development activity
- Action plan for one personal development goal

## Gold Coaching \$10,000

- 4 months
- Develop up to two (2) competencies
- Profile assessment & debrief
- 8x60-minute sessions
- Competency development activity
- Email support in between sessions
- Action plan for one personal and one professional development goal

## Platinum Coaching \$20,000

- 6 months
- Develop up to three (3) competencies
- Profile assessment & debrief
- 12x60-minute sessions
- Competency development activity
- Email support in between sessions
- Post-session action plan development
- Action plan for one personal, one professional, and one positional development goal



## 25 Tips to Owning Your Personal and Professional Development

### EBOOK

There is something to be said about individuals who are intentional about developing themselves personally and professionally. Be among the first of many life-long learners to grab this "game changing" guide to owning your personal and professional development.

**Purchase a copy and activate a tip (or two) to transform your career trajectory TODAY!**



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# | Diversity, Inclusion & You

## TRAINING PROGRAM

The most profitable companies have discovered that “inclusion” is the secret to their success. The act alone requires cultivating a culture that embraces the diversity of ideas, knowledge, perspectives, approaches, and styles that lead to peak performance for the individual and the business.

I've built an exclusive three-part Diversity & Inclusion training program that helps companies: (1) make a compelling case for incorporating diversity into its business strategy, and (2) prepare staff to identify and diplomatically address unconscious bias that hinders the making of an inclusive work culture. I'd love to partner with you and your teams to help create a more inclusive and engaged workforce.



### PART I: DIVERSITY

- The Business Case for Diversity (*Discussion*)
- How Different Are You? (*Activity*)



### PART II: INCLUSION

- Global Diversity & Workforce Trends (*Discussion*)
- Who Do We Save? (*Activity*)



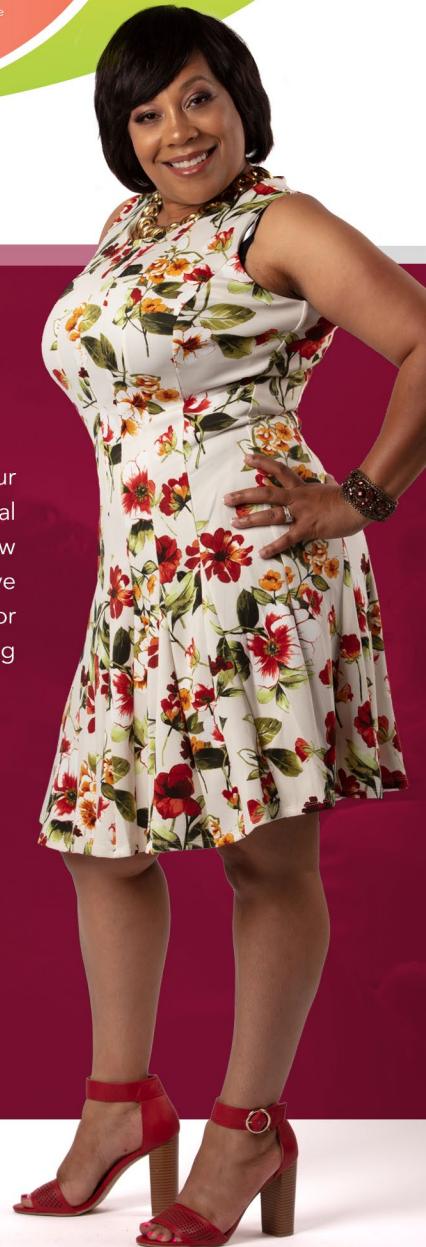
### PART III: YOU

- Identifying Unconscious Bias (*Discussion*)
- Re-Introducing Yourself at Work (*Activity*)



## TRAINING PROGRAM

Ensuring a pipeline exists to lead people and address current and future challenges is a growing need within many corporate organizations, educational institutions, and community-based agencies. In response to this need, I've created a leadership development model that requires an intentional focus on the life-cycle of a leader. Each phase of the model presents an opportunity for leaders to enhance their core leadership skills while addressing contemporary leadership challenges. If you're looking to transform a cohort of existing and emerging managers into high-performing and high-potential leaders who could excel in your most critical roles, take advantage of my exclusive LEAD M3 product line to include formal training, leadership development activities cards, a daily leadership development calendar, and access to my proprietary digital learning series.



# Training-in-a-Box

Imagine the luxury of training all, or a portion of your workforce on relevant topics that align with your business strategy. Well now your company can select from a myriad of topics to address organizational challenges, maintain compliance, or develop internal talent. Whether you're looking to onboard a new employee or build an existing team, I've got you covered. Visit my site to browse through my extensive "training-in-a-box" soft skills library to develop select teams or your entire staff. This is a great solution for organizations with an internal trainer or a busy training team who would prefer to outsource its learning and development needs.

### Here's what's included:

#### Facilitator Kit

- Key points for discussion
- Helpful tips for maximizing engagement
- Time allotment for skills application activities

#### Learner Kits

- Learner Workbooks
- Reinforcement Activities
- Job Aids

#### Digital Assets

- PowerPoint Slides
- Content Overview Videos

#### Internal Marketing Materials

- Custom Invitation Flyer
- Custom Invitation Email

# My Thought Leadership

ARTICLES AND PODCAST

## Leadership Development

- **Friendship vs. Leadership:** Establishing Clear Relationship Boundaries for Effective Leadership Development ([Article Link](#))
- **HiPo Hiccups:** Implementing Multi-Level Leadership Development Initiatives ([Article Link](#))
- **Internal Bench Strength:** Who's Up Next at Bat? ([Article Link](#))
- **Leadership Development:** Why Skills Aren't Enough ([Article Link](#))
- **New Year, New Leader:** Making Coaching and Feedback Part of Daily Leadership ([Article Link](#))
- **Why Leaders Should Embrace the F.L.U. Season** ([Article Link](#))
- **Women Lead the Way in Learning and Development** ([Article Link](#))

## Professional Development

- **Career Pathways in L&D:** How I Earned My Place as a Learning & Development Professional ([Article Link](#))
- **Embracing Lifelong Learning |** ([Article Link](#))



## Strategic Alignment & Planning

- **3 Tips for Creating an L&D Plan that Makes an Impact** ([Article Link](#))
- **I Want to Dance with Somebody:** Effective Diversity and Inclusion Initiatives ([Article Link](#))
- **Securing an Internal Champion:** A Learning Leader Challenge ([Article Link](#))
- **The Business of Learning, Episode 17:** Career Pathways in Learning and Development ([Podcast Link](#))
- **Use What's In Your Hand:** Creating an L&D Plan with Lean Funding and Resources ([Article Link](#))

## Learning, Leadership & Organizational Development

### Learning and Development Trends ([Video Link](#))

This video highlights what training trends are capturing the attention of learning and development leaders in a variety of organizations.

### Helping Associates Find Their Sound ([Video Link](#))

As Director of Organizational Development, Dr. Kristal Walker was responsible for learning and development enterprise-wide.

### How Do Learning Leaders Select Training Vendors ([Video Link](#))

Organizations want to hire companies and consultants that will be their partner, understand their mission and help them accomplish their goals.

### L&D Impact of Organizational Performance ([Video Link](#))

Today's learning and development leaders are more focused than ever on improving their organization's performance.

### Destined to L.E.A.D. ([Video Link](#))

The most frightening experience for any new leader is having to take on greater responsibility without the opportunity to learn the functional skills of the new role early in the transitional stage. This experience is exacerbated when leading people becomes a part of the equation. Check out a few best practices for first-time leadership!

