



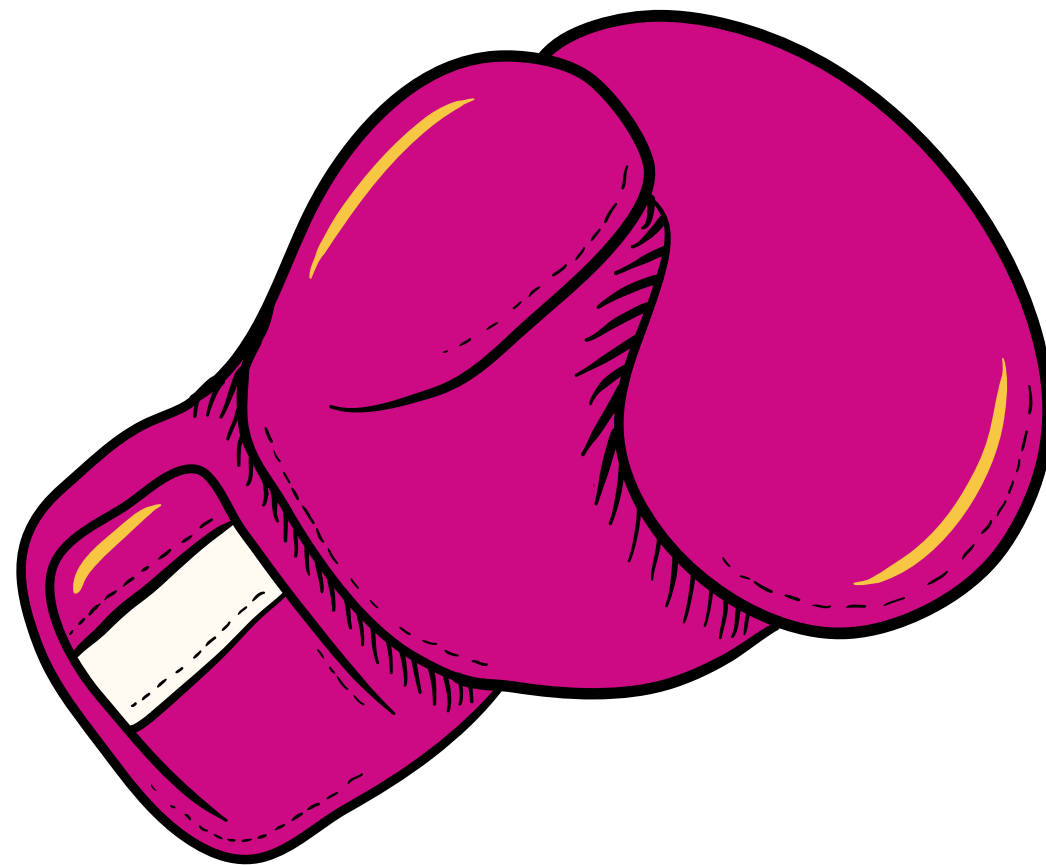
THINK LIKE A **PARTNER**:

THE INTERNAL SHIFTS THAT

TRANSFORM L&D'S EXTERNAL IMPACT

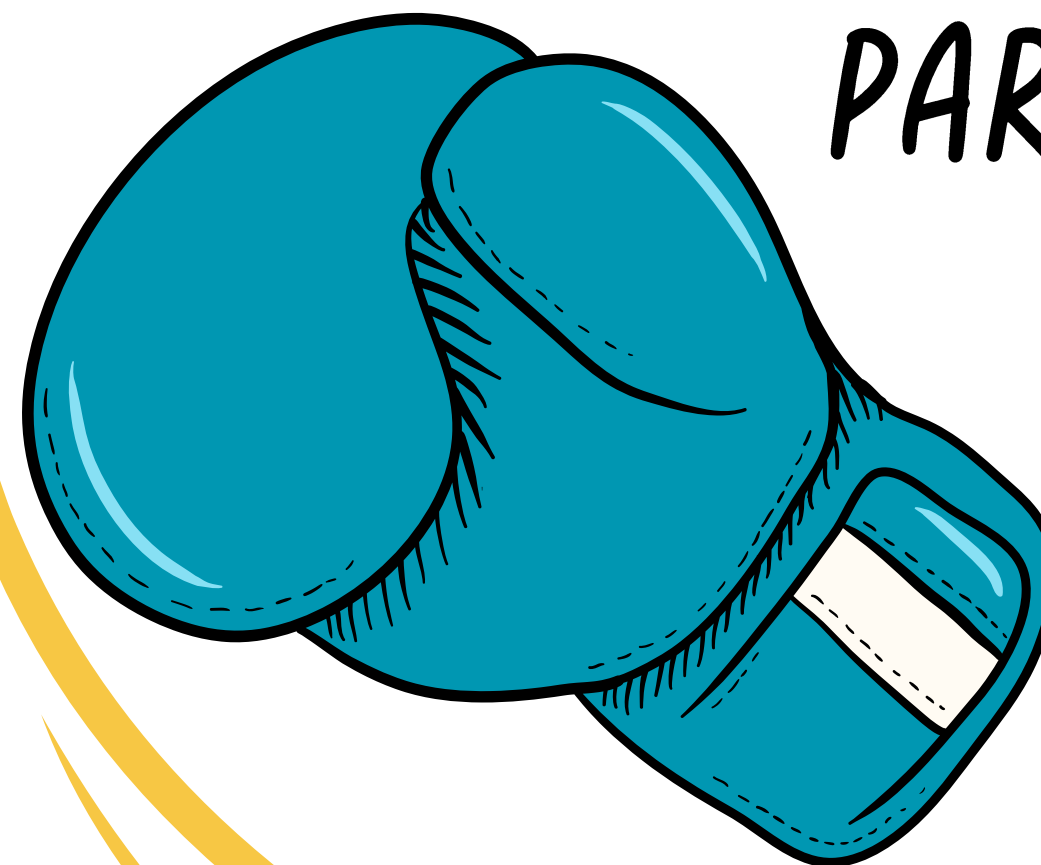
Jess Almlie, Author - *L&D Order taker No More! Become a Strategic Business Partner*
ATD Webinar, September 18, 2025

ORDER
TAKER



VS.

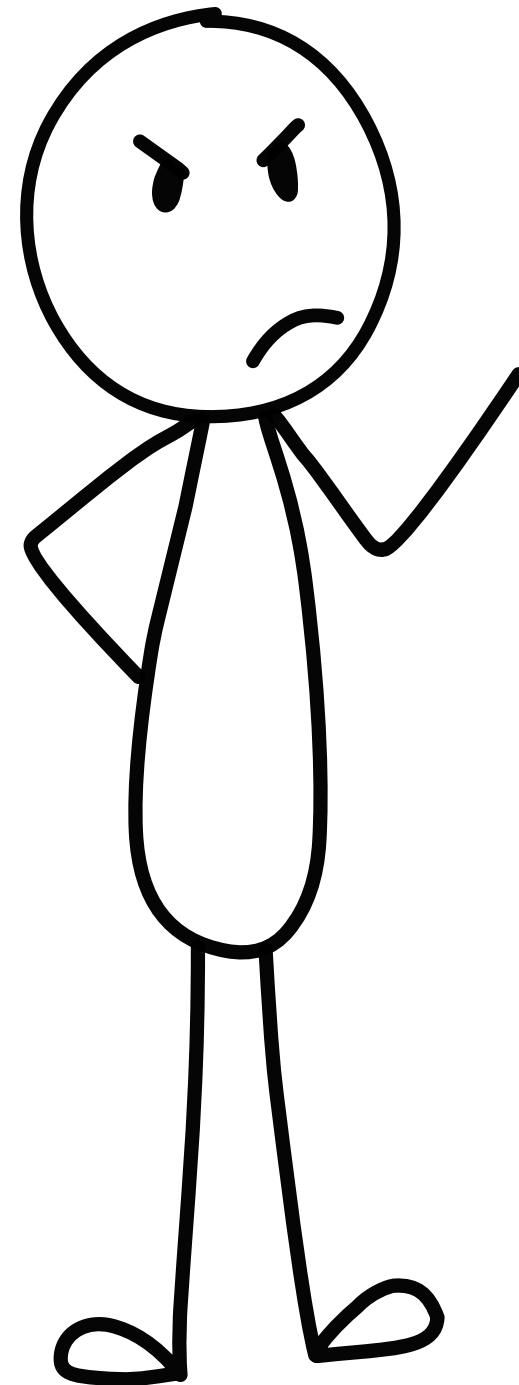
STRATEGIC
BUSINESS
PARTNER



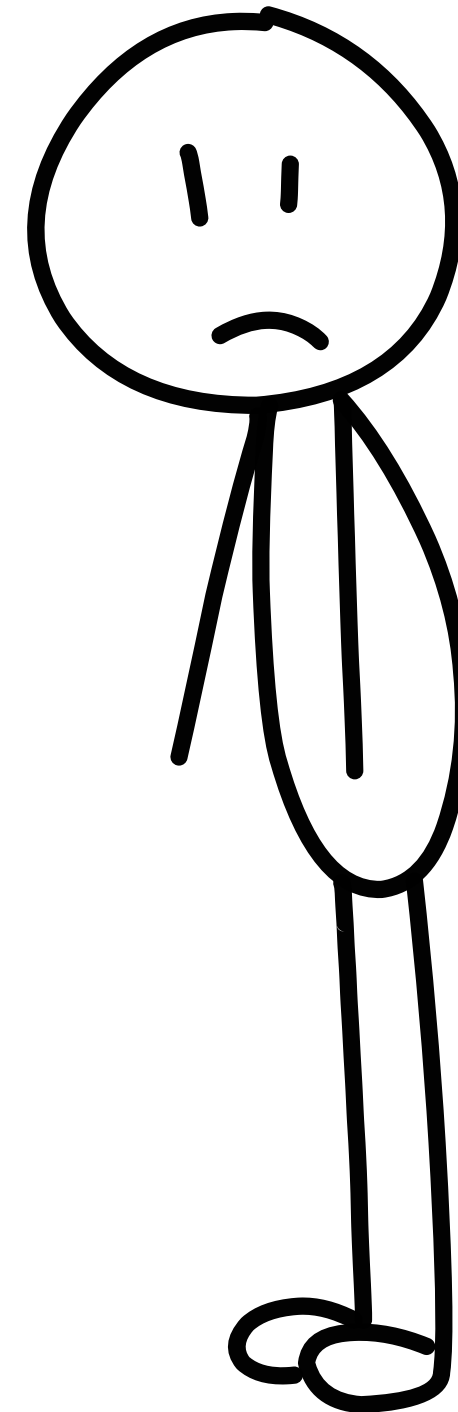
4 INTERNAL SHIFTS = EXTERNAL IMPACT



I ASKED YOU
FOR TRAINING

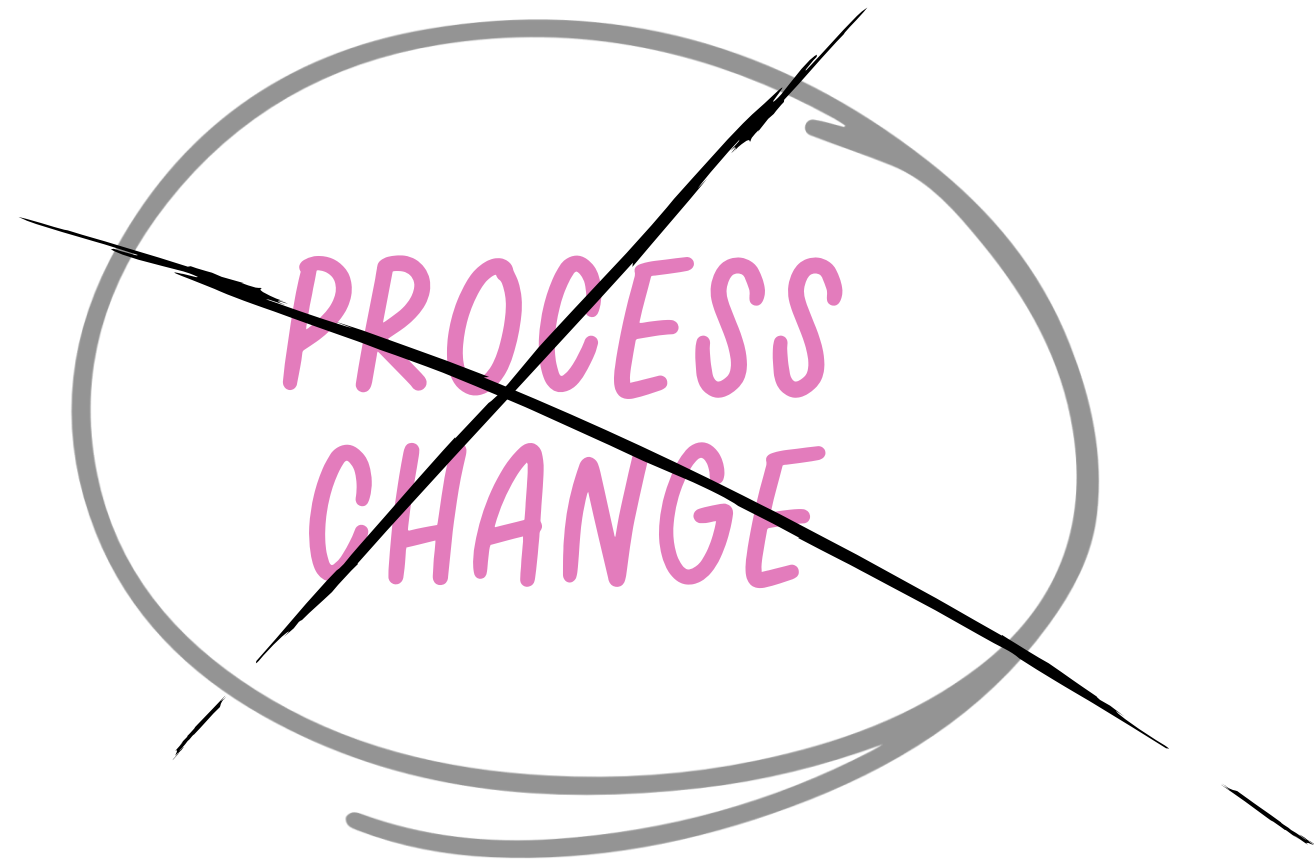


ISN'T THAT
WHAT YOU DO?



WELL, I
JUST...

BECOMING A STRATEGIC BUSINESS PARTNER



FOR THE ENTIRE ORGANIZATION

4 INTERNAL SHIFTS = EXTERNAL IMPACT

1

THE MOVE TO STRATEGIC BUSINESS
PARTNER IS A CULTURAL AND MINDSET
SHIFT FOR THE ENTIRE ORGANIZATION.

3

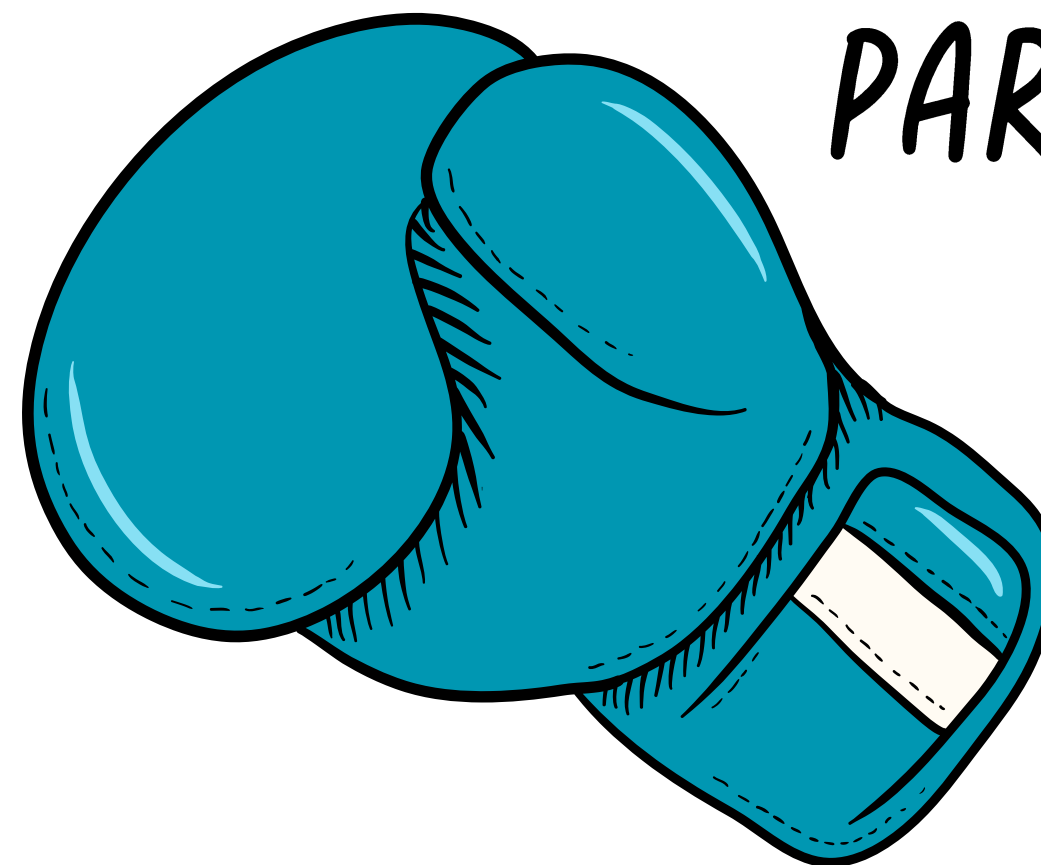
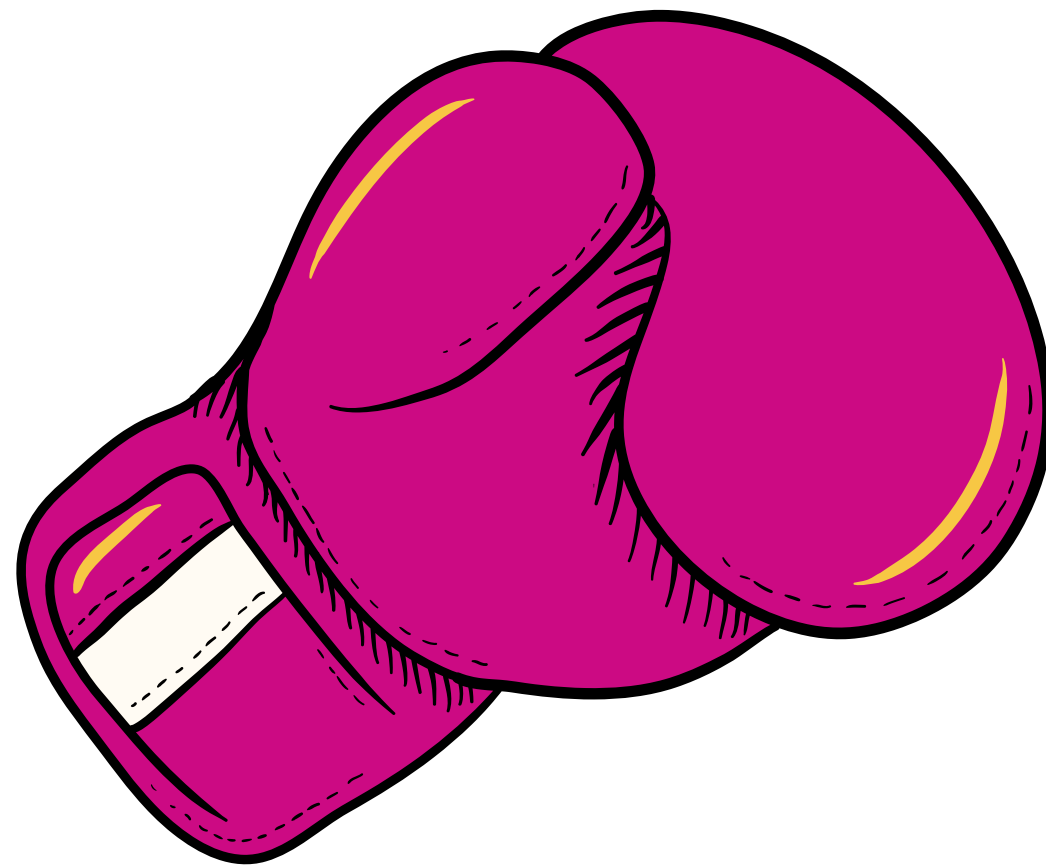
2

4

ORDER
TAKER

VS.

STRATEGIC
BUSINESS
PARTNER



OPPOSITES

HOT

COLD

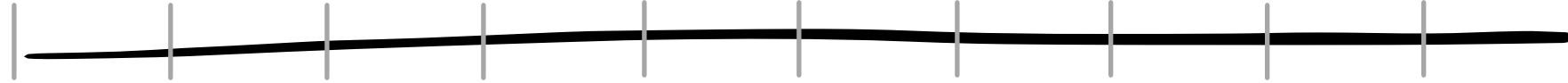
FAST

SLOW

ORDER
TAKER

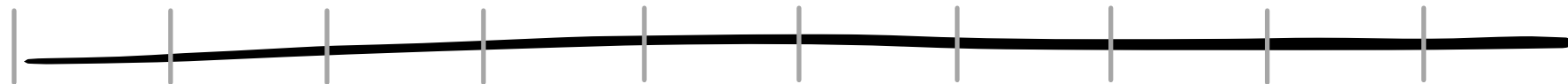
STRATEGIC
BUSINESS
PARTNER

HOT



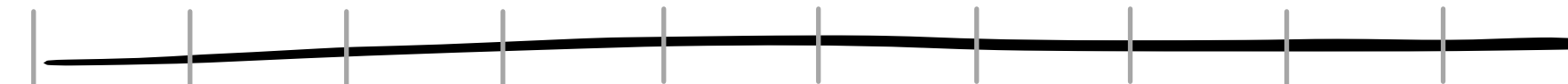
COLD

FAST



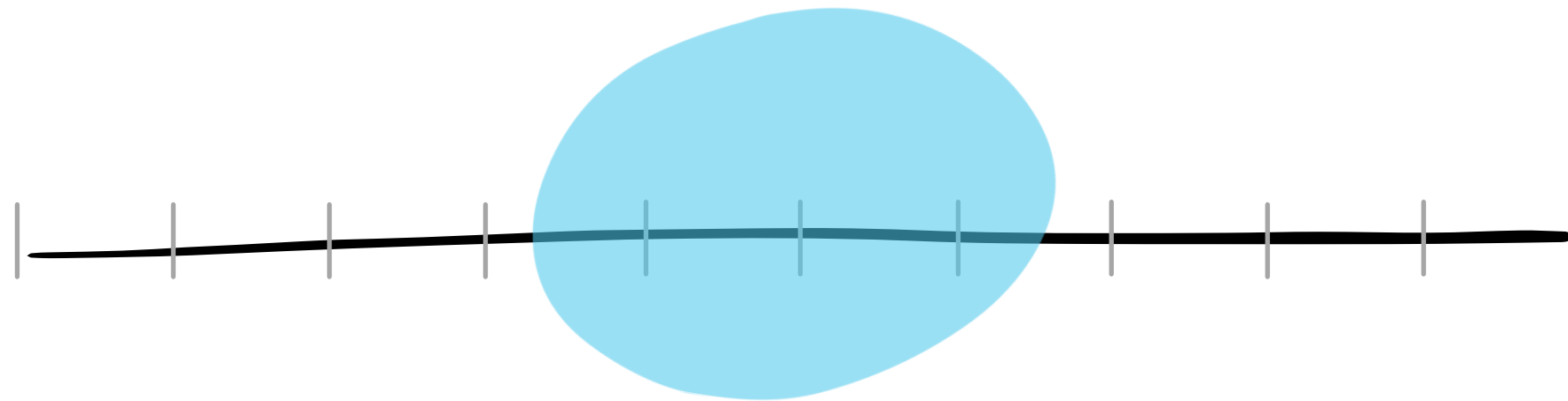
SLOW

ORDER
TAKER



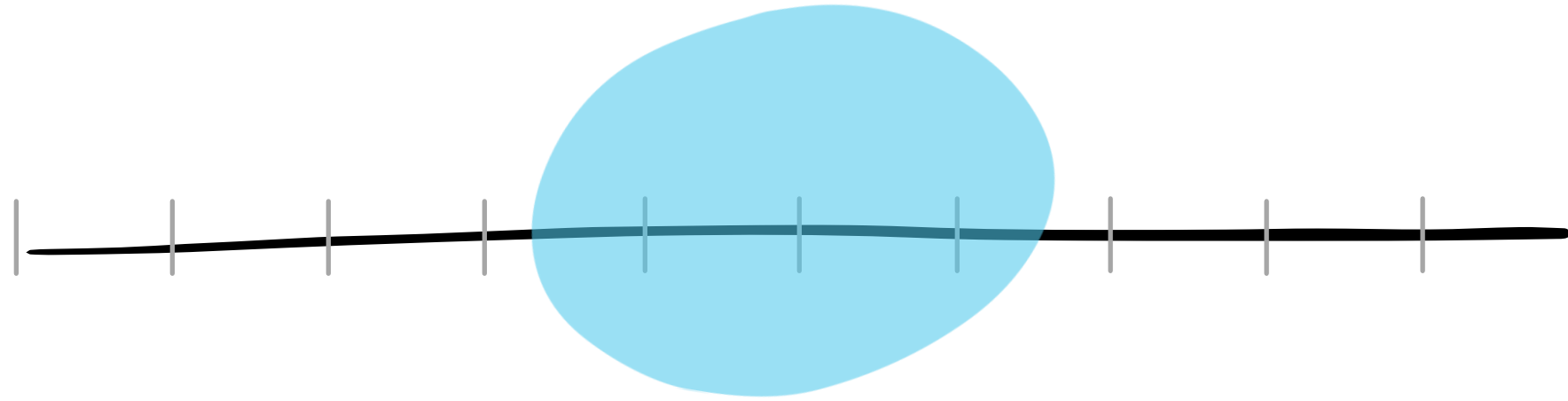
STRATEGIC
BUSINESS
PARTNER

ORDER
TAKER



STRATEGIC
BUSINESS
PARTNER

ORDER
TAKER



STRATEGIC
BUSINESS
PARTNER



THE GOAL IS NOT TO JUMP FROM ONE END TO ANOTHER,
BUT TO **GRADUALLY MOVE THE NEEDLE** TOWARDS SBP.

4 INTERNAL SHIFTS = EXTERNAL IMPACT

1

THE MOVE TO STRATEGIC BUSINESS PARTNER IS A CULTURAL AND MINDSET SHIFT FOR THE ENTIRE ORGANIZATION.

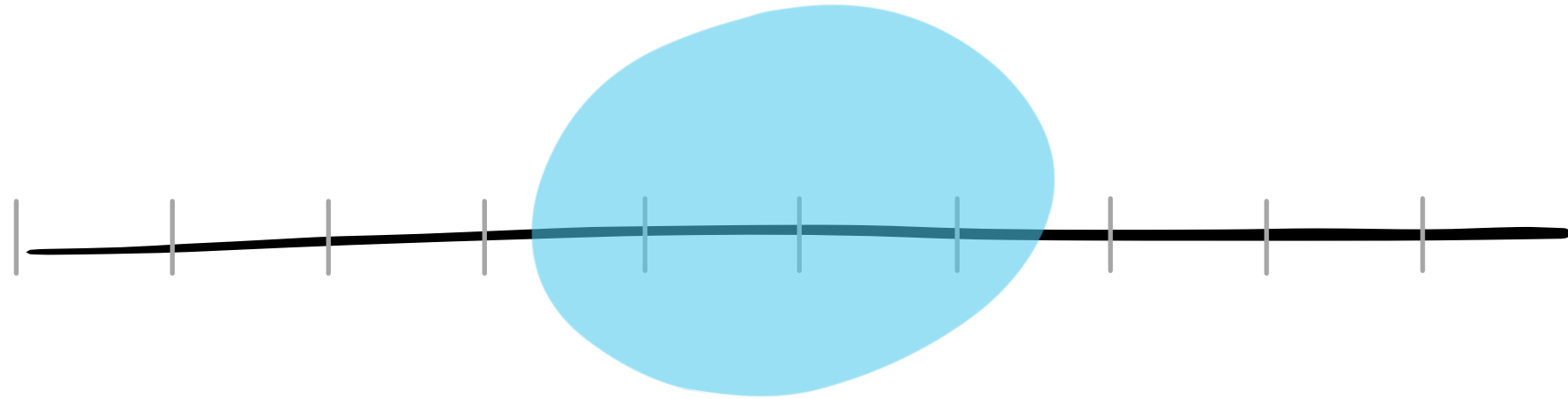
3

2

THE MOVE FROM ORDER TAKER TO STRATEGIC BUSINESS PARTNER HAPPENS ALONG A CONTINUUM.

4

ORDER
TAKER



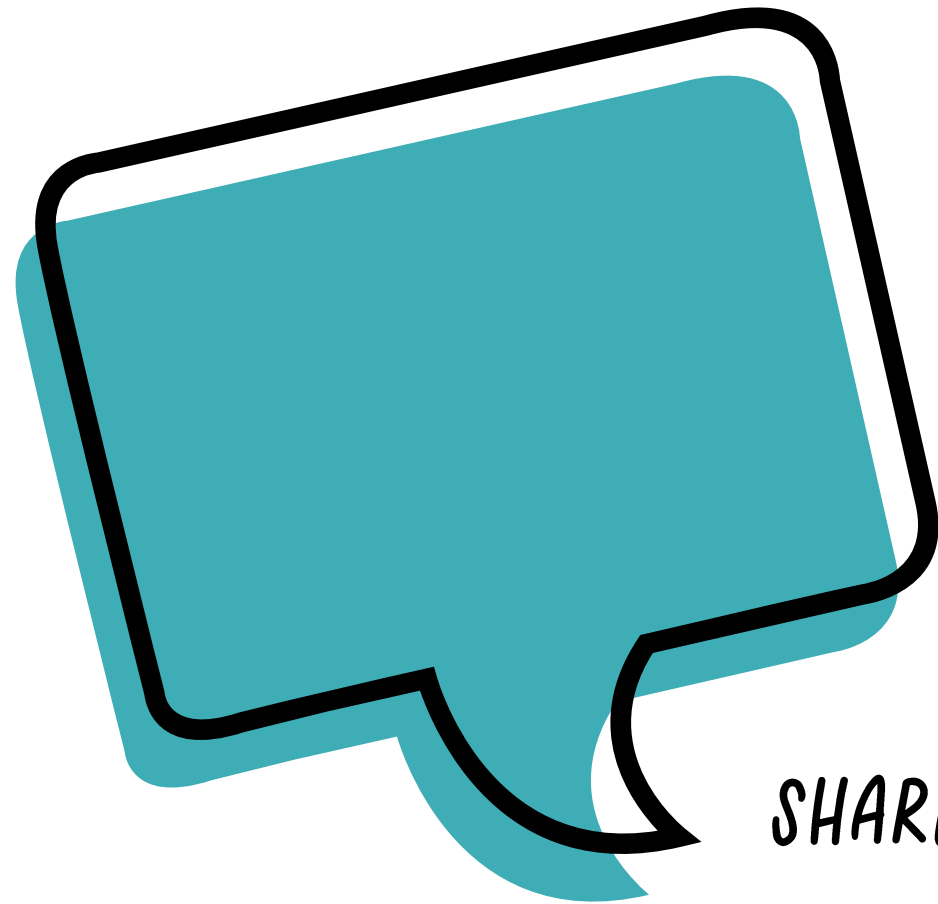
STRATEGIC
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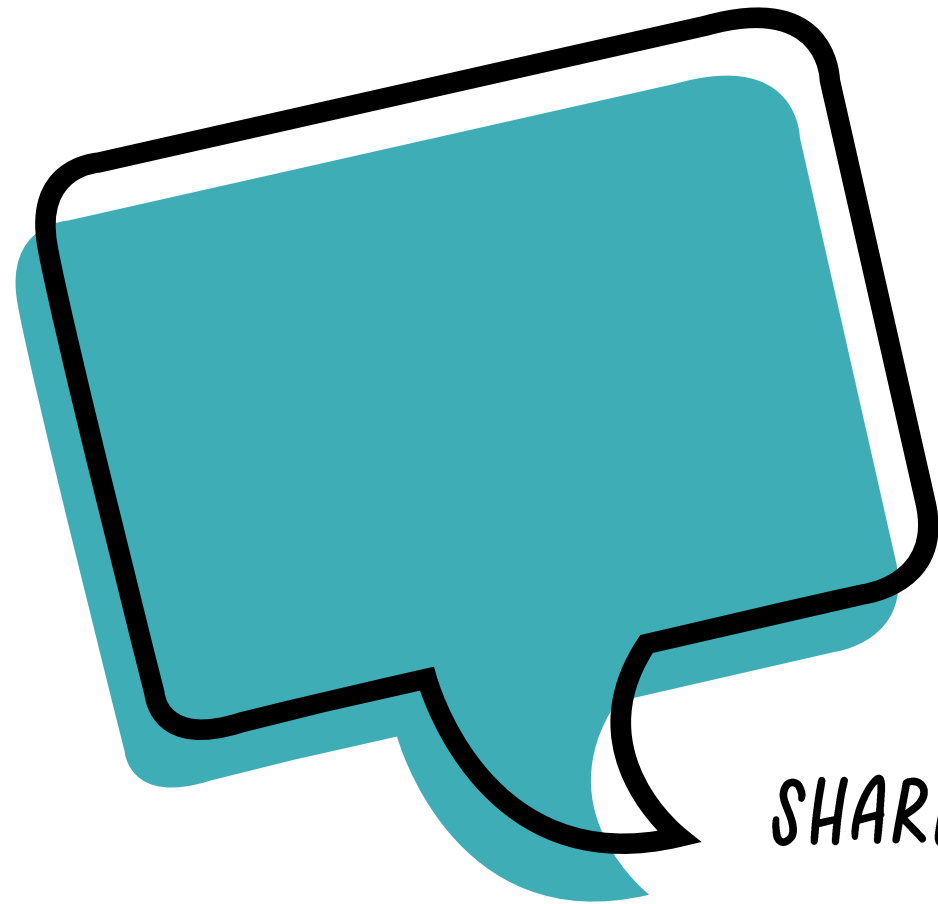
THE BEST PLACE TO START IS **EXACTLY WHERE YOU ARE
RIGHT NOW**, USING THE TOOLS YOU ALREADY HAVE.



SHARE IDEAS IN CHAT:

WHAT IS SOMETHING YOU CAN **ADD** TO A CURRENT
OR FUTURE TRAINING "ORDER" THAT WILL SHOW
ADDITIONAL, UNEXPECTED VALUE?





SHARE THOUGHTS IN CHAT:

WHAT'S **DIFFERENT** WHEN YOU SHOW UP WITH THE
MINDSET OF A **PARTNER** INSTEAD OF A HELPER?

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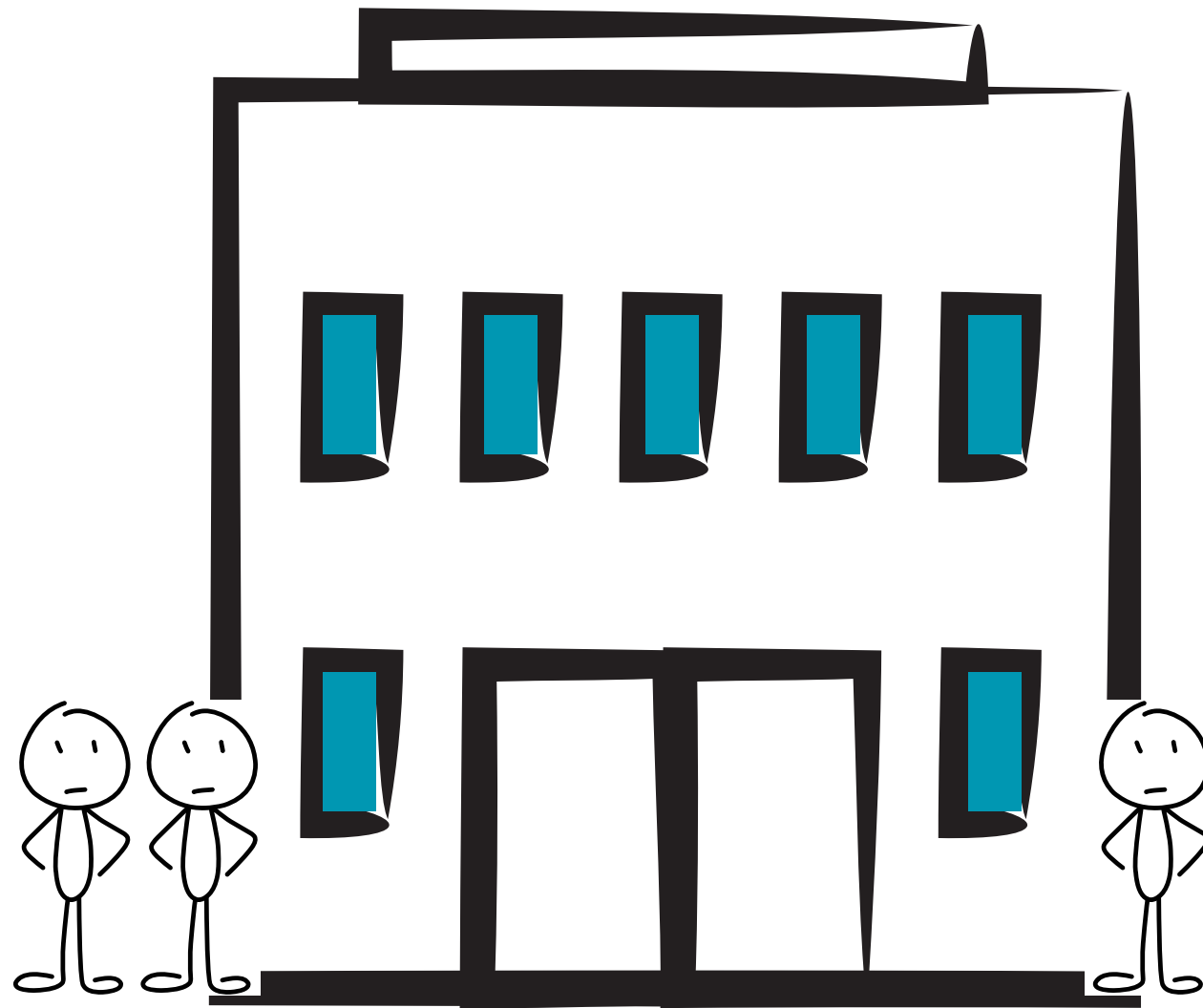
STOP THINKING OF YOURSELF AS A HELPER AND START THINKING OF YOURSELF AS A PARTNER.

2

THE MOVE FROM ORDER TAKER TO STRATEGIC BUSINESS PARTNER HAPPENS ALONG A CONTINUUM.

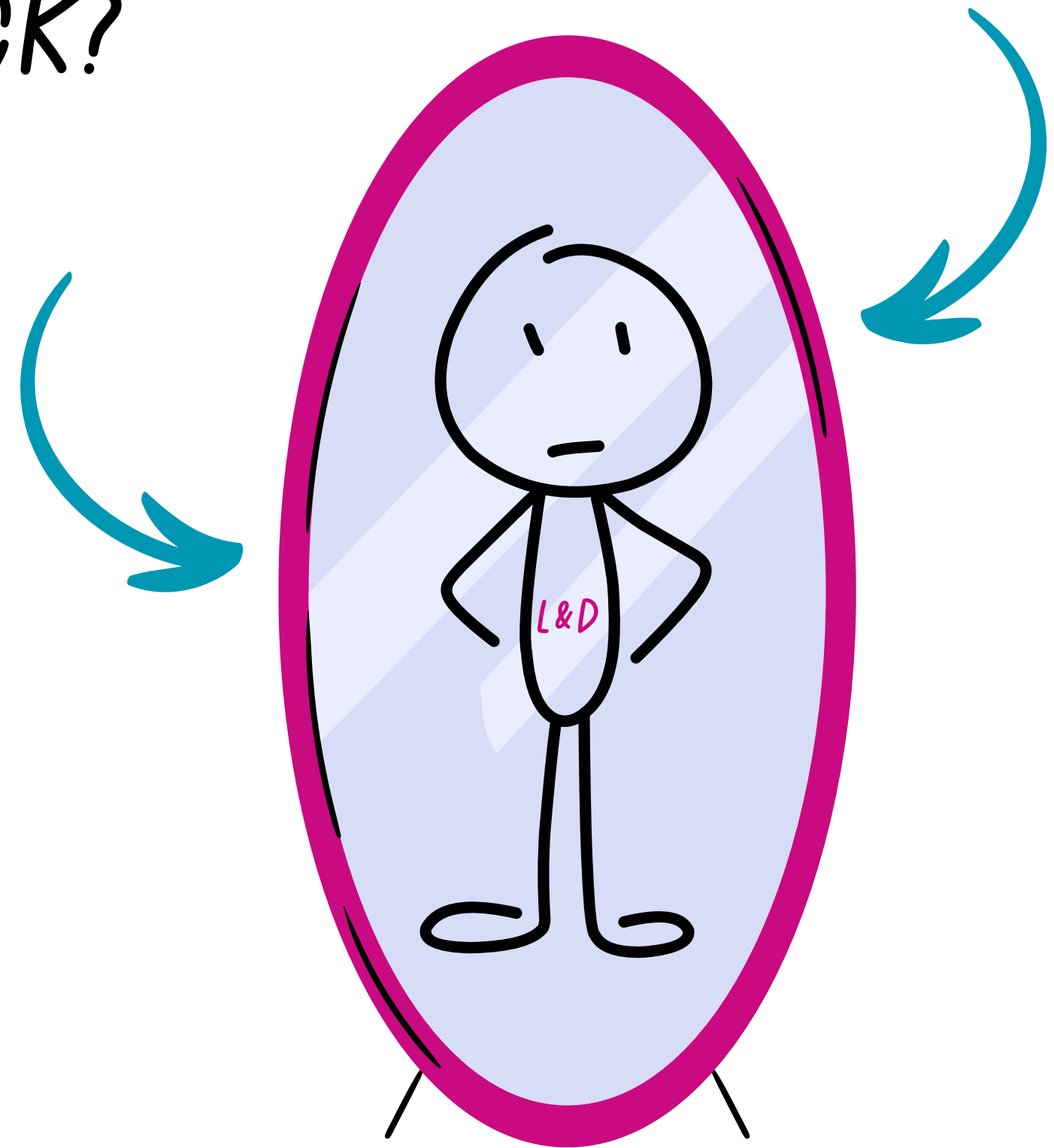
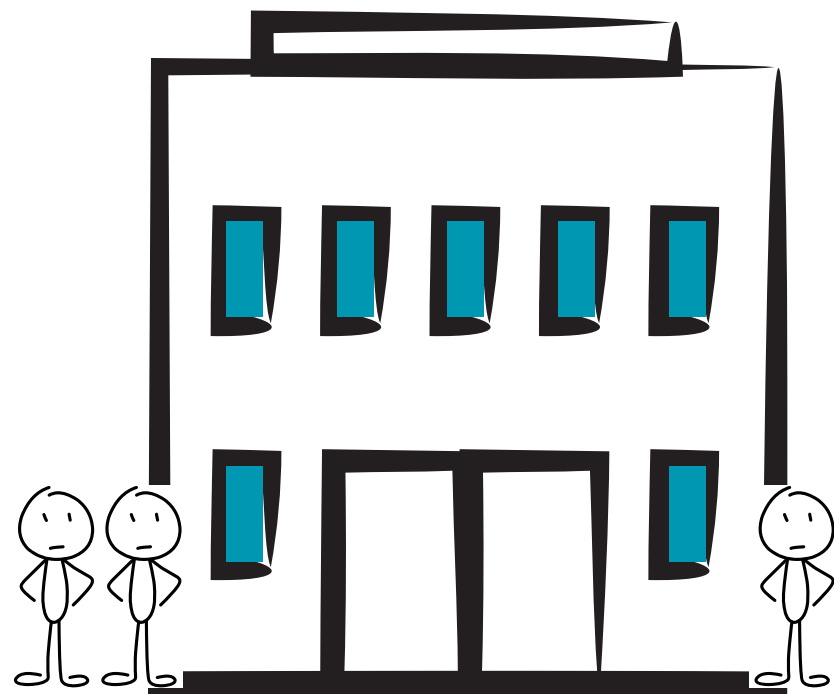
4

SO... WHAT'S HOLDING US BACK?



LACK OF
LEADERSHIP SUPPORT
CLEAR ORGANIZATIONAL GOALS
ORGANIZATIONAL MATURITY
RESOURCES

SO... WHAT'S HOLDING US BACK?



4 INTERNAL SHIFTS = EXTERNAL IMPACT

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STOP THINKING OF YOURSELF AS A HELPER AND START THINKING OF YOURSELF AS A PARTNER.

2

THE MOVE FROM ORDER TAKER TO STRATEGIC BUSINESS PARTNER HAPPENS ALONG A CONTINUUM.

4

REALIZE THAT OUR OWN ACTIONS UNINTENTIONALLY KEEP US IN AN ORDER TAKING BOX



UNINTENTIONAL SELF SABOTAGE
STRIVING FOR THE EASIEST
ROUTE TO SUCCESS
(AKA: SOLUTION QUICKLY)



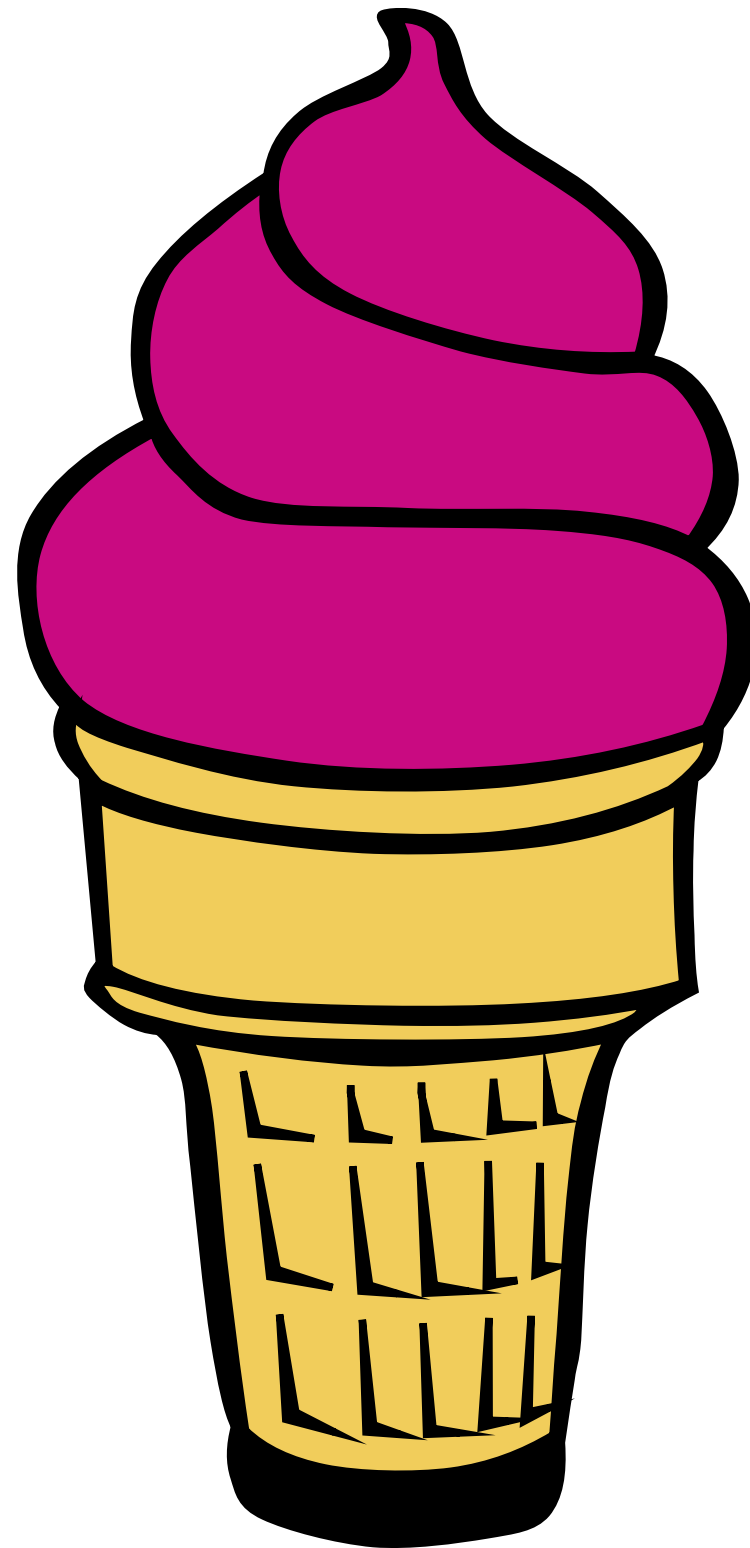
PUT BUSINESS FIRST
EGO SECOND





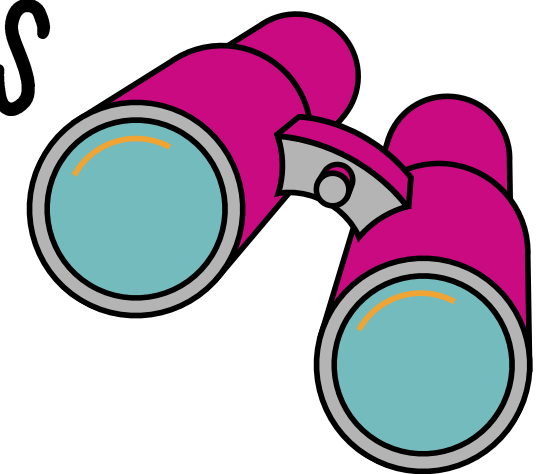
UNINTENTIONAL SELF SABOTAGE
ASSUMING OTHERS HAVE
VETTED TRAINING AS THE
BEST SOLUTION





UNINTENTIONAL SELF SABOTAGE
DEVELOPING CONTENT AS
THE NEED ARISES

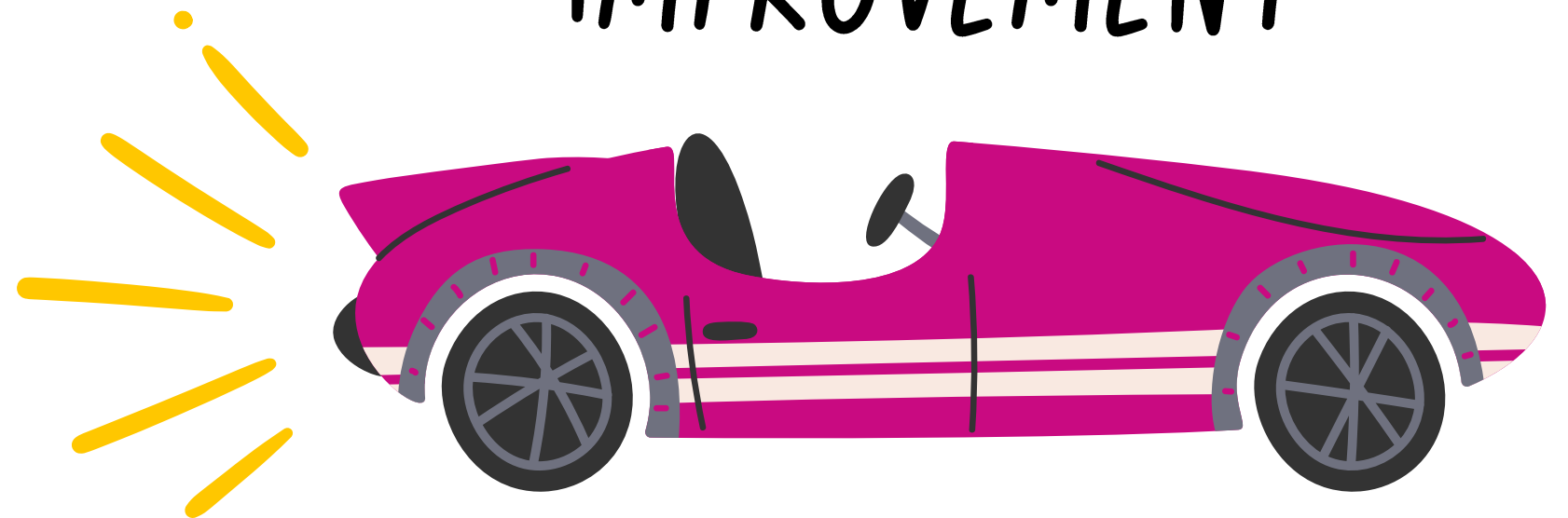
VS. USING A BUSINESS
ALIGNED STRATEGY



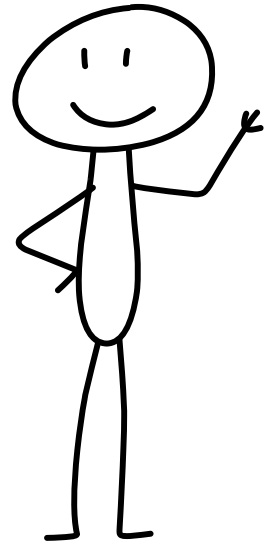


UNINTENTIONAL SELF SABOTAGE
MEASURING ENGAGEMENT
AND SMILES

VS. PERFORMANCE
IMPROVEMENT



UNINTENTIONAL SELF SABOTAGE



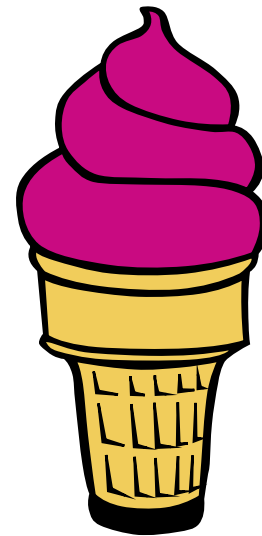
SHOW UP TO
HELP



STRIVE FOR
EASY SUCCESS



ASSUME OTHERS
HAVE VETTED



CONTENT AS
NEED ARISES



ENGAGEMENT
AND SMILES

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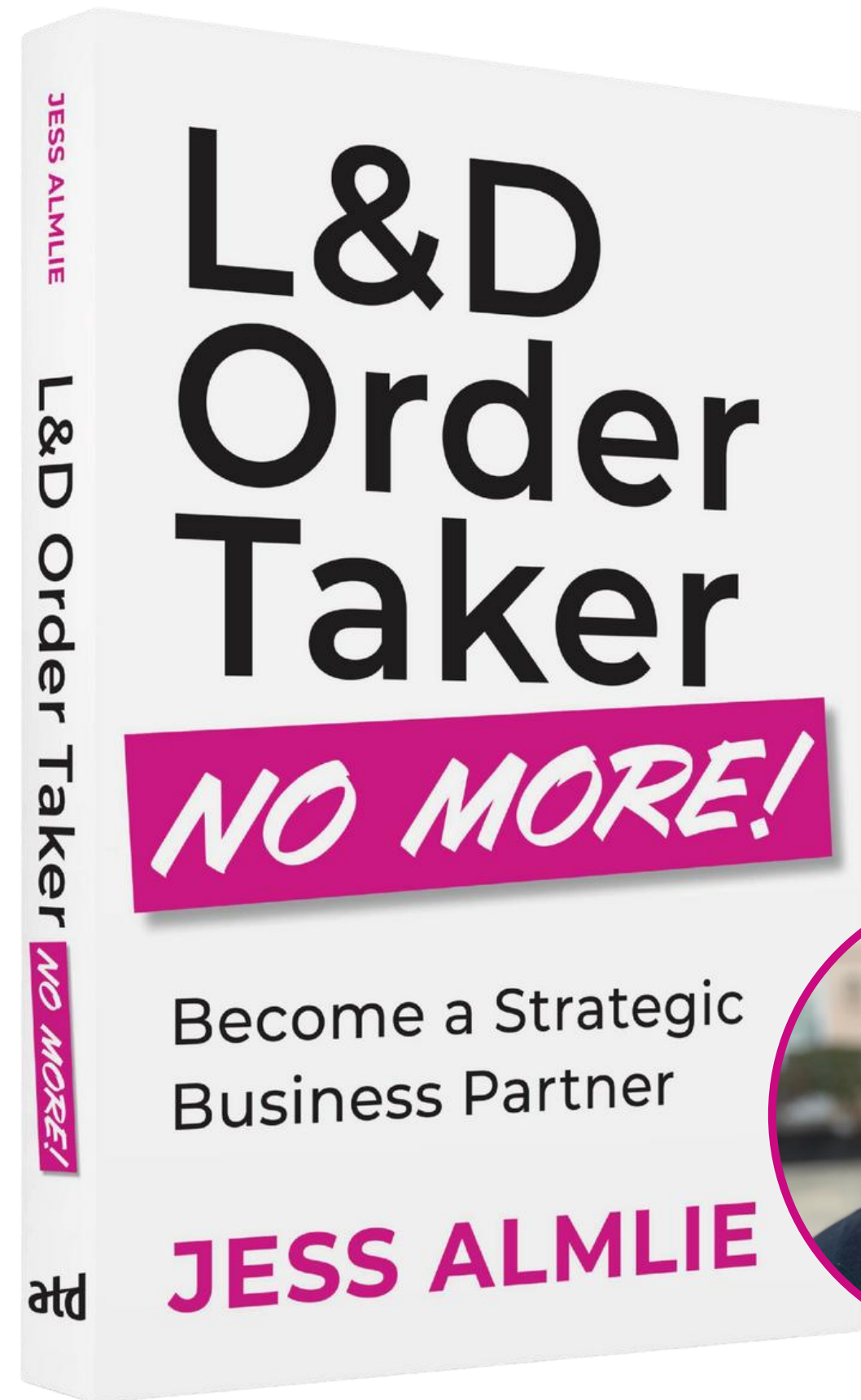
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THANK YOU!



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