BUILDING AN INNOVATIVE
LEARNING ORGANIZATION

Global Business Capability
The love of learning has conquered my life – it’s the center of my career as CEO of Learning.

In 1998 I founded NetCom Learning, a company dedicated to promoting the values of lifelong learning. In a rapidly changing world driven by technology and globalization, we are in a unique position to help leaders meet their goals and combat their challenges. We help build innovative learning organizations in the workplace by structuring a smarter workforce, supporting changes, and driving growth.

As part of the research for my book, Building an Innovative Learning Organization, I met with hundreds of Fortune 500 industry leaders and C-Suite executives to gain an understanding of the major challenges and opportunities facing organizations today. With such insight, I devised a learning model and methodology I call the Sarder Framework, to help leaders build an effective learning organization. Following this model will help leaders build lasting organizational success based on tried and true principles focused on culture, leadership, mission, values, and purpose.

At NetCom Learning we will continue to do our part in promoting the values of lifelong learning to ensure we are preparing our communities to thrive in this changing world.

Russell Sarder
Author, investor and CEO of Learning

“Russell Sarder is a radical learner and a profoundly passionate teacher on an epic learning journey”

Roseanna DeMaria,
Former CLO at Merrill Lynch

“Without continuous innovation, organizations are doomed to failure. [Our] challenge is how to learn from our innovations and innovate responsibly. Russell explores these issues in an eloquent and innovative way”

Atti Riazi
CIO at United Nations
About NetCom Learning

We teach technology & business. We manage learning. We promote the values of lifelong learning.

NetCom Learning helps build innovative learning organizations in the workplace by structuring a smarter workforce, supporting changes, and driving growth. Since 1998 we have been empowering organizations to reach optimal performance results and address challenges by managing all aspects of organizational learning.

With a team of dedicated and knowledgeable learning professionals having profound subject-matter expertise, NetCom Learning has serviced over 80 percent of Fortune 100 companies. We’ve helped over 12,000 organizations achieve their business goals by offering a full complement of Managed Learning Services, including IT and business training, curriculum design and content development, learning delivery and administration, consulting and advisory services, and management of learning technology.

Founded: 1998
Headquarters: New York City
Delivery capability: Worldwide
CEO: Russell Sarder
12,000+ Enterprise Clients
100,000+ Professionals Trained
Microsoft’s Worldwide Partner of the Year
Purpose
To promote the values of lifelong learning.

Mission
To grow the company profitably each year by becoming the most trusted learning organization.

Vision
Our vision is to own 10% of the learning market share. We want to become a vital growth enabler for our clients and channel partners by focusing on our successful Sarder Framework, supporting clients in building a learning culture, developing learning plans, and creating a system for managing learning operations.

Value Proposition
- Broad Offerings
- Sarder Framework
- Handle Complex Projects
- Blended Learning Solutions
- Focus On Business Outcome
- Global Delivery Capability
- 24*7 Operation
Customer Driven Culture

We will always work to exceed the client’s expectations. Nearly 100% of our clients would recommend us to others.

Learning Culture

We aim to unleash the greatness of clients and employees by promoting and providing continuous learning and growth opportunities.

Start-up Culture

We built a culture of high energy, collaboration, and creativity. We don’t just have jobs, we have missions to be accomplished.

Performance Culture

We are passionate about delivering results. We have built a performance-driven culture by hiring the best talent available, encouraging diversity, and focusing on execution.

Innovation Culture

We continuously strive to be innovative. Our creative thinking and innovative solutions focus on minimizing the skills gap and gaining maximum business impact.

Change Culture

We embrace and drive change. We have a keen understanding of the challenges our customers are facing and we support and embrace changes that they might have to face.

Team Culture

We trust, respect and support each other. We have built a team of employees, partners, and stakeholders that embrace our team culture and provide continuous assistance to all clients.
The expertise of our people is central, both to our success and yours:

**Leadership**

We take great pride in the thought leadership and specialized knowledge within our organization. As a long-established firm, our management teams have unmatched expertise in all areas of performance-based training, with total over 400 years of industry experience.

**Instructors**

Our instructors are dynamic, well rounded, and have deep expertise in their fields. They have trained over 12,000 learners at NetCom Learning, servicing the public, private, and government sectors.

We employ a rigorous hiring and evaluation process. Our instructors are therefore consistently able to deliver the highest quality learning experience to our customers. When you train with NetCom Learning, you can be assured that you learn from the best.

- Our students have complete confidence in our instructors, constantly giving them the highest ratings.
- Over 1,000 instructors have taught for us.
- Our network includes more than 6,000 instructor resources specializing in information technology, business skills, soft skills, and learning topics.
All successful organizations have one thing in common:
They understand the value of learning

Our Approach - The Sarder Framework

NetCom Learning follows a very successful framework that was created and designed by our CEO, Russell Sarder, to service clients.

Sarder is the author of Building an Innovative Learning Organization, published by Wiley. His book and its framework is the result of 20+ years of experience in the learning industry, as well as the more than 200 interviews he conducted with leaders from corporate and public sectors. Interviewees include Henry Paulson, Former US Secretary of the Treasury and CEO of Goldman Sachs; Ati Riazi, CIO of the United Nations; Tom Evans, Former CLO at PwC; and Mohan Sawhney, Author of Fewer Bigger Bolder.

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Our Services

We are a market leader in providing managed learning services. From learning consulting to content and curriculum development, learning administration, technology, and learning delivery, we deliver the global resources and expertise that corporations and government agencies need to address the full spectrum of training.
Learning initiatives involve a huge amount of content: education programs and materials, competency models, needs assessments, evaluations, instructor information, and more. You will need a system to collect all that content, organize it, keep it up to date, and ensure it can be easily accessed when needed.

**Training Content Management**
A global pool of content providers to source the best courses and learning content for your organization.

**Custom Content Development Services**
Our team has collective experience in developing more than 6,000 hours of training content.

**Content Localization & Translation**
Understanding the needs of global employees and customers by offering solutions in a multitude of native languages.

**Quick Reference Cards**
A quick guide that provides tips and tricks with right mix of graphics, text. Can be tailored to organizations as an easy manual to proprietary products and vital topics, such as information, instructions, processes, and procedures.

**Custom Learning Videos**
An informative approach with a focus on visually appealing content. Our offer includes: setting up the environment, selecting speakers, creating the outline and script, screen capture, graphic creation, feedback, edits and review, and final production.
Developing and implementing a learning plan is too important and too complex to go it alone. A learning management service that has access to validated competency models, sourcing databases and assessments, technological tools, and expertise in the field of learning can guide you through the process, provide advice, and handle many tasks resourcefully. At NetCom Learning, top grade training & managed learning consulting solutions are available to assist with your organization's learning needs.

**Organizational Learning Programs**
Align training and learning plans across the organization.

**Certification Development**
Assess skills and capabilities, and validate training ROI.

**Learning Strategy Development**
Identify and qualify methods, processes, and learning technologies.

**Learning Needs Analysis**
Deep analysis of employees’ skills, behavior, and performance gaps.

**Competency Model Development**
Identify skill gaps and design a framework for organization growth.

**Learning Assessment**
Pre and post-training assessments to assure fulfillment of client's requirements.

**Workforce Development**
A robust junction of services, providing a comprehensive solution to clients.
Today’s organizations have many options for delivering learning. Managing your learning operations includes choosing the right option or options to fit your budget, meet goals, and match both learner and organizational needs.

**Custom Training**
Relevant training sessions aligned with brand values and image. From standard solutions to the most complex custom approaches, we help our clients solve their business challenges by achieving ultimate performance anywhere in the world.

**Private Training**
Targeted and specific assessments for improved learner engagement. We can deliver learning in any classroom in a private format – at your facility, ours, or online, in any time zone and anywhere in the world.

**Live Online Training**
Developed through rigorous testing of virtual environments, our Live Online Training (LOT) solution delivers an engaging learning experience. It is the training industry's most complete, remote classroom capability.

**e-Learning Services**
We are a one-stop shop for all your e-Learning needs. We can deliver end-to-end solutions globally by offering requirement analysis, curriculum design, content development, delivery and management of content, and analytics that track usage, learner progress and measure training ROI.

**Other Learning Delivery services include:**
Class Rental | Testing Services | Hosted and Custom Webinars
Gamification | Mentored Learning | Desk-side Coaching
Learning Administration

A staggering number of tasks are involved in managing learning operations, from organizing assessments and materials; to developing, updating, and scheduling courses; to negotiating with vendors. Whether you handle these tasks in-house or outsource them to a company, a centralized administrative and marketing function helps you control costs and ensure that everything gets done right.

Instructor Resource Management
Ability to carry out rigorous processes to identify best-in-class educators. We can easily scale and recruit trainers to meet a global initiative or deployment.

Vendor Management
With our 20 years of learning delivery experience and thousands of training partners worldwide, we help organizations reduce cost and improve the overall quality of training programs and learning outcome.

Learning Operations & Logistics
We take care of the operational and back office items so you can focus on other initiatives and business demands.

L&D Resource Management
NetCom Learning offers L&D Resource Management dedicated to helping organizations locate, qualify, and onboard Learning and Development professionals, including trainers, instructional designers, content developers, training managers, and other specialists.
Learning Technology

Technological tools are essential for managing learning operations. Yet it’s amazingly easy for organizations to spend huge sums of money on technology and still be unable to manage their learning initiatives effectively. It’s vital to understand the options so you can select those that are right for you.

Learning Management System (LMS)
NetCom Learning offers robust Learning Management System (LMS) solutions that is next-generation digital learning platform with a modern, user-friendly UI (user interface) and advanced analytics.

Learning CMS (Course Management System) is a proprietary system that was developed to create a seamless bridge between all tasks surrounding a training operation. Our powerful resource planning system is tailored for the learning industry.

EDX is a massive open online course (MOOC) provider that hosts online courses in a wide range of disciplines to a worldwide student body. NetCom Learning supports organizations seeking to host and manage their own edX platform and courses.

Moodle is a Learning Platform (CMS) designed to help educators create effective online courses based on sound pedagogic principles. We support organizations seeking to host and manage their own Moodle.

Mobile Learning
We offer a wide range of mobile solutions, which are tailored to your needs and use the latest design approaches to help you deliver learning on multiple devices. From tablets to smartphones, our use of HTML 5 and Objective C will enable you to access content on all kinds of gadgets.
Practice Areas

We are proud to partner with 20+ strategic leaders in the industry. Our partnerships showcase our ability to deliver successful training:

- Data & AI
- Design & Multimedia
- Business Skills
- Application Development
- Business Process
- Cloud
- Security
- Networking
- Data & AI
- Design & Multimedia

We offer over 2,500 courses encompassing all organizations' technology and business training needs. From authorized or foundational training to specialized certifications, we are an expert in areas that empower organizations to achieve a competitive advantage.
Global Delivery Capability

A multi-shore client delivery infrastructure and one of the most diversified groups of learning professionals in the world.

- Headquarter in New York City
- Offices in:
  - Las Vegas
  - Washington, DC.
  - Noida, India
- We have delivered services in over 600 unique locations, across 5 continents.
For 20 years, NetCom Learning has been helping organizations, leaders, and professionals reach optimal business performance by addressing the challenges they are facing.

- 12,000 enterprise clients
- 100,000+ professionals trained
- Service 80 of the Fortune 100
- 96% of our clients would recommend us

You can count on us for seasoned insights across a broad range of industries, including:

- Consumer
- Energy
- Education
- Finance Services
- Government
- Health
- Information Technology
- Manufacturing
- Retail
Since its inception in 1998, NetCom Learning is the award-winning and innovative IT and business training skills organization. The organization is recognized by Microsoft as its Worldwide Training Partner of the Year and has been named as the Top 20 IT Training Companies by TrainingIndustry.com for four consecutive years.
At NetCom Learning, we understand the importance of operating responsibly. We work hard to ensure that we are consistent with our values, and we support projects that promote the values of lifelong learning. Our “Learning Movement” align our social responsibility efforts with our business strategy.

### Learning Is...

Our nationwide “Learning Is” was created to raise awareness of the culture and values of lifelong learning. We encourage everyone to continue learning, whether you are a student, a professional, or a retiree.

### Love of Learning

We have partnered with BRAC, one of the largest NGO on the planet, to help fund education for children in impoverished countries. Through our Love Of Learning we sponsor the education of children at BRAC's primary schools.

### Sarder Scholarship

Every month, the Sarder Scholarship is awarded to one driven individual wishing to begin or advance their career. The scholarship provides $2500 towards any public class(es) or live online class(es) at NetCom Learning.
100,000+ Professionals
12,000+ Enterprise clients
2,500+ Business & Softskill Courses

ABOUT US
NetCom Learning helps build innovative learning organizations in the workplace by structuring a smarter workforce, supporting changes, and driving growth. Since 1998 we have been empowering organizations to reach optimal performance results and address challenges by managing all aspects of organizational learning.

CONTACT US
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