

Green Training Associates LLC

A Full-Service Talent Development Firm since 2009

<https://greentrainingassociates.com/>

- ✓ Serving clients in Cleantech & Renewable Energy, Environmental, Water, Food: Future/Tech/Waste, Green Buildings, Wind, Sustainability, Technology & Life Sciences Industries
- ✓ NJ-Certified Women Owned & Small Business Owned Enterprise
- ✓ NJ-Certified Sustainable Business Registry
- ✓ NJ BBB A+ Rating



Green Training Associates LLC



BBB Rating: A+
as of 10/31/2019
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Pamela C. Sammarco, President & CEO, Green Training Associates LLC

Certified Professional in Talent Development Industry Credential

Hogan Assessment Systems Certified

2020 Honoree Best 50 Women in Business by NJBIZ

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Purpose Driven Mission

We develop people's capabilities to solve the world's challenges and build sustainable organizations. As a trusted advisor to our clients, we accelerate business growth with Training, Talent, Coaching, Career Path, and Mentoring Program Solutions. Your business' confidence and exceptional performance are successful outcomes of developing the right capabilities where your leaders and employees perform better, drive growth and enjoy sustainable results.

A **Tidal Wave of Change™** is Green Training Associates' action-oriented theme that encourages everyone to drive changes that serve ESG commitments, circular economy and TBL decisions, and accelerate innovation and execution of net zero SBTs. We need a **Tidal Wave of Change™** to effect sustainable, positive impact on our global challenges. Consider our future readiness if we collectively contribute to a tidal wave of change in every corner, sector, industry, organization, household, and individual can, and many are, make changes toward sustainable development. We encourage you to address, with urgency, actions for the environmental, social, governance, and economic challenges we face.

Vertical Industry Specialization

We accelerate business growth through Talent Development Solutions for local companies and global corporations primarily in Cleantech/Renewable Energy, Environmental, Technology, Water, Green Buildings, Wind, Sustainability, Food: Future/Tech/Waste, and Life Sciences industries. We are a trusted advisor for clients, with a bias for action and solutions to support high growth, progressive and innovative companies.

Serving Client Priorities

Our unique value proposition is our ability to solve an organization's problem, accelerate business growth, serve a business priority, and improve organizational culture and effectiveness. We use our proprietary methodology, the GTA Performance Learning Ecosystem™, combining selected talent elements using customized requirements. We use an open, performance learning lab experience to ensure plenty of practical application time to real work assignments.

Practical Leader & Workforce Solutions to Select, Onboard, Develop and Retain Employees

As Master Solution Architects, we use skilled research on mega-trends and benchmarked best practices to drive best-in-class performance solutions. GTA provides tailored learning experiences that transform learning into business impact with:

Workforce Selection & Onboarding Tools

- ✓ Develop custom Interview Guides to optimize hiring with behavioral-based questions and train leaders how to use.
- ✓ Administer Employment Profiles for job candidates to match prospective employees with your culture, using Hogan's online assessment tools.
- ✓ Build a custom Onboarding Program to reduce time to job proficiency and acclimate new employees faster to your company culture and operations.
- ✓ Develop a Culture Handbook for new employees and contractors to thrive and embrace your organization's values, work standards, and expectations.

Leadership & Workforce Development Tools

- ✓ Advance your organization's goals by designing and facilitating leadership strategic planning sessions.
- ✓ Deliver training workshops to build skills and knowledge to help your employees perform to their highest potential:
 - Competency domains include:
 - Leadership,
 - Workplace & Business Strategy,
 - Team Management,
 - Communication,
 - Personal Strength, and
 - Sustainability.
 - The Full Curriculum Index is available upon request.
 - Custom-built courses can be built by expert designers with your SMEs.
- ✓ Improve work relationships with personality styles training between diverse employee groups (leadership, engineers, sales, IT, tradesmen, etc.)
- ✓ Capture opportunities, solve problems, and drive skills application from training-to-job with performance learning labs.
- ✓ Accelerate your explosive business growth mindset by equipping your workforce with training workshops/

Organizational Cultural Norms: Three Training Suites

Green Training Associates provides companies with intersectional, balanced outcomes for **Smart People. Smart Business. Smart Planet.™** We offer three Training Suites that deliver live (onsite or virtual) training to our clients' leaders and workforce. Your corporate priorities are our priorities dedicated to your company's culture and future readiness:

<p><i>Inclusive Talent Training Suite (Diversity, Equality, Inclusivity)</i> develops Smart People with six training courses.</p> <ul style="list-style-type: none"> ✓ https://greentrainingassociates.com/virtual-suites/inclusive-talent/ ✓ Outcome: Improve workplace collaboration and relationships.
<p><i>Growth Mindset Training Suite</i> develops employees for Smart Business with six training courses.</p> <ul style="list-style-type: none"> ✓ https://greentrainingassociates.com/virtual-suites/growth-mindset/ ✓ Outcome: Develop skills to drive innovation, lead change and increase business results
<p><i>Sustainable Future Training Suite</i> develops employees for a Smart Planet with six training courses.</p> <ul style="list-style-type: none"> ✓ https://greentrainingassociates.com/virtual-suites/sustainable-future/ ✓ Outcome: Educate new employees with your company's sustainable development goals.

Workforce Retention Tools

- ✓ Build your leadership pipeline where we identify and develop high potential - emerging and mid-level leaders with custom leader readiness journeys and a mentoring partnership program.
- ✓ Create a flexible, agile workforce with a custom Career Path Process to enable employee mobility opportunities for retention and professional growth to elevate in your organization. Train your leaders on how to have career exploration conversations that align to employees' passion and career goals.
- ✓ Create mobility and organizational agility with upskilling and reskilling employee plans to anticipate and respond to shifting talent priorities to move with the market.

Client-Focused Approach

“Our business is about the people and our relationships.” Our top priorities are to connect and partner with our clients, your employees, our service and industry partners and our professional networks. Exceptional collaboration. Perfect fit. Flawless execution. Our programs have the value that every client expects and deserves. In our experience, every company has different strategies, expectations, and standards. Every client receives the utmost attention to tailor it to their culture, available time, training norms and target audience with our best work, best effort, and best delivery.

In the broadest sense of sustainability, we work together with our clients to help your organization thrive. We get asked to define sustainability a lot, and the answer is all encompassing. That's because sustainability really can be applied to almost anything in life. Sustainable organizations are defined to mean that they balance their business strategy with people, planet, prosperity, peace, and partnerships using a systemic approach, focused on short and long-term goals within and around its ecosystem. Every company can contribute to building a sustainable future for itself, its people, its customers, community, our country and more.

Green Training Associates LLC has many innovative ways to help your company thrive. We partner with clients to deliver sustainable performance in every respect of a client's talent ecosystem by transforming your employees' development experiences to deliver business results.

We started the business with the idea of 'greening your people strategy' which was completely innovative and almost unheard of in 2009, when Pam launched her consulting firm. Now, many years later, we offer green and sustainability training and HR solutions and much more, as reflected in the Virtual Suites and our popular learning solutions such as emerging and mid-level leader readiness training, coaching, mentoring partnerships, sharpening digital talent capabilities for STEM professionals, and performance learning experiences found on our website www.greentrainingassociates.com.

Pam's Credentials & Experience

- Best 50 Women in NJ Business, 2020 Honoree, by NJBIZ
- Hogan Certified Coach, Predictive Leadership Assessment Systems
- Certified Professional in Talent Development, ATD Credential
- 20+ years working with STEM professionals
- 30+ years working with Sales Leaders and Teams
- Raised in a family of tradesmen: Carpentry, Roofing, Residential Construction, Electrician, Landscaping, Home Farms.
- Business Experience in progressive, innovative organizations with high growth, transformation, market leaders.
- 24-year corporate career: Citigroup, American Express, Lucent Technologies – Bell Labs Innovations, Medco Health Solutions
- M.S., Applied Psychology, HR Management, Stevens Institute of Technology
- B.A. Industrial/Organizational Psychology, math & statistics minor, Magna Cum Laude, Phi Beta Kappa, Douglass College, Rutgers University
- Volunteerism: Women in Cleantech & Sustainability Professional Association; USGBC Women in Green Council; Northern NJ Association for Talent Development

As a woman-owned business executive and entrepreneur, Pam Sammarco, CEO, welcomes inquiries for business opportunities and speaking engagements.