



**BETTER FOCUS**  
**BETTER FIT**  
**BETTER BUSINESS**



## A LEARNING TOOLS & TECHNOLOGIES COMPANY

Our products and services support training & development professionals in the USA, Canada and around the world.

### **We Provide:**

- Tools to help you recruit, retain and develop employees
- Software, workbooks, videos and other training tools
- Skill / competency model(s) and frameworks
- Full instructor-led, e-learning or blended program design
- Assessment of learning / training needs
- Evaluation of program effectiveness

### **We Meet Your Needs:**

To meet your organizational development goals you can leverage our adult learning expertise, design capability, attention to detail, and responsive, collaborative approach.

### **We Work For You:**

We work hard to understand your expectations clearly at the start—and then exceed them, maintaining open, regular communication; and working from your perspective.

In business since 2000, our clients include large private-sector and public-sector organizations, non-profits and educational institutions.

We're **focused** on your **success!**



# ABOUT US

## **David Luke / Principal Consultant**

David has more than 25 years' experience in consulting and industry. An experienced project manager, facilitator and educator, he has been developing workplace learning tools since 1990. More recently he has been involved in the development of web-based tools to provide individuals with skill assessment and learning strategies. David has an MBA from the University of Western Ontario and a BA in Psychology from Carleton University.

## **Julia Rabinovitch / Associate Consultant**

As a skilled adult educator, Julia has developed and delivered training curriculum for diverse individuals and groups. She has recently led the development of new workplace tools and completed an extensive program evaluation. She holds BA and BEd degrees from Queen's University and an MEd from the University of Calgary. Julia brings her expertise and passion for workplace learning to any client situation.

## **Dave Bagler / Lead Developer**

Dave led the design and development of Interview Focus—the integrated competency database that facilitates superior recruitment. He has also developed Learning Focus—the web-based tool that guides and coaches people on career development and professional / personal growth. Dave is a graduate of the Computer Programmer / Analyst program at St. Lawrence College, Kingston ON.

## **Mark Hauser / Marketing & Client Support**

Mark oversees the production of support materials and website content for both Interview Focus and Learning Focus. A graduate of St. Lawrence College in Kingston, ON, Mark has a strong interest in effective communication and is committed to providing excellent customer support.