



# Case Study



## Elevate Your Talent – A Creative Approach to Modern Learning

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Elevate Your Talent is a learning provider built on the belief that people learn best when they can think freely, explore ideas physically, and connect with concepts in ways that go beyond traditional training. The organization applies a distinctive combination of strengths-focused development and hands-on experiential learning, using creative tools to help teams solve problems, collaborate more effectively, and navigate complex challenges. Elevate Your Talent positions creativity and neuroscience at the center of performance improvement, offering organizations a unique way to develop talent, strengthen communication, and unlock new ways of thinking.

### Overview: A Provider Centered on Creativity, Strengths, and Engagement

The primary focus of Elevate Your Talent is to help organizations move past static, left-brain dominant learning experiences and engage the full cognitive capacity of their people. The company specializes in interactive workshops that incorporate CliftonStrengths and LEGO Serious Play, two methodologies that enable learners to understand their individual strengths and explore ideas through physical building. This combination allows teams to break out of habitual thinking patterns and immerse themselves in a learning environment that is more dynamic, more inclusive, and more aligned with how the brain actually processes new information.

Elevate Your Talent's core philosophy is based on the idea that every individual processes, interprets, and engages with information differently. This belief shapes the company's entire approach. Instead of relying solely on conventional lecture-driven formats, Elevate Your Talent provides structured activities that use tactile engagement to spark creativity, meaning, and deeper reflection. Participants build models, explore metaphors, tell stories, and examine their thinking from multiple angles. The use of physical materials stimulates a different part of the brain than standard training methods. When people build with their hands, they activate the prefrontal cortex and unlock significantly more mental capacity, which often reveals insights and ideas that do not surface through conversation alone.

This method allows people to detach their sense of personal identity from their ideas. Instead of defending or protecting a point of view, they can analyze a physical model that represents it. This separation reduces defensiveness and increases psychological safety, making it easier to explore difficult topics and search for solutions.



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## Background: A Purpose Built on Modern Learning Needs

Elevate Your Talent was created to meet the growing need for training experiences that are engaging, inclusive, and grounded in learning science. Many organizations recognize that their traditional training programs fail to generate lasting change. Teams attend meetings where lights dim, slides progress, and engagement slowly decreases. Participants often leave without new insight, new energy, or a clear sense of how to apply what they heard.

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Elevate Your Talent's mission is to address this problem by designing learning experiences that activate curiosity and foster deeper cognitive processing. The organization's work reflects the principles of andragogy, experiential learning, and brain-based education. The company acknowledges that adult learners bring a lifetime of experiences into the room and that training must connect with those experiences to be meaningful. Elevate Your Talent creates environments where participants can share perspectives openly, explore challenges visually, and participate actively in the learning process.

LEGO Serious Play, a cornerstone methodology, has been used worldwide for more than two decades, yet it remains relatively rare in the United States. There are fewer than one hundred certified practitioners in the country. Elevate Your Talent offers organizations access to this globally recognized technique, bringing a playful yet rigorously structured method to problem solving, team development, and strategic planning.

## Clients: A Diverse Range of Industries and Needs

Elevate Your Talent serves organizations across hospitality, IT, cybersecurity, consumer goods, education, and professional services. These organizations often reach out because they are seeking a different kind of training experience. Many clients have already attempted traditional approaches and found them ineffective for the challenges they face.

The common thread across all clients is a desire to break through barriers that cannot be solved by linear conversation alone. Some organizations are navigating change, whether due to new policies, market disruptions, or internal restructuring. Others are facing collaboration challenges and want to strengthen communication between teams. Still others are preparing for strategic planning cycles and need a way to ensure that diverse voices are heard.

Clients look to Elevate Your Talent not simply to deliver training, but to create a learning environment that unearths hidden insights, encourages creativity, and provides clarity on complex issues.

## Client Goals: What Organizations Want to Achieve

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When organizations engage Elevate Your Talent, they are often seeking a combination of improved performance, stronger communication, deeper engagement, and clearer problem analysis. Their goals frequently include navigating complex decisions, creating alignment across departments, building trust within teams, and improving the quality of strategic discussions.

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Some organizations hope to improve engagement during mandatory workshops or training sessions. Others want to explore solutions to persistent roadblocks. Many want to strengthen the ability of their teams to think creatively and contribute constructively to discussions that require innovation or change.

In environments such as education or public service, participants frequently look for ways to understand how new regulations or funding models affect their work. In corporate settings, teams seek to uncover gaps in communication, clarify roles, and move forward after layoffs or restructuring. Regardless of the industry, clients want people to think more clearly, communicate more openly, and work together more effectively.

## Learner Focus: Understanding the Needs of Adult Participants

Elevate Your Talent focuses primarily on adult learners working in collaborative, fast-moving, or high-pressure environments. These learners include managers, educators, sales professionals, service providers, cross-functional teams, and individuals preparing for leadership roles.

Adult learners bring with them established habits of thought and action. They also bring expectations about how training should be delivered, often shaped by years of passive learning environments. Many adults find themselves disengaging from traditional training sessions because they do not see a clear connection to their everyday challenges. Elevate Your Talent reverses this pattern by creating experiences where learners participate actively, reflect deeply, and express ideas using physical materials.

This approach supports individuals with a variety of learning styles. Participants who think visually can express concepts through imagery. Those who are analytical can see system relationships more clearly. Those who struggle to articulate ideas verbally can use metaphors through physical building. The result is a learning experience where every participant has meaningful ways to contribute.

## Challenges: Obstacles Faced by Clients and Their Teams

Organizations often struggle with challenges such as siloed communication, conflicting priorities, strained morale, or difficulty adapting to change. Traditional meetings exacerbate these issues because they rely heavily on verbal communication and linear thinking. This approach can limit creativity and reduce engagement.



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Teams frequently face disagreements about priorities, workflow gaps that are not easily discussed, or cultural differences across departments. In some organizations, recent layoffs or restructuring create uncertainty and emotional fatigue. In others, policy changes create new dynamics that people do not yet understand.

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Another challenge arises when teams are required to collaborate but do not feel comfortable sharing their concerns. People may withhold ideas because they fear judgment or because they cannot articulate what feels wrong. These hidden dynamics make it difficult to solve problems effectively.

Elevate Your Talent addresses these challenges by providing a structured, hands-on method for exploring issues. When people build physical models that reflect their perspectives, the process bypasses some of the emotional and cognitive barriers that often block productive discussion. This technique allows teams to externalize their thinking and examine ideas in a non-threatening way.

## Best Practices and Learning Theory: An Experiential Approach That Works

Elevate Your Talent's approach aligns with several best practices found in the early stages of the LatitudeLearning Training Program Roadmap, particularly Stage 1 and Stage 2.

In Stage 1, learners engage with materials in a self-directed way, discovering concepts as they explore. Elevate Your Talent uses this principle by giving participants the freedom to build metaphorical representations of their challenges. This self-directed exploration allows individuals to think in nonlinear ways and surface insights that are not easily accessed through conversation.

Stage 2 focuses on knowledge acquisition and creating consistent understanding across participants. In Elevate Your Talent sessions, knowledge is created through shared language, reflection, and collaborative interpretation. Teams develop a unified understanding of strengths, challenges, and opportunities. This creates a baseline for future skill development and performance improvement.

Experiential learning theory is central to Elevate Your Talent's work. Participants move through cycles of building, reflecting, interpreting, and applying. They learn not only by thinking but by creating, describing, questioning, and revising their ideas. This deepens comprehension and increases retention.

Constructivist learning theory also plays an important role. People construct meaning through the experience of building models. The physical representation becomes a tool for sensemaking that helps participants articulate ideas they may not realize they hold.

Andragogical principles guide the interaction. Adults respond positively when training is relevant, problem-centered, and grounded in real-world experiences. Elevate Your Talent designs its sessions to ensure that participants see immediate connections between the learning activities and the issues they face at work.



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The organization's approach also increases engagement. In traditional settings, participants often become passive or distracted. When learners work with physical materials, they stay focused and retain more information. For example, in a corporate training environment, participants who were previously disengaged became attentive and collaborative when provided with tactile materials during long sessions. This led to deeper learning and more meaningful discussion.

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## Results and Impact: Bringing Ideas to Life

Elevate Your Talent has demonstrated strong results across diverse clients and settings. In corporate environments, the use of hands-on materials has dramatically increased engagement in long workshops. Participants stay at their tables, collaborate with peers, and reflect more deeply on the content.

In educational settings, Elevate Your Talent has helped teams analyze new policies and understand how these changes affect students, teachers, budgets, and entire systems. By building models that represent these dynamics, educators visualize the interconnected nature of their decisions and identify impacts that may not be evident in conversation alone.

Organizations navigating restructuring have found Elevate Your Talent's approach helpful in rebuilding teamwork and morale. Through collaborative building exercises, teams create shared visions for their future, acknowledge existing challenges, and identify pathways to move forward.

In cross-functional groups, participants often discover synergies they did not previously recognize. By building representations of their roles and responsibilities, teams reveal interdependencies that improve communication and workflow alignment.

In strategic planning contexts, LEGO Serious Play enables teams to explore different scenarios, identify perceived barriers, and examine whether these barriers are real or based on assumptions. The method allows leaders to evaluate multiple perspectives and choose strategies that align with shared understanding.

The impact is consistently marked by improved communication, deeper insight, stronger collaboration, and renewed energy among participants. Teams leave sessions with a clearer sense of direction, and a greater understanding of how their individual contributions support organizational success.

## Conclusion: A Model for Modern Learning and Organizational Development

Elevate Your Talent offers a distinctive approach to learning and development that meets the needs of modern organizations. By combining strengths-based insight with hands-on problem solving, the company delivers training experiences that are both engaging and transformative. Its methods align with proven theories of adult learning



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and the early stages of the LatitudeLearning Training Program Roadmap, creating structured yet flexible environments where creativity and clarity can emerge.

Rather than relying on passive learning, Elevate Your Talent encourages exploration, dialogue, and active participation. The organization's workshops help teams move beyond surface-level understanding and develop deeper insight into their work, their challenges, and their opportunities.

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In an era where organizations must navigate rapid change, increasing complexity, and heightened expectations for innovation, Elevate Your Talent provides a powerful tool for unlocking human potential. Its approach demonstrates that when people are encouraged to think differently, build freely, and share openly, they generate ideas and solutions that can reshape the future of their teams and their organizations.

To learn more about Elevate Your Talent visit their website  
<https://elevateyourtalent.co/>