



Learning & Development Strategies for the Energy & Utility Sectors

Take Your Learning to the Next Level with Clarity

**Elite Consultants and Scalable Teams Trusted by
Top Energy & Utility Companies Creating
Engaged and Future-Ready Employees**



A photograph of three business professionals in a modern office setting. A man in a dark suit and tie is on the left, looking towards a woman in a light blue button-down shirt in the center. Another man in a dark suit and tie is on the right, looking towards the woman. They appear to be in a collaborative meeting.

Clarity's Learning & Development Expertise

As your Learning & Development partner, Clarity Consultants takes your learning goals and objectives from vision to reality.

Clarity Provides Elite Talent Across Six Core L&D Services

- » Instructional Design
- » eLearning Development
- » Learning Technology
- » Learning Delivery
- » Learning Strategy
- » Organizational Development

Delivery Methodology

We support L&D functions in the design, development, and delivery of training in all modalities:

- » Instructor-led Training
- » Virtual Instructor-led Training
- » eLearning
- » Micro-learning
- » Virtual Reality

Clarity has successfully completed more than 10,000 consulting engagements and has partnered with 80% of the Fortune 500.





ExxonMobil



ConocoPhillips



Schlumberger



Energy & Utilities L&D Focus

Clarity offers our clients L&D talent with extensive experience in the energy and utility sectors. Clarity training systems help energy producers and utilities attract, develop, and retain employees who are ready to adapt to automated technology, the smart grid, and renewables. Energy & utility training topics include:

- » Supply Chain Management
- » Safety & Procedural Documentation
- » Process Improvement
- » Sales & Sales Enablement
- » Logistical Support for Training
- » New Hire & Onboarding
- » Leadership



Game-Changing L&D Strategies and Training

Our superior consultants support the infrastructure behind your Talent Development functions:

INSTRUCTIONAL DESIGN

Skilled instructional designers keep learners inspired and engaged even when training topics are complex or repetitive.

Scope of Engagement Includes:

- » Needs Analysis/Assessments
- » Curriculum Analysis & Design
- » Course Design & Development
- » Content Development

ELEARNING DEVELOPMENT

Experts in multiple asynchronous learning development tools and the latest visual design concepts to perform hands-on development of your eLearning modules, allowing your team to focus on learning design, learner experience, and big picture priorities.

eLearning Acumen Includes:

- » ILT and HTML Conversions
- » Learning Experience Design (LX)
- » Gamification
- » Graphics/Videos/Simulation Development

LEARNING TECHNOLOGY

Tech-savvy experts optimize learning technologies to improve performance from engagement to deployment to measurement.

Learning Options Include:

- » Learning Management Systems (LMS)
- » eLearning Development Tools
- » SharePoint Learning Portals
- » Multimedia



LEARNING DELIVERY

Specialized training delivery experts dramatically increase the value and results of your synchronous training programs.

Training Delivery Options Include:

- » In-Person Training
- » Virtual Instructor-led Training
- » Virtual Learning Producer
- » Training Coordination

LEARNING STRATEGY

Proven Learning Program Strategists evaluate gaps and performance enhancement objectives to help you create and execute successful learning programs and interventions.

Analysis Points Include:

- » Learning Program Evaluation
- » Learning Architecture Design
- » Curriculum Analysis, Design & Planning
- » Needs Assessment & Gap Analysis

ORGANIZATIONAL DEVELOPMENT

Highly skilled OD Consultants improve workforce performance and productivity and increase morale and retention.

Organizational Development Expertise Includes:

- » Change Management
- » Competency Modeling
- » Curriculum Mapping
- » Organizational Effectiveness Consulting
- » Succession Planning



Case Study:

Energy & Utilities Success Story

Clarity helped a global oil and gas company anchor a new working culture within the company

The Client

Our client, is a global leader in project management, engineering and construction services for oil, gas, and petrochemical facilities. The company's 36,500 employees worldwide deliver fully-integrated capabilities and widely acknowledged expertise in three business segments: subsea infrastructures, offshore platforms and onshore processing facilities.

The Challenge

Nearly every aspect of the client's business and technology is dynamic, and the company strives to meet a high standard in its internal training. They are also subject to changing work priorities, staffing and manpower challenges and market demands, so like many large, fast-moving companies, they are occasionally backlogged with training needs. The client asked Clarity for a consultant who could take on multiple roles: an expert in Articulate and Captivate who could convert some existing material from dated media into interactive learning tools; and a problem-solving diplomat who could help them leverage some latent corporate strengths and assets into viable training media. A "good communicator who could offer suggestions for solutions and innovative new ideas for improving the current e-learning environment" was their request.

[Read More](#)



A background image showing a group of business professionals in a meeting. They are seated around a table, looking at documents and charts. One person is pointing at a chart on a document. The image is partially obscured by a white curved shape at the bottom.

Training Topic Expertise

Clarity's L&D consultants provide the expertise needed to develop and facilitate your corporate training programs. We provide top consulting and contract L&D talent for all major learning topic areas, including:

LEADERSHIP DEVELOPMENT TRAINING

- » Leadership Development, Management/Supervisor Training, New Leader Training

BUSINESS PROCESS TRAINING

- » New Hire & Onboarding, Customer Service, Sales Skills, Sales Enablement, Business Development, Project Management, Financial Processes

TECHNICAL TRAINING

- » Software Application, Technical Product, Technical Certification, Manufacturing, Environmental

SOFT SKILLS TRAINING

- » Effective Communication, Conflict Resolution, Customer Service, Team Building/Collaboration

LEGAL & COMPLIANCE TRAINING

- » Policy & Procedures, Human Resources (Anti-Harassment, Diversity, Equity, Inclusion & Belonging), Regulatory, Health & Safety, Environmental Sustainability

Our highly skilled consultants are ready to deploy on-site or virtually.



Why Clarity Consultants?

Clarity's Elite L&D Consultants provide Learning & Development solutions to help your organization evaluate strengths, develop talent, train leadership, and manage change.

We're industry leaders in every aspect of learning and development, including learning strategy development and planning, instructional design and development, eLearning development, training delivery & facilitation, training coordination, learning technology, organizational development/change management, project management and more.

CLARITY CONSULTANTS DELIVERS MEASURABLE RESULTS:

Access Higher Quality Talent

- » Access our refined network of tried-and-true consultants; we rigorously vet our consultants to work with the top 3%.
- » Our Talent Managers have an average of 15 years of experience in the L&D industry, and our management team has over 100 years of combined L&D experience.
- » Get the right resources for your needs. We have over 3,000 consultants that have successfully completed projects for our clients.

Reduce Risks

- » Over 30 years of success
- » Long-standing relationships with global organizations, including 80% of the Fortune 500
- » Higher consultant retention ensures project continuity

Enjoy Better Outcomes

- » Improved training retention
- » Maximized training ROI and ROE

Save Time and Money

- » Precision-matched consultants ramp up faster (even same day)
- » Greater project control, visibility and flexibility
- » Consultants can work on-site or virtually

Enjoy a Better Service Experience

- » Talent solutions designed to fit your unique learning program needs
- » Tiered talent options to work within your budget

Get the most from your talent development budget with outstanding scalable resources.





clarity

CONSULTANTS

Take your L&D objectives from vision to reality with Clarity Consultants.

www.clarityconsultants.com

1-800-330-6558

In addition to Clarity's deep expertise in energy & utilities, our consultants have a long track record of success with the following industries:



COMPUTER SOFTWARE & SERVICES



CONSUMER PRODUCTS



PHARMACEUTICAL



INSURANCE



FOOD & BEVERAGE



MEDICAL DEVICE



MEDIA & TELECOM



HIGHER EDUCATION



HEALTH PRODUCTS & SERVICES



FINANCIAL SERVICES & BANKING



RETAIL



COMPUTER HARDWARE



PROFESSIONAL SERVICES



HOSPITALITY & RESTAURANT

