Solutions that Transform People and Organizations

We provide learning and development services that solve your complex business problems, improve your operations and help your workforce reach the highest level of performance.

Results-driven training focused on your workforce needs and desired business outcomes.

Our professionals craft individualized programs that enhance an employee’s performance on the job.

Solutions that move your organization and people through meaningful change and growth.

INVISTA PERFORMANCE SOLUTIONS
**Services We Provide**

**Customized Training**

In our approach to customized training, we utilize the ADDIE model, an industry recognized process to produce and deliver high quality, results-driven training.

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<th>Gear Icon</th>
<th>Description</th>
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<td><strong>Analysis</strong> – understand the gap between what is and what should be at your organization</td>
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<td><strong>Design</strong> – create high level outline and objectives of the program for your review and approval</td>
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<td><strong>Development</strong> – finalize training content and all materials that engage your learners</td>
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<td><strong>Implementation</strong> – deliver training program utilizing interactive and engaging training methodology that leads to improved job performance</td>
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<td><strong>Evaluation</strong> – collect feedback, interpret and understand data to ensure your business outcomes are met</td>
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These are the main areas of IPS’ training expertise. We are always developing new programs so tell us about your needs!

- Communication – Business Writing
- Computer Skills
- Customer Service
- Diversity, Inclusion and Harassment Prevention
- Industrial and Technical Skills
- Leadership
- Management
- Process Improvement – Lean Six Sigma
- Project Management
- Team Building
- Train the Trainer

We take pride in our team of professional learning and development experts. Our consultants and facilitators are:

- Industry experts with years of experience in the field who understand your organizational complexities and needs
- Certified providers of a multitude of assessments, tools, and evaluations to ensure consistency throughout program development
- Adult learning professionals who understand that learning is a process not an event

Working with you to suit your business realities, we can deliver training using any of the following modes: Live Instructor Led, Online Instructor Led or Self-Paced, or Blended.

See our website for more detail including examples of courses we have developed and delivered to our clients.
Coaching

Based on your organizational needs, we provide coaching services in a variety of ways:

- Performance coaching – focuses on enhancing an individual’s performance in their current role, to increase their effectiveness and productivity at work
- Skills coaching – focuses on the core skills an employee needs to perform in their role
- Career Coaching – focuses on the individual’s career concerns, capabilities and options
- Executive coaching – focuses on improving the performance of the most influential people within the organization

As coaching is the most individually tailored practice in talent development, we consider the following factors when matching a coach and individual(s) being coached:

- The coaching program goals
- The coach’s business background, certification level, coaching style and personality fit
- Your organization’s specifications

Contact us for more information.

Consulting

Using a systematic approach, IPS consultants perform the following:

- Identify the goals of your organization
- Select appropriate solutions that will address those causes
- Define the gap between desired performance and actual performance
- Implement the solutions
- Identify the causes of the performance gap through a root cause analysis
- Evaluate the results

About Us

Formed in 2010, Invista Performance Solutions (IPS) is your local community and technical colleges’ solution for providing customized learning and development programs directly to organizations in the community. While our name may sound like a private business, we are a collaboration of four Pierce County Community and Technical Colleges: Clover Park Technical College, Pierce College-Fort Steilacoom, Pierce College-Puyallup, and Tacoma Community College. We help companies gain a competitive advantage in the global economy by increasing the skills of their workforce through education, training, and consulting support.
SAFE Boats International: Industrial and Technical Training

“The relationship that SAFE Boats has developed with Invista has been both enjoyable and significantly beneficial to our organization. Invista’s expertise in identifying and coordinating the execution of training courses has saved a significant amount of time and cost; more importantly, Invista has been able to provide training specific for our unique industry and brought a higher level of skill and knowledge to our workforce.”

Hartwell Champagne, Senior Vice President of Operations

Goodwill of the Olympics & Rainer Region: Workplace Skills and Customer Service

“For over 5 years Invista has been providing consistent quality Warehouse & Logistics curriculum and instruction to job seekers at Goodwill. In that time 557 students have been trained and 473 have been placed in Warehouse & Logistics occupations between Tacoma, Yakima and Longview. Invista has been an outstanding partner in helping to make this possible.”

Kurt Simmons, Assistant Director of WorkForce Development

Tacoma-Pierce County Health Department: Coaching

“I very much appreciate the work that my coach conducted with me during our Leadership Development sessions. She was a pleasure to work with and brought many ideas, method and learning tools to the table. It has been quite a while since I have invested this type of effort into self-development and I was very pleased with the results. Many times, in the past, I have pushed for staff to conduct self-improvement, but always neglected myself due to budgetary constraints. In this case I was very happy with the results and look forward to results in my contributions to this organization.”

Brian Moore, IT Manager

Tacoma Public Utilities - Water: College Credit Apprenticeship Program

“For me, it’s always so easy to communicate with Invista Performance Solutions (IPS) on a regular basis. As we collaborate with after hour classroom training schedules, instructors, and students, with the success of students in mind, we gain the experience needed to change and improve this training program. I believe communication is the key to our working relationship, and believe IPS feels the same. I really appreciate all the many efforts IPS has made in such a short time.”

Mike Riley, Management Analyst II