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Statement of Work: 90-Day L&D Impact Accelerator for Teams of 6-15 Members

Service Description:

The 90-Day L&D Impact Accelerator supports the work of learning departments to modernize learning by enabling the move from one-and-done programming to multi-asset initiatives or learning “ecosystems” for learning initiatives.

The support is provided through an Accelerator model including:

- Initial capability building modules and application of the LCD model to modernize learning
- Ongoing support as projects are being implemented (up to a year with option for renewal)
- Specific job aids to support leaders of team in building team momentum and managing stakeholder relationships
- A community and resource library to benchmark learning initiative work

Though the course portion of this service is intended to be completed within a quarter (90 days), support & access continues for one year, and can be renewed as an option at the end of the period.

Upon receipt of the payment for this Statement of Work, the L&D leader and team will gain access and begin using:

- **The 90-Day Team Accelerator Plan** – an editable template with a proposed schedule for going through the curriculum within 90 days
- **The Business to Learning Prioritizer** – a job aid to help gather and evaluate the criticality of learning initiatives for modernization by the LCD model
- **The 20-Module LCD Fundamentals Course** – an application + social learning based course where teams learn the LCD model through applying to a case study and their own work
- **A Private Team Channel** – Where deliverables can be shared and asynchronous feedback provided by our team
- **The 5 LCD Tools v2.0 and their Walkthroughs** – the LCD Tools (detailed frameworks that step-by-step take you through modernizing learning. There is one for each Action of the model) have evolved since the book, *Designing for Modern Learning*, was published. The Accelerator includes the latest version of the Tools as well as the brief, powerful Walkthrough videos that team members can reference and refresh as they work on projects throughout the year.
- **The 24/7 Ask the Expert Forum** – Teams can sustain wins by having year-long always on access to consultants and the community to answer questions on modern learning projects and learning strategy.
- **The Learning Cluster Library** – Teams will have access to the 50+ learning cluster examples in the learning cluster library to benchmark and get inspiration for projects

- **Live Calls** – Regular calls ensure time to get live coaching from Crystal and learning from other LCD practitioners
- **Change Management Stakeholder Toolkit** – A learning cluster for learning clusters and approaches for managing the change to modern learning with L&D’s customers & stakeholders that have worked for others.

These services and materials are provided through an online asynchronous digital platform.

Terms and Conditions:

Term

This agreement is effective on _____ for a period of 12 months. 30 days prior to expiration of this term, you will be notified and given the option to renew.

Causes for early termination by LCD Group Inc include posting offensive content or consistently posting language that harms the psychological safety of others in the platform. You may not transmit any Content that is unlawful, offensive, upsetting, intended to disgust, threatening, libelous, defamatory, obscene or otherwise objectionable. Examples of such objectionable Content include, but are not limited to, the following:

- Unlawful or promoting unlawful activity.
- Defamatory, discriminatory, or mean-spirited content, including references or commentary about religion, race, sexual orientation, gender, national/ethnic origin, or other targeted groups.
- Spam, machine – or randomly – generated, constituting unauthorized or unsolicited advertising, chain letters, any other form of unauthorized solicitation, or any form of lottery or gambling.
- Containing or installing any viruses, worms, malware, trojan horses, or other content that is designed or intended to disrupt, damage, or limit the functioning of any software, hardware or telecommunications equipment or to damage or obtain unauthorized access to any data or other information of a third person.
- Infringing on any proprietary rights of any party, including patent, trademark, trade secret, copyright, right of publicity or other rights.
- Impersonating any person or entity including the Company and its employees or representatives.
- Violating the privacy of any third person.
- False information and features.

Participants for this Agreement

Company Name: _____

Company Point of Contact Information:

- Name:
- Role:
- Email:
- Phone Number:

Members that will be awarded the service:

Full Name	Email Address

Fee

This Service is provided at a flat fee of \$25,000 due upon acceptance of the agreement.

An invoice will be provided along with ACH/direct deposit details.

L&D Launch Guarantee

If within 90 days, you are not satisfied with the progress you see, given the conditions below, you can request a full refund or a call with Crystal to create and implement a custom extended support plan for the remainder of the year.

In order to request a refund or custom plan with Crystal, your full team must have:

- Fully completed the Fundamentals of LCD course
- Tried the LCD Tools on a real work project
- Tried implementing a learning cluster(s) with stakeholders and end users
- Asked for help via our 24/7 consultancy when they run into issues

If major changes have occurred in the organization, outside of L&D and LCD Group’s control (such as re-org or layoffs), we may not be able to accommodate a refund. Please contact us.

Intellectual Property

The Service and Products and its original content, excluding Content already owned by others provided by you or other users, features and functionality are and will remain the exclusive property of the Company and its licensors.

The Products are protected by copyright, trademark, and other laws of both the Country and foreign countries.

You may not distribute or modify any of the content located on the Service outside of your personal use, including use in any product or service you provide, without the prior written consent of the Company.

Links To Other Web Sites

Our Products may contain links to third party websites or services that are not owned or controlled by LCD Group Inc.

LCD Group Inc has no control over, and assumes no responsibility for the content, privacy policies, or practices of any third party websites or services. We do not warrant the offerings of any of these entities/individuals or their websites.

You acknowledge and agree that LCD Group Inc shall not be responsible or liable, directly or indirectly, for any damage or loss caused or alleged to be caused by or in connection with use of or reliance on any such content, goods or services available on or through any such third party websites or services.

We strongly advise you to read the terms and conditions and privacy policies of any third party websites or services that you visit.

Digital Accessibility

Our digital platform is powered by Circle.so.

- My company has no issues accessing external sites
- My company has some restrictions on accessing external sites
- It is very unlikely my company will support access to the site

We encourage you to involve your IT team if needed to verify accessibility and will provide any support we can on our end.

Confidential Information

Your team will be assigned a private channel for anything you wish to keep confidential. It is your responsibility to ensure your team is aware of any items that need to be held in confidence.

Regarding any other channel on our digital platform, note that we are a content heavy community including, but not limited to, we record our online events, run surveys and feedback forms, request submission of information and content from members.

We ask that you respect the privacy of others in the community as this is a support network, especially when members are being vulnerable. Because we often bring in guest speakers, record events, gather data in the community, ask members to submit information and content, among the like, in order to be a member, you must agree to allow us to use the content created, shared, and generated within and around our community and association as we wish. This will allow us to share submitted content on social media to help promote you as a professional as well as help us make a bigger impact in and outside of the community.

As a member of our community, you grant us, our employees, subsidiaries, affiliates, agents, successors, and assigns the right and permission to record, use, publish, live stream, offer for sale, or otherwise distribute any audio, video and text within our community ecosystem, including but not limited to our community hubs, online events, summits, conferences, polls, surveys and feedback forms. Such right and permission includes, but is not limited to your name, shared and recorded text, recorded voice, recorded video, photographs or likeness, biographical information, handouts or any material based upon or derived therefrom.

You understand that we, at our sole discretion, produce presentations or publications based in whole or in part upon text, audio and video (or any portions thereof) recordings or photographs of said media and that such media or transcripts may appear in print, online, or in any manner of/or media, including but not limited to promoting the association or streaming of audio and video programs.

You have no right of approval, no claim for compensation, and no claim (including, without limitation, claims based upon invasion of privacy, defamation, or right of publicity) arising out of or in connection

with, any use, alteration, or use in any composite form hereunder. You hereby warrant and represent that you have the right to enter into this agreement and to grant the rights granted to us herein.

You agree that during the course of engaging in our community and courses, not limited by the community hubs, online events, interviews, summits, and conferences, you have not violated and will not violate the rights of any third parties, including but not limited to copyrights, rights of privacy, trade secrets, and non-disclosure agreements, and that in the event of any breach of any of these warranties, you will defend and hold us harmless and without indemnity against any such claims. The release shall be binding upon me and my heirs, legal representatives, and assigns.

Governing Law

These Terms shall be governed and construed in accordance with the laws of Florida, United States, without regard to its conflict of law provisions.

Our failure to enforce any right or provision of these Terms will not be considered a waiver of those rights. If any provision of these Terms is held to be invalid or unenforceable by a court, the remaining provisions of these Terms will remain in effect. These Terms constitute the entire agreement between us regarding our Service, and supersede and replace any prior agreements we might have had between us regarding the Service.