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Bluestone Process Dynamics



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The annual listing of 10 companies that are at the forefront of providing leadership development training and impacting businesses



Marilyn Bota

Bob Huebner

can be a week-long affair as well if a client wants a deeper focus. The primary objective of this course is to help businesses rightly assess their own environment to find unconscious bias. More importantly, we take a top-down approach with this course to help senior leaders gain a comprehensive understanding of diversity and inclusion. We are currently doing a director-level program across an organization, and diversity and inclusion is a part of this. In fact, we have moved it up to the very front of the program.

We firmly believe that diversity and inclusion touches on or should touch on everything a leader does because if they are not putting diversity in place, they are missing some great talent and fresh perspective. So, instead of only offering this as a standalone program, we also use it as a thread that runs through a program to make it an implicit part of leadership.

Through all our programs, we bring theory down to practice to quickly drive positive outcomes. Also, our courses are never overwhelming—they are simple and precise. That's why we can seamlessly work with busy managers.

What are the key factors that differentiate Bluestone from its competitors?

Marilyn: We have grown in an execution-focused environment. So, rather than spending a lot of time opining upon different theories and topics, we conduct the right research, check with our experts, and make things happen practically. We are a rare combination of learning and development side and the technical business transformation side, which enables us to be more flexible

“As a learning organization, we are dedicated to finding new ways to help employees adapt to change while enabling them to acquire new skills for their growth

and quickly bring solutions to the table. As a result, we have 100 percent repeat business.

What does the future hold for your organization?

Marilyn: 2020 has been a record-breaking year for us. In terms of next steps, we're going to continue to work on adapting quickly, exploring new approaches for microlearning, and allowing associates to get the information they need in the medium that they're looking for.

Bob: Several sectors like Pharma, BioMed, and financial services are facing tremendous pressures right now. Also, most retailers are witnessing an unbelievable transformation in the way they operate. Things that were going to happen over the next ten years are happening in weeks or months. Manufacturing entities too, are faced with the same plight. The situation demands a new level of crisis leadership. We're closely watching these trends to adapt, learn, and develop programs. **HR**