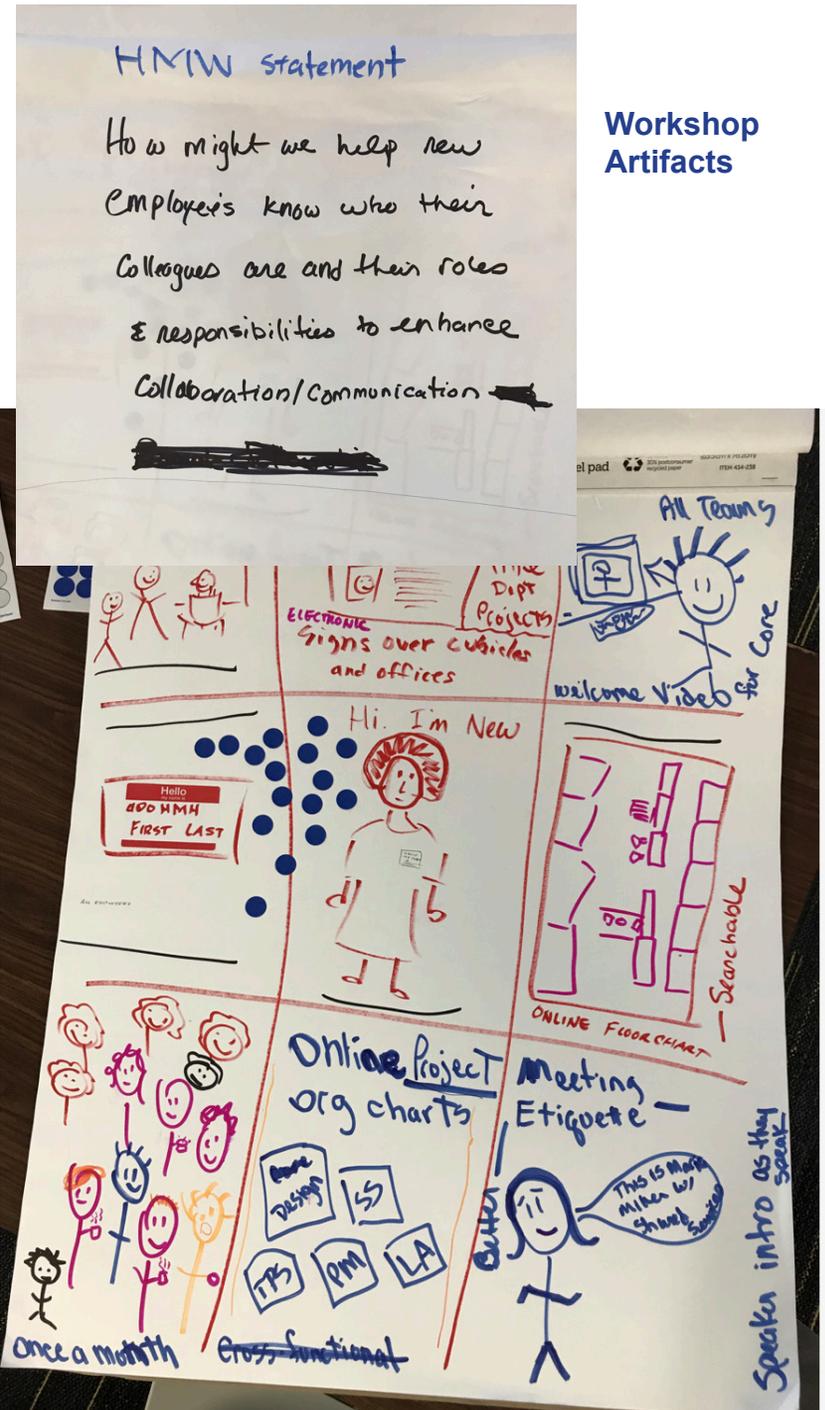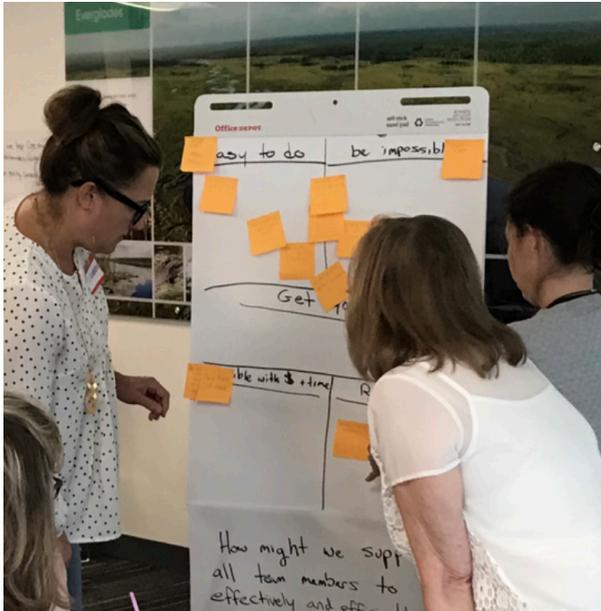**Training Need:** As part of implementing the company's goal to transform from a publishing company into a learning company, leadership provided an design thinking workshop for employees to actively participate in and engage in brainstorming ideas. Employees located in offices were able to particpate—remote workers felt left out and to a certain extent, undervalued. Leadership wanted to find a solution that could address this need.

In Person Design Thinking Workshops

Workshop Artifacts

HMW Statement

How might we help new employees know who their colleagues are and their roles & responsibilities to enhance Collaboration/Communication