

1. Have you done any membership surveys in recent past or received feedback of any kind from members in terms of topics they'd be most interested in?
We do completed surveys to collect feedback from time to time. Our Business Advisors, located throughout the province, who work with members and clients daily are our number one source for determining training needs.
2. What are your strategic goals for training? What would you like members to walk away with?
To have attendees walk away with relevant, practical, information/skills that can be incorporated into the business immediately supporting their business growth and success.
3. What feedback have you received from previous sessions? What style do members seem to prefer? Is there a length/time of day that seems to work well?
Training that is hands-on and interactive is ideal. Half day workshops are most often preferred by our members, followed in preference by short breakfast/lunch and learns, and full-day sessions.
4. Who are the target audiences you want to reach with training? Could sessions be developed for individual audiences rather broadly across all membership? I.e. could certain sessions be offered to mastermind groups? NLOWE members and clients are the overall target audience; training is often offered to individual audiences, which could include mastermind groups. Depending on the specific topic being delivered the audience will be businesswomen in various stages of business development, from start-up clients to high-level growth businesses. For the most part, many will be small businesses—solopreneurs, or with 1-2 employees offering consulting services. Would it be possible/acceptable to tailor separate training sessions as per NLOWE's structure - start, grow, advance. Yes.
5. Who makes the decision in terms of who is approved for training?
An internal committee will determine who is accepted to the trainers' list. Selection of submissions will be based on the experience and qualifications of the trainer, the relevance of their proposed training session(s), and cost.
6. Location options - where is training normally held? Would NLOWE choose or the trainer(s)?
Our members and clients are located throughout Newfoundland & Labrador; location options are endless and depend on needs identified by our Business Advisors. NLOWE, would typically choose the location.
7. Do you have a training calendar for the year?
Internally, yes we do.
8. Is it possible to see a list of the sessions that have been offered in the past in two years?
No. However, some of the recurring themes include: Strategy; Planning, Financial Literacy; Business Development; Communications; Networking; Pricing; Sales; Social Media; and, Work Life Balance.
9. What is meant by "associated costs" as referenced in the RFP? Would it be the cost to cover our time, material, venue and other supplies needed?
Any costs that NLOWE would incur should you be hired to delivery training should be included in your proposal including time, material, travel, and other supplies needed.