Company: Clearpath Learning Group, Knoxville, TN
Company Description: Clearpath is an award-winning learning strategy and design firm specializing in performance-based training that connects individual capability to organizational outcomes. From defining role-based skills to launching scalable global programs, Clearpath's end-to-end solutions help people work smarter, faster, and with far greater purpose.
Nomination Category: Company/Organization Awards Categories
Nomination Sub Category: Women-Run Workplace of the Year - 10 or Less Employees
Nomination Title: Clearpath Learning Group

1. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words):

   Total 142 words used.

   Clearpath provides the following in support of its nomination:

   Supplementary Document with Additional Information and Company Insights, attached to this application, or found here:

   https://clearpathlearninggroup.sharefile.com/public/share/web-s7f7206edf9604d86b0db1cdfabcd478e

   [REDACTED FOR PUBLICATION]

   - *CEO/Founder: Jenn Kammerdiener's story and vision*
   - *Team Perspectives: The team enthusiastically shares how working at Clearpath has profoundly impacted so many*
   - *Publications: White papers, articles, and blog posts examining Clearpath's insights within the industry and beyond*
   - *Industry Recognition: Recipient of four gold and two silver 2024 awards, including the Stevies, with press releases highlighting their significance*
   - *Client Testimonials: Selected client feedback affirming the meaningful impact of Clearpath's work*
   - *Case Snapshots: A few brief overviews showcasing how Clearpath navigated projects from challenge to success*

   Please find further company communications at:

   - *Website: https://clearpathlearninggroup.com/*
   - *CEO/Founder LinkedIn: https://www.linkedin.com/in/jenn-kammerdiener-779b331/*
   - *Company LinkedIn: https://www.linkedin.com/company/clearpath-learning-group/*

2. *Which will you submit for your nomination in this category, a video of up to five (5) minutes, explaining the achievements since July 1, 2023 of the nominated organization, OR written answers to the questions? (Choose one):*

   Written answers to the questions

3. *If you are submitting a video of up to five (5) minutes in length, provide the URL of the video here, OR attach it to your entry via the "Add Attachments, Videos, or Links to This Entry" link above, through which you may also upload a copy of your video. If you are submitting written answers to the questions for this category, provide them in the appropriate spaces below:*

   A Supplementary Document with additional information and company insights is attached.

4. *Briefly describe the nominated organization: history and past performance (up to 200 words):*

   Total 199 words used.

   Clearpath is a small Learning & Development firm doing big work. Since 2009, it has provided custom, role-based learning paths for complex business needs. Clearpath's full-service, performance-driven approach improves how people work in meaningful, measurable, and lasting ways.

   Founder and CEO Jenn Kammerdiener has shaped Clearpath into an award-winning L&D partner serving non-profits and Fortune 100s worldwide. Even the most powerful businesses, such as Amazon, AWS, Accenture, Uber Freight, and UKG, trust Clearpath's smart, strategic learning design.

   As a strategy for itself, Clearpath's contractor-powered model keeps the company agile. Reduced overhead creates business resilience. Clients receive specialized, consistent delivery on-demand. And the team enjoys autonomy and flexibility while contributing to career-defining work on their own terms. The framework serves all and its benefit shows up across the board.

   [REDACTED FOR PUBLICATION]

5. *Outline the organization's achievements since July 1 2023 that you wish to bring to the judges' attention (up to 250 words):*

   Total 248 words used.

   Clearpath has delivered enterprise learning content to over 300,000 learners worldwide across nearly every modality. Since 2023, it's begun exploring how AI can reshape learning and how learning can build a bridge to human capability in an AI world.

   Two recently designed AI-enabled programs, originally developed as onboarding and product trainings, have since evolved into organizational knowledge hubs and adaptive course frameworks. These efforts, combined with advances in workplace AI and the related need for workforce enablement, laid the groundwork for Clearpath's Capability-Based AI Enablement Program to be offered soon.

   Clearpath's innovative work has earned several 2024 awards, including top honors from the Stevies:

   Stevies Great Employers

   LEADERSHIP OR SKILLS DEVELOPMENT SOLUTION PROVIDER OF THE YEAR (GOLD): "The emphasis on client-centric, performance-based approaches and the ability to adapt to various industries and modalities underscore Clearpath's strength in leadership and skills development."- Stevies Judging Panel

   CLO Learning in Practice

   EXCELLENCE IN e-LEARNING (GOLD): A human-centric accreditation program that raised CSAT scores 6% in the first three months

   Brandon Hall HCM Excellence Awards

   BEST MODEL OF A GROWTH-FOCUSED ORGANIZATION, with Uber Freight (GOLD): Enhancing industry efficiency by addressing organizational efficiency

   BEST LEADERSHIP DEVELOPMENT TRAINING PROGRAM, with BMW (GOLD): Leadership training for frontline workers—a voluntary offering that consistently fills to capacity

   BEST CERTIFICATION PROGRAM, with AWS (SILVER): A highly customizable program supporting the diverse needs of 47,000

   BEST LEADERSHIP DEVELOPMENT TRAINING PROGRAM, with Accenture (SILVER): An energetic learner journey demonstrating the client's commitment to its valuable new workforce

6. *Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the organization's past performance (up to 250 words):*

   Total 249 words used.

   Behind Clearpath's global client base and steady rapid growth lies what may be its greatest achievement: a scalable collective. What began in 2009 as a solo consultancy has grown into a lean, high-performing collaborative of carefully selected independent consultants spanning client services and professional roles. All are 1099 contractors.

   This dedicated team of under 10 scales as needed, partnering with specialized professionals and privately owned firms through mutually beneficial ways. Many L&D providers work with fixed structures and headcount. Clearpath's flexible, talent-centric model prioritizes strategic fit, financial efficiency, and delivery excellence. It benefits both business and individual.

   By limiting long-term investment, Clearpath focuses on high-margin services. For the business, this means strategic precision. The network expands project by project, engaging experts sized precisely to scope and need. Through scale in step with client demands and economic shifts, Clearpath is able to compete with, and even outperform, far larger firms.

   Each contractor maintains their own business, manages their time, and takes on outside projects as they choose. They contribute to world-class work that is respected, trusted, and continually challenging. From the communities they call home, this distributed team delivers learning solutions that transform organizations across the globe.

   Clearpath's success stems greatly from the strength of this scalable framework. While many firms falter given economic uncertainty, Clearpath's structure absorbs volatility without compromising service. Compared to industry peers bound by conventional structures, Clearpath's achievements represent a forward-thinking, human-centered business approach via a business model that honors the individual and meets the moment.

Attachments/Videos/Links:

Clearpath Learning Group

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