

What are the Best Movies for a training session?

This question was posted on both the [ASTD National](#) LinkedIN group and the [Training & Development](#) LinkedIN group. If you're not a member of those groups, you may not be able to access the raw material, and if you are a group-member, you may still have found the discussion cumbersome to follow. Either way, you're in luck.

What follows is a synthesis of the favorite movies for a variety of training topics, as selected by our community of trainers.

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Change Management / Time Management / Motivation

- *The Desk Set* - dealing with change (1957 Tracy/Hepburn)
- *Monkey Management* - one of the best on Time Management
- *Monsters inc.* - at the beginning when they collect the screams and it shows on the score-board, for starting a discussion on performance management and measurement.
- *The World's Fastest Indian* – for motivation in sales training and following through on your dreams, thinking big, focus and creativity, at the end of the film people break into spontaneous clapping, leaves a whooping effect.

Communication and Presentations

- *The Mirror has Two Faces* – when Jeff Bridges comes to Barbara Streisand's lecture. To illustrate effective presentation techniques. AND the scene where mother Lauren Bacall and roommate daughter and NYU Professor Barbra Steisand have dinner together is an example of "bad" communication

- *Young Frankenstein* with Gene Wilder for communication skills.
- *"Who's on First" sketch* - for comedic play on words, illustrating the importance of deliberate communication and clarity.
- *Caddyshack* - kill the gophers (gophers) for communication
- *Dances With Wolves* - Teepee scene where Sioux discover that Costner, a white man, is manning the outpost

Customer Service

- *Dharma & Greg* - I think it was during the last season, in which Greg is trying to tell the Insurance company that they paid a claim twice. The company's customer service tagline is "We Listen," but, despite their best intentions, they really aren't listening. It is a great way to illustrate that customer service isn't just about the script, it is also about the behavior.
- *What Women Want* - (understanding your clients needs - Mel Gibson using all the products in the box)

Diversity

- *Anyone and Everyone* for diversity concerning gay/lesbian.
- *The Paperclip Project* on ethnicity and culture.
- *Mad Hot Ballroom* for ethnicity, male/female, teacher/student.
- *Tale of O* is another classic for diversity.
- *Remember the Titans* - to reinforce healthy group dynamics and basing opinions on performance; not stereotypes or misconceptions.

Effective Meetings

- *What Women Want* - Use the clip where Helen Hunt is introduced in the board room for the first time. She is very much in charge and it is extremely effective for this type of meeting/introduction.
- *Big Business* - clip from Your Show of Shows, to illustrate how not to run a meeting.
- *12 Angry Men* - for Group Dynamics.

Leadership & Teamwork

- *12 O'Clock High* for Leadership Principles.
- *A Bug's Life* - teamwork/conflict
- *A Few Good Men* - for leadership, teambuilding and integrity
- *Armageddon*

- *Butch Cassidy and the Sundance Kid* - Where Butch "fights" the really big guy for leadership of the group - resolving conflict...funny
- *Coach Carter* - for leadership training.
- *Days of Thunder* (scene where Tom Cruise first does some NASCAR racing and gets banged into a lot and he's miffed and spouts off to Duvall, pit chief, who replies. "Rubbin' is racing." - for storming Phase of Team development
- *Dead Poets Society*
- *Facing the Giants* where the coach was having a troublesome team member and "leader" do a crawl to the 50 yard line when he actually makes it across the entire field. Great to focus your leaders on what influence they really have
- *Gandhi*, various scenes, for Leadership Principles (My favourite scene is the 1930 Salt Walk to the sea, to illustrate leading by example, and communicating by doing)
- *Gladiator* - leadership/team/trust
- *Henry V* – conflict, loyalty, motivation, stress mgt, leadership, and negotiation;
- *Hoodwinked* - is an excellent example of perception
- *Invictus* - excellent for leadership, conflict resolution, and influencing;
- *Jaws*, specifically the boat scene, can inspire discussion of Brodie's range of leadership styles.
- *Kung fu Panda*
- *League of their Own* - coaching/feedback - no crying in baseball segment
- *Lord of the Rings* - The first one where they're arguing about who's going to take the ring to be destroyed. Frodo steps up. We use it for stepping up to leadership...we are all volunteers.
- *Master and Commander* - to illustrate the concept of situational leadership and/or leadership traits.
- *Mr. Holland's Opus* (scene where red hair girl wants to quit clarinet and Holland just came to the realization that helping students' lives is meaningful even though the opus is not yet written)- Shared Vision
- *Patriot* - scene where Mel Gibson addresses the Continental Congress as to why he does not want to go to war - another Shared Vision and Communication
- *Patton* - opening speech is great for a Train the Trainer / Leadership program
- *Remember the Titans* - evolution and power of leadership, teamwork and creating change. (NOTE scene where the co-captains at summer practice at Gettysburg are in one another's face during a break and tip over a table of gatorade; and NOTE scene where all players are woken up in the middle of the night for a run to the national cemetery of Gettysburg and Denzel Washington's exhortation to the team.
- *Scent of a Woman* – leadership, communication, teamwork.

Learning / Teaching

- *Bambi* - when the rabbit teaches Bambi to skate; for OJT coaching tips. I also use *Jungle book* when Baloo sings and teaches Mogli how to live in the jungle, for the same thing.
- *Dead Poets Society* - several snippets with Robin Williams using novel approaches with students.
- *Karate Kid* - for illustrating the four employee development levels.

Problem Solving & Decision Making

- *Cast Away* is great for creativity and problem solving--what would you have used the Fed Ex box content for?
- *12 Angry Men* - Eleven jurors are convinced that the defendant is guilty of murder. The twelfth has no doubt of his innocence. How can this one man steer the others toward the same conclusion? It's a case of seemingly overwhelming evidence against a teenager accused of killing his father in "one of the best pictures ever made"
- *The Missiles of October* (1974) for decision making and negotiation.
- *Cast Away* - getting the coconut open for perseverance

Sales and Marketing

- *Glengarry Glen Ross*
- *Boiler Room* - for telephone/communications/selling

Other

- *The Edge*. That clip is powerful although one time I used it with a group and a woman who was involved with animal rights and welfare gave me a hard time!

Motion Picture Licensing Corporation – Movie recommendations & rights

Following is a Corporate Programming Guide put out the by the Motion Picture Licensing Corporation's (MPLC). They are an excellent one-stop resource to obtain rights to legally play movies in training rooms.

For licensing information, contact Erica Hauptert: ehauptert@mplc.org or 800-462-8885.

MovieClips.com

If these aren't just right, or if you want to preview some clips before you explore rights, MovieClips.com is a good resource. I can't promise they'll have all the clips you want, but it's a good starting point.

CORPORATE PROGRAMMING GUIDE

THEME/TITLE

STUDIO

ACCOUNTABILITY

Bobby Jones: Stroke of Genius
The Majestic

Columbia Tristar
Warner Brothers

ANALYZING ISSUES

Dead Poet's Society

Touchstone Pictures

ATTITUDE

Casino
How the Grinch Stole Christmas

Universal Pictures
Universal Pictures

CHARACTER

A Few Good Men
Eight Men Out
Judgement at Nuremberg
Phenomenon
Quiz Show (1994)
The Truman Show
The War (1994)

Columbia
Orion Pictures Corporation
United Artists
Touchstone Pictures
Buena Vista Pictures (distributor)
Paramount Pictures
Universal Pictures

CHOICES

Dances with Wolves
Dangerous Minds
Kate and Leopold

Orion Pictures Corporation (distributor)
Buena Vista Pictures (distributor)
Miramax Films

COACHING

Bambi
Coach Carter
Toy Story

Walt Disney
Paramount Pictures
Walt Disney

COLD CALLING

Tommy Boy

Paramount Pictures

COMMUNICATION

Austin Powers: Intl. Man of Mystery
Finding Forrester
Rebel Without a Cause
The Color Purple
Young Frankenstein

New Line Cinema
Columbia Pictures
Warner Bros. Pictures
Warner Bros. Pictures
20th Century Fox

COMPROMISE

Judgement at Nuremberg

United Artists

CONFIDENCE

Hoop Dreams
Hoosiers

Fine Line Features
Orion Pictures Corporation (distributor)

CONFLICT

Anger Management
Dead Man Walking
Dumb and Dumber
Freaky Friday
For the Birds**
Happy Gilmore
Planes, Trains and Automobiles
Stepmom
The Sum of All Fears
Tommy Boy

Columbia Pictures
MGM Distributor
New Line Cinema
Walt Disney
Pixar Animation Studios
Universal Pictures
Paramount Pictures
Columbia Pictures
Paramount Pictures
Paramount Pictures

DECREASE MISTAKES (ON THE JOB)

Dances with Wolves

Orion Pictures Corporation (distributor)

DIVERSITY/DISCRIMINATION

A League of Their Own
Anger Management
Dead Man Walking
Finding Forrester
Finding Forrester
The Mission

Columbia Pictures
Columbia Pictures
MGM Distributor
Columbia Pictures
Columbia Pictures
Warner Bros. Pictures

EFFICIENCY / PRODUCTIVITY

Apollo 13
Monsters, Inc.
Willy Wonka and the Chocolate Factory

Universal Pictures
Pixar Animation Studios
Paramount Pictures

ETHICS

A Time to Kill
Austin Powers: The Spy Who Shagged Me
Bobby Jones: Stroke of Genius
Changing Lanes
Chariots of Fire
Edward Scissorhands
Eight Men Out
Hancock
Juno
Quiz Show
The Terminator
The Insider
The Truman Show
The Untouchables
Wallstreet

Warner Bros. Pictures
New Line Cinema
Columbia Tristar
New Line Cinema
Warner Bros. Pictures
20th Century Fox
Orion Pictures Corporation
Columbia Pictures
20th Century Fox
Buena Vista Pictures (distributor)
Orion Pictures Corporation (distributor)
Touchstone Pictures
Paramount Pictures
Paramount Pictures
20th Century Fox

HONOR & INTEGRITY

A Beautiful Mind
Batman Begins
Before Sunrise
Gladiator
Gods and Generals
Karate Kid

Universal Pictures
Warner Bros. Pictures
Sony Pictures Entertainment
Dreamworks SKG
Warner Bros. Pictures
Columbia Pictures

INNOVATIVE THINKING

Forrest Gump
The Matrix

Paramount Pictures
Warner Bros. Pictures

LEADERSHIP

12 O'Clock High
Any Given Sunday
Apollo 13
Citizen Kane
Dangerous Minds
Dead Poet's Society
Gladiator
Jaws
K-19
Lawrence of Arabia
Men in Black
Music of the Heart
Norma Rae
Out of Africa
Pearl Harbor (2001)
Saving Private Ryan
Stand and Deliver
The Chronicles of Narnia: L, W & the W
The Lord of the Rings: The Fellowship
The Sum of All Fears
To Kill a Mockingbird
Wall Street

20th Century Fox
Warner Bros. Pictures
Universal Pictures
RKO Radio Pictures
Buena Vista Pictures (distributor)
Buena Vista Pictures (distributor)
Dreamworks Animation
Universal Pictures
Paramount Pictures
Columbia Pictures
Columbia Pictures
Miramax Films
20th Century Fox
Universal Pictures
Buena Vista Pictures (distributor)
Dreamworks Animation
Warner Bros. Pictures
Walt Disney
New Line Cinema
Paramount Pictures
Universal Pictures
20th Century Fox

MARKETING

Big

20th Century Fox

MISTAKES AND/OR FAILURE

Cars

Walt Disney

MOTIVATION

A Christmas Story
Dead Poet's Society
Hoosiers
Monsters, Inc.
Mr. Holland's Opus
Rudy
Stand and Deliver

MGM Distributor
Buena Vista Pictures (distributor)
Orion Pictures Corporation (distributor)
Pixar Animation Studios
Buena Vista Pictures (distributor)
TriStar Pictures
Warner Bros. Pictures

NEGOTIATION

A Few Good Men
Anger Management
Bad Santa
Grosse Pointe Blank

Columbia
Columbia
Columbia
Buena Vista Pictures

PERSEVERANCE

Behind Enemy Lines
Cast Away

20th Century Fox
20th Century Fox

The Empire Strikes Back 20th Century Fox

PRESENTATION TECHNIQUES

The Mirror Has Two Faces Sony Pictures Entertainment

PRIORITIES, TRUTH/ETHICS

Deep Impact Paramount Pictures
Groundhog Day Columbia
Hook TriStar Pictures
Meet Joe Black Universal Pictures
The Man in the Grey Flannel Suit 20th Century Fox

PROBLEM SOLVING

Apollo 13 Universal Pictures
Cast Away 20th Century Fox
The Chronicles of Narnia: L, W & the W Walt Disney
The Firm Paramount Pictures

The Lord of the Rings: The Return of the King New Line Cinema

RISK

City of Angels Warner Bros. Pictures

SACRIFICE

Men in Black Columbia Pictures

SALES

Changing Lanes Paramount Pictures
Fletch Universal Pictures
GlenGary Glen Ross New Line Cinema
Shrek Dreamworks Animation

TEAMWORK

Cars Walt Disney
Gladiator Dreamworks Animation
The Guardian Touchstone Pictures
The Lord of the Rings: The Fellowship New Line Cinema

TRAINING

Happy Gilmore Universal Pictures
Karate Kid Columbia Pictures

TRUST

A Walk to Remember Warner Bros. Pictures
Gods and Generals Warner Bros. Pictures
Pearl Harbor Buena Vista Pictures (distributor)
Stand and Deliver Warner Bros. Pictures
Titanic Paramount Pictures