

# ELYSIAN HR

# TRAINING CATALOG 2026



## We Offer

### Live and Virtual Trainings

- Employee Development
- Manager/ Leadership
- Team and Organizational Effectiveness
- Compliance

### Lunch & Learns

### Teambuilding Sessions

### Leadership Offsite Solutions

### Executive Coaching



Contact Us: [Elysian-HR.com](http://Elysian-HR.com)

## Did you Know?

All of our trainings are available for reimbursement via the **Massachusetts Workforce Training Express Grant**. Through a very easy application process, the program offers MA-based companies with fewer than 100 employees up to \$15,000 of free training money!

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## You're in Good Company!

Below are just a few of the companies we have partnered with:



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## Emotional Intelligence

**Length & Modality:** 2-hour Virtual or Instructor-Led Training; can be customized to a 1-hour Lunch & Learn

### Participants: (Size and Recommended Audience)

The ideal audience size for this virtual workshop is 15-18 participants. Designed for individual contributors, High Potentials, managers, front line leaders, or anyone desiring to enhance their Emotional Intelligence skills.

### Course Overview

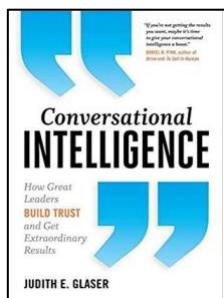
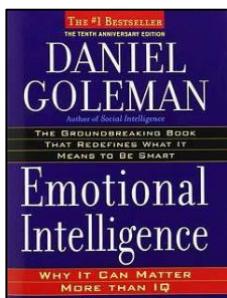
Research has proved that our emotional intelligence (EI) is more reliable in predicting success than our intelligence quotient (IQ). In this interactive course, we explore the topic of EI and how to develop our own EI, thereby increasing our success with our career and relationships both inside and outside of the workplace. Participants will leave the session with a better understanding of the power of our emotions in shaping our identities, our ability to influence others and in building healthy relationships with others.

### Learning Objectives

At the end of the course, participants will:

- Define Emotional Intelligence (EQ) and explain how it relates to personal and organizational success
- Reflect on their own level of Emotional Intelligence and gaps they may wish to strengthen
- Explore tools to increase emotional self-awareness and self-management, awareness of others, and managing relationships

### Related Materials



## Giving and Receiving Feedback

**Length & Modality:** 2-hour Virtual or Live Instructor-Led Training; can be customized to a 1-hour Lunch & Learn

### Participants: (Size and Recommended Audience)

The ideal audience size for this virtual workshop is 15-18 participants. Designed for all employees.

### Course Overview

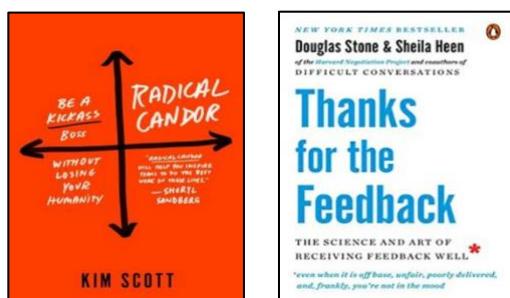
This workshop teaches participants the necessary skills needed to both give and receive constructive and positive feedback in a way that maintains relationships and increases performance. Participants will explore the concept of 'Radical Candor' and practice the CBR feedback model through interactive exercises and role play techniques. Finally, the course will introduce a structured process for effectively giving, receiving and soliciting feedback on an ongoing basis.

### Learning Objectives

At the end of the course, participants will:

- Understand the importance of giving and receiving feedback
- Learn about the concept of 'Radical Candor'
- Be proficient in using the CBR feedback model
- Be introduced to the '10-minute conversation'
- Receive insight and coaching from peers as part of a practice feedback exercise

### Related Materials



## Influencing without Authority

**Length & Modality:** 2-hour Virtual or Live Instructor-Led Training

### Participants: (Size and Recommended Audience)

The ideal audience size for this virtual workshop is 15-18 participants. Designed for all employees, especially team leaders, managers of cross-functional teams or program managers.

### Course Overview

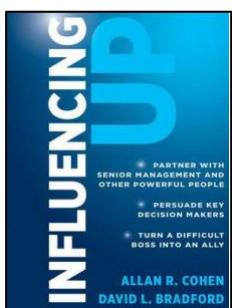
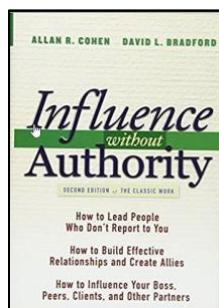
The ability to influence without authority is an essential skill for anyone working in a team or matrix environment. This course highlights the value of being able to influence others using personal power rather than position power. It breaks down the three levers of influence and goes through the steps needed to creating an effective influencing strategy. Through the use of group activities, videos and role-plays, this interactive course provides learners a practical framework and skills to effectively influence others without formal authority.

### Learning Objectives

At the end of the course, participants will:

- Learn about the various sources of power.
- Understand the three main levers of influence.
- Identify ways to strengthen personal power.
- Be able to effectively analyze the person and situation to plan a more effective influencing strategy.
- Learn to employ critical communication skills to create a more productive influencing conversation.

### Related Materials



## Interview Skills Training

**Length & Modality:** 2-hour Live or Virtual Instructor-Led Training

### Participants: (Size and Recommended Audience)

The ideal audience size for this virtual workshop is 15-18 participants. Designed for hiring managers and all employees who may be involved in the interview process.

### Course Overview

Hiring talent with both the technical expertise and the right cultural fit is critical to company success. This highly popular course looks at the important stages of the interview process, with particular focus on conducting competency-based behavioral interviews to assess for culture fit and to obtain relevant information that will lead to sound hiring decisions. The course also addresses the importance of managing the candidate experience and offers best practices to leave interviewees with a positive company image. Finally, the session explores the role of unconscious bias and common legal pitfalls that can impede effective hiring practices.

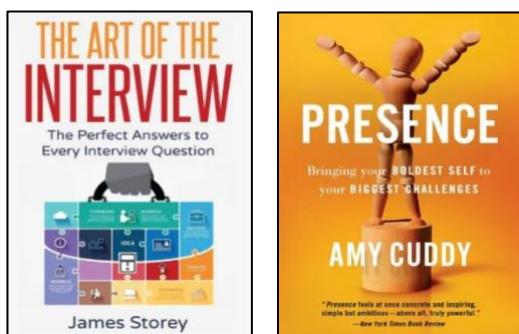
Note: This course can be customized to reflect the client's recruiting practices, and behavioral interview guides tailored to focus on the company core values/competencies can be built.

### Learning Objectives

At the end of the course, participants will:

- Learn about the importance of managing the candidate experience
- Understand the purpose and benefits of competency-based interviews
- Be proficient in conducting behavioral interviews using the STAR technique
- Follow a best practice, structured approach to evaluating and selecting the right candidate
- Understand how unconscious bias may present as an obstacle to clear decision making
- Be aware of employment laws that are relevant when interviewing candidates

### Related Materials



## Introduction to DEI: The What, Why and How

**Length & Modality:** 2-hour Live or Virtual Instructor-Led Training

### Participants: (Size and Recommended Audience)

The ideal audience size for this workshop is between 10-30 participants. Designed for all members of an organization, including company leaders, team leaders, managers of cross-functional teams, as well as independent contributors and interns.

### Course Overview

Diversity, Equity and Inclusion are complex concepts that are often in the news, and this course illuminates each of those terms in greater detail. The fundamentals of talking about identity include the development of self-awareness and initiating understanding of personal identity will be part of this course. Learners will also gain a basic understanding of the human brain's reliance on bias, and how to mitigate it. The benefits of being knowledgeable about DEI include greater opportunities for innovation, collaboration, employee retention, cross-cultural knowledge and life skills.

### Learning Objectives

At the end of the course, participants will:

- Understand key terminology used as part of DEI today
- Recognize steps and strategies to mitigate bias
- Assess the state of DEI in their work and personal lives
- Create an action plan to learn more about their own identity

**Supporting Materials:** PDF Toolkit provided

## Managing Conflict

**Length & Modality:** 2-hour Virtual or Live Instructor-Led Training

### Participants: (Size and Recommended Audience)

The ideal audience size is 15-18 participants. This course is designed for all employees.

### Course Overview

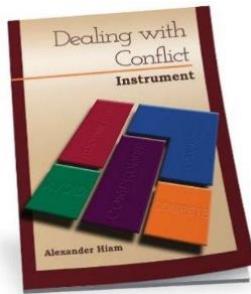
Conflict is inevitable within any organization and knowing how to manage conflict effectively is critical to individual and team success. In this session, participants will understand the neurocognitive response to conflict and the critical role of emotional intelligence and empathy when dealing with difficult situations. The session explores effective strategies for managing team conflict at both the group and individual levels. Participants will also learn how to use conflict as a positive force that can lead to innovation and an openness toward looking at the business in new ways.

### Learning Objectives

At the end of the course, participants will:

- Learn about the role of Emotional Intelligence and Empathy during conflict.
- Have a better understanding of their own conflict styles.
- Feel more confident in navigating conflict situations.
- View conflict as a source for growth, building trust and fostering innovation.

### Related Material



## Managing your Career

**Length & Modality:** 1.5-hour Virtual or Live Instructor-Led Training; can be customized to a 1-hour Lunch & Learn

### Participants: (Size and Recommended Audience)

The ideal audience size is 15-18 participants. This course is designed for individual contributors and is also a valuable component in high-potential and front-line leader journeys. (It complements the *Career Conversations* workshop for people managers.)

### Course Overview

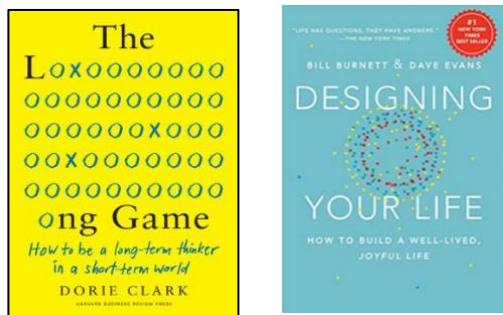
Your Career is an engaging learning experience that blends personal introspection and peer interaction. Whether a new employee or a veteran, this course is designed to meet participants wherever they are in their career journey, providing insights and tools to support ongoing career development. The session is comprised of three main chapters:

### Learning Objectives

At the end of the course, participants will:

- Learn about the importance of a Growth Mindset on career development.
- Understand the role of the employee, manager and company in managing development.
- Explore different development options using the 70-20-10 rule.
- Feel confident in holding meaningful career discussions with their managers.

### Related Materials



## Positive Intelligence® - Strengthening Mental Fitness

**Length & Modality:** 2.5-hour Virtual or Live Instructor-Led Training; can be customized to a 1-hour Lunch & Learn

### Participants: (Size and Recommended Audience)

The ideal audience size is 15-18 participants. This course is designed for leaders and individual contributors at all levels across the organization.

### Course Overview

This workshop introduces the concept of mental fitness, based on the Positive Intelligence® framework. Participants explore how their inner saboteurs—such as the Inner Critic, Controller, or Pleaser—impact performance, decision-making, and relationships at work.

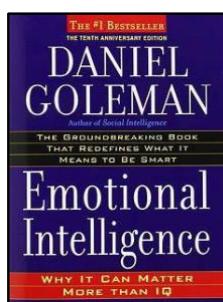
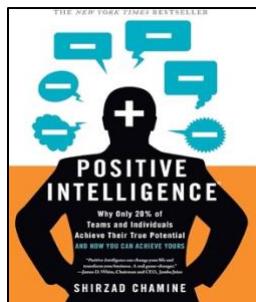
Through reflection and practical exercises, participants learn how to shift from self- sabotage to more constructive inner leadership, strengthening focus, confidence, and emotional agility. The session is highly practical and designed to support immediate application in day-to-day professional situations.

### Learning Objectives

At the end of the course, participants will:

- Understand the concept of mental fitness and its impact on leadership effectiveness
- Identify their key inner saboteurs and how these show up at work
- Learn practical techniques to interrupt unhelpful inner patterns
- Strengthen their ability to respond rather than react under pressure
- Develop greater confidence, focus and emotional resilience

### Related Materials



## Presentation Skills

**Length & Modality:** 4-hour Live Instructor-Led Training

### Participants: (Size and Recommended Audience)

The ideal audience size is 15-20 participants. This program is for anyone who makes presentations and/or speaks to groups of people whether on a large scale or small scale or even in a staff meeting! It covers in-person presentations as well as virtual presentations.

### Course Overview

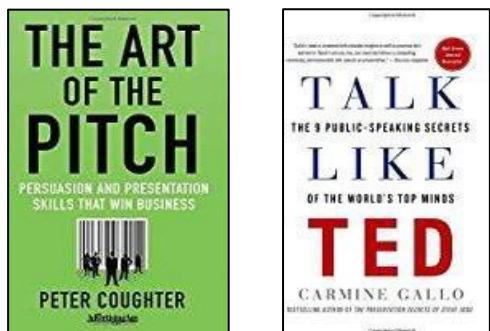
Are you putting your best foot forward when speaking to small or large groups of people? Does terror or panic hold you back from delivering effective presentations? This course covers several beginner-to-intermediate aspects of Presentation Skills with emphasis on industry and best practices around presenting. Participants will learn about the three critical steps for effective presentation: how to plan prior to the presentation, how to organize their ideas and how to effectively deliver the presentation. We will watch several videos to highlight the key points covered, and participants will have a chance to present in front of the audience to receive meaningful feedback.

### Learning Objectives

At the end of the course, participants will:

- Learn about the importance of impactful presentations.
- Understand the three critical steps: Planning, Organizing and Delivering.
- Learn do's and don'ts when delivering scientific presentations.
- Receive feedback on their own unique presentation styles.

### Related Materials



## Psychological Safety at Work

**Length & Modality:** 2.5-hour Virtual or Live Instructor-Led Training; can be customized to a 1-hour Lunch & Learn

### Participants: (Size and Recommended Audience)

The ideal audience size is 15-20 participants. This course is designed for leaders and individual contributors at all levels.

### Course Overview

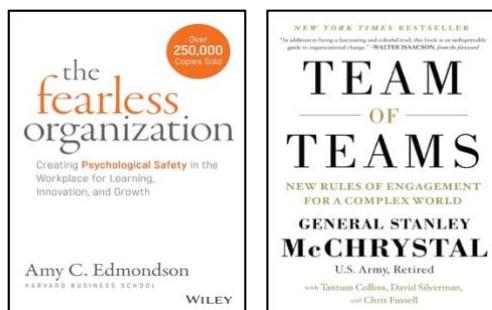
Psychological safety is a critical foundation for learning, collaboration, and high performance. This workshop explores what psychological safety really means in practice and the role leaders and team members play in creating—or undermining—it. Participants will examine everyday behaviors, communication patterns, and leadership habits that influence trust and openness. Through discussion and practical exercises, the session helps participants build environments where people feel safe to speak up, share ideas, and learn from mistakes.

### Learning Objectives

At the end of the course, participants will:

- Understand the concept of psychological safety and its impact on performance
- Recognize behaviors that strengthen or erode trust within teams
- Learn how to encourage open dialogue and constructive challenge
- Develop skills to respond productively to mistakes, feedback, and dissent
- Identify practical actions to foster psychological safety in their teams

### Related Material



## Setting Goals and Objectives

**Length & Modality:** 1.5-hour Virtual or Live Instructor-Led Training; can be customized to a 1-hour Lunch & Learn

### Participants: (Size and Recommended Audience)

The ideal audience size is 15-20 participants. This course is designed for all employees.

### Course Overview

Setting goals and objectives is the first and most critical step in a company's planning process. This course explains the importance of aligning individual goals to company and functional goals. Participants will learn how to develop effective goals using the SMART framework and apply the strategy to a goal-setting conversation.

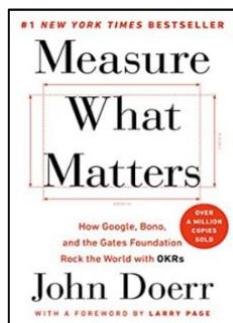
Note: This course can be customized to align with the company's process and philosophy of goal-setting and other related practices (such as link to bonus payouts) as applicable.

### Learning objectives

At the end of the course, participants will:

- Learn the linkage between corporate, functional and individual goals
- Understand the differences between Goals, Objectives, MBOs, OKRs
- Be proficient in developing robust individual goals using the SMART framework
- Be prepared to have robust goal-setting conversations with managers

### Related Material



## Shift Happens: Navigating Change for Growth

**Length & Modality:** 2-hour Virtual or Live Instructor-Led Training

### Participants: (Size and Recommended Audience)

The ideal audience size is 15-18 participants. This course is designed for all employees.

### Course Overview

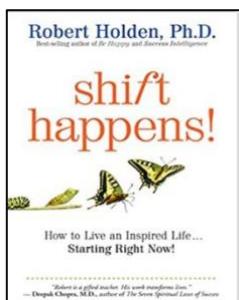
This interactive workshop explores the complex topic of change, which is an inevitable part of our personal and professional lives. Through the course, participants reflect on their past behaviors and reactions to change and learn about options for personal resilience to handle ambiguity and times of stress. It allows time for peer learning and exercises and group work. Case studies and practices facilitate the application of learning to real-life situations. Participants can apply workshop concepts to cases or their own 'change' situation. The course design facilitates the transfer of learning to the workplace with the help of practical tools and templates.

### Learning Objectives

At the end of the course, participants will:

- Acknowledge the reality of change and resistance
- Understand the different types of change
- Gain a better perspective of their personal reactions in times of change and stress
- Understand the stages of change and how to successfully navigate them.
- Learn to leverage a growth mindset to be more resilient and tenacious.
- Develop skills to become a change agent

### Related Material



## Stakeholder Mapping 101

**Length & Modality:** 1.5 hour Virtual or Live Instructor-Led Training

### Participants: (Size and Recommended Audience)

The ideal audience size is 10-20 participants. This course is designed for all members of an organization, including company leaders, team leaders, managers of cross-functional teams as well as independent contributors, interns and more.

### Course Overview

This course is an opportunity to reflect on the relationships that shape your work. You will use simple tools to visually chart and identify different types of stakeholders and the impact they have on your projects. How many stakeholders do you really have? What do different stakeholders need or expect from you? Are there relationships in your life that would benefit from further time and care, and are you certain that you know which ones those are? You will finish this course with a plan to adjust the attention you invest in your various stakeholder relationships and understand why that adjustment is being made.

### Learning Objectives

At the end of the course, participants will:

- Understand the concept of stakeholder, and different types of stakeholders
- Identify their own stakeholders (which may include very large groups)
- Determine which relationships are crucial to the success of their work or projects
- Assess the health of key relationships
- Create a strategy to invest more in key stakeholder relationships

**Related Materials:** PDF Toolkit provided

## The Five Behaviors® for Personal Development

**Length & Modality:** Half-day session that can be customized to fit specific goals or timeframe.  
Virtual or Live Instructor-Led Training.

### Participants: (Size and Recommended Audience)

The ideal audience size is 15-20 participants. This course is designed for all employees.

### Course Overview

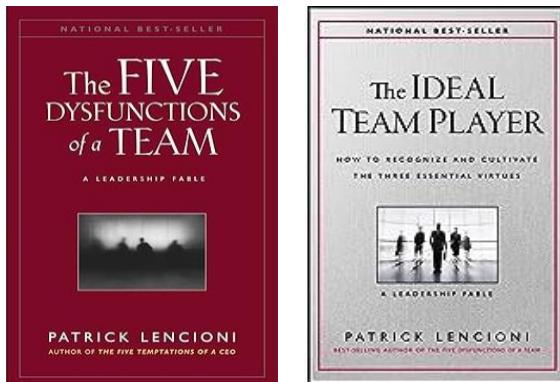
In the modern workplace, team members must navigate an environment that is constantly changing, and they must be flexible and relationship-savvy to navigate these everyday challenges. Creating a culture of effective teamwork is important to your organization's success but it doesn't happen overnight. Teamwork skills must be learned and practiced in order to thrive. The Five Behaviors® Personal Development can be your solution for building effective teamwork within your organization.

### Learning Objectives

At the end of the course, participants will learn:

- The foundational principles for building a cohesive team based on The Five Behaviors model.
- How their unique personalities influence their behaviors and the discipline required to overcome barriers caused by natural tendencies that make effective teamwork so elusive.
- The critical behaviors and interpersonal skills needed to be effective team players on any team.
- How individual styles contribute to a team's overall success.

### Related Materials



## Unconscious Bias

**Length & Modality:** 2-hour Virtual or Live Instructor-Led Training. Can be customized to a 1-hour Lunch & Learn.

### Participants: (Size and Recommended Audience)

The ideal audience size is 15-18 participants to allow for robust discussion. It is designed for all employees.

### Course Overview

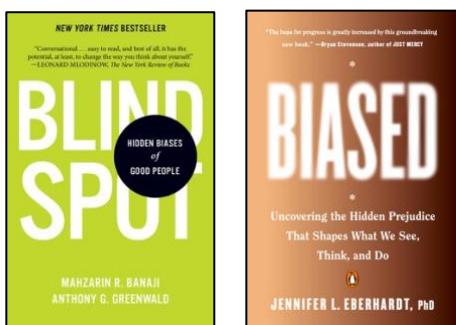
Unconscious bias affects everyone and can have significant impact on workplaces, shaping decisions around who gets recruited, hired, and promoted. Shifting our mindsets and creating awareness around personal bias can be difficult and vulnerable work. This workshop allows for growth to occur by first creating connection and then allowing learners multiple opportunities to assess, reflect and share. The goal is to bring learners to self-awareness in a comfortable and safe manner. Various modalities such as personal reflection activities, completion of the Implicit Association Test, videos and honest storytelling are all used to dig deep into this important subject.

### Learning Objectives

At the end of the course, participants will:

- Understand the role and value of inclusion in the workplace.
- Be able to evaluate the impact of bias at the individual, team and organizational level.
- Have an increase self-awareness of bias in themselves and how they experience bias.
- Gain the tools to address bias through practice and long-term learning enablement.

### Related Materials



## Adaptive Leadership: Applying the Goleman Model

**Length & Modality:** 2-hour Virtual or Live Instructor-Led Training

### Participants: (Size and Recommended Audience)

The ideal audience size is from 10-20 participants. Designed for CEOs- and aspiring CEOs- as well as company leaders, team leaders, managers of cross-functional teams, and program managers.

### Course Overview

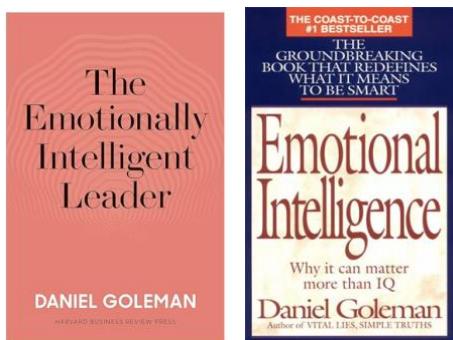
When a leader needs to “step up,” or take an action, they have choices about exactly HOW they do it. But not all leadership moments are intentional. Many are reactive without considering the nuanced demands of the context and may not be as effective as they could be. All leaders and aspiring leaders should be aware of how to shift styles according to the needs of the situation. Theorist Daniel Goleman defined 6 different leadership styles (Coercive, Authoritative, Pacesetting, Affiliative, Democratic and Coaching).

### Learning objectives

At the end of the course, participants will:

- Identify Goleman’s six different leadership styles
- Build self-awareness around what style they most respond to as a follower and which style they lean into most often as a leader
- Discuss several case studies and explore how leadership styles might impact outcome
- Develop deeper knowledge of adaptive leadership within the leadership team

### Related Material



## Career Conversations

**Length & Modality:** 1.5-hour Virtual or Live Instructor-Led Training can be customized to a 1-hour Lunch & Learn

### Participants: (Size and Recommended Audience)

The ideal audience size is 15-18 participants. It is designed for people managers and complements *Managing Your Career*, a workshop for all employees.

### Course Overview

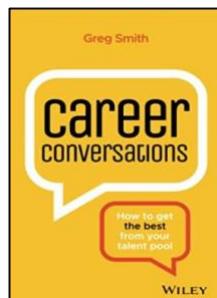
This workshop highlights the important role that managers play in influencing their team members' careers as well as the company success. The manager role as "connector" is essential matching the values, talents, and interests of their team with the organization's strategy and changing priorities. This is an engaging learning experience that dispels common myths of career growth and focuses on the common drivers of meaningful work and personal development. It provides the tools and insights needed for managers to understand employees' needs and create connections to growth opportunities. The session also presents a pragmatic conversation map that can be used to assist team members in their development journey.

### Learning Objectives

At the end of the course, participants will:

- Understand their role in their team's career growth.
- Apply tools and tactics to understand individual team members, providing perspective, and create connections to both opportunities and people.
- Feel confident in guiding employees to build robust development plans building on their individual strengths, career aspirations and within the context of the company priorities.
- Plan a meaningful, future-focused conversation with one team member.
- Practice handling common challenges in supporting team members' talent development.

### Related Material



## Developing your Leadership Brand

**Length & Modality:** 2.5-hour Virtual or Live Instructor-Led Training. Can be customized to a 1-hour Lunch & Learn.

### Participants: (Size and Recommended Audience)

The ideal audience size is 15-18 participants. Designed for functional and people leaders at all levels.

### Course Overview

Leadership brand is about how you show up, the impact you have on others, and what you are known for as a leader. This workshop supports participants in clarifying their leadership identity, strengths, and values, and aligning these with how they lead day to day.

Participants will reflect on how they are currently perceived, explore their unique leadership strengths, and identify opportunities to increase visibility and impact in a way that feels authentic and intentional.

### Learning Objectives

At the end of the course, participants will:

- Understand what a leadership brand is and why it matters
- Clarify their values, strengths, and leadership intent
- Increase awareness of how they are perceived by others
- Learn how to show up with greater consistency and credibility
- Identify actions to strengthen their leadership presence and visibility

### Related Material



## Leading through Change

**Length & Modality:** 2-hour Virtual or Live Instructor-Led Training

### Participants: (Size and Recommended Audience)

The ideal audience size is 15-18 participants. Designed for team leaders, people managers, functional leaders or anyone who might be involved in supporting organizational change within the company.

### Course Overview

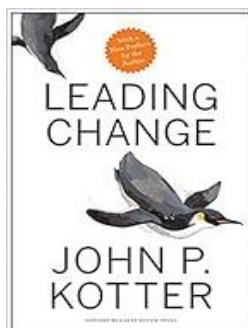
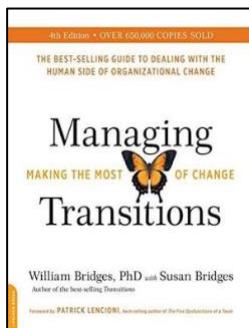
This course goes beyond “change management”- it is designed to equip leaders with the knowledge, skills and resources required for true “change leadership”. Our fast-paced world requires companies to be resilient and prepared to adapt to changing conditions. Change-management research has shown unfortunately that organizational change initiatives fail more often than they succeed. This workshop is designed to not only understand formal change processes but more importantly the human side of change. For change leaders to be successful they must support employees by understanding and then removing personal and professional barriers to their success.

### Learning Objectives

At the end of the course, participants will:

- Explore how different individuals process change.
- Understand various change and transition frameworks.
- Increase fluency of the different stages of the change process.
- Gain a better understanding of “Change Resiliency”.
- Learn the importance of influence and stakeholder management during change leadership.

### Related Material



## Leading under Pressure: Practical Resilience

**Length & Modality:** 2.5-hour Virtual or Live Instructor-Led Training Can be customized to a 1-hour Lunch & Learn

### Participants: (Size and Recommended Audience)

The ideal audience size is from 15-20 participants. Designed for leaders at all levels: executives, team leaders, managers of cross-functional teams, and program managers.

### Course Overview

In today's fast-paced and demanding environments, resilience is no longer optional for leaders. This workshop explores how leaders can sustain performance without burning out by strengthening self-awareness, emotional regulation, and self-compassion.

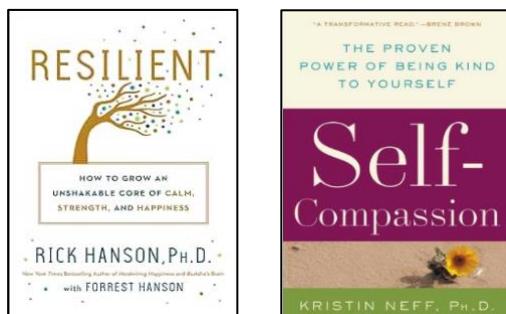
Participants will reflect on their own stress patterns, explore practical tools to manage pressure more effectively, and learn how to lead with clarity and steadiness during challenging times. The session combines evidence-based insights with practical exercises that participants can immediately apply in their daily work.

### Learning objectives

At the end of the course, participants will:

- Understand the key drivers of stress, pressure, and burnout
- Develop greater awareness of personal stress patterns and triggers
- Learn practical tools to build emotional resilience and self-compassion
- Strengthen their ability to lead with clarity and balance under pressure
- Identify concrete actions to sustain energy and performance over time

### Related Material



## Manager as Coach

**Length & Modality:** 2-hour Virtual or Live Instructor-Led Training

### Participants: (Size and Recommended Audience)

The ideal audience size is 15-18 participants. Designed for people managers, front line leaders, and executives who coach or want to enhance their coaching effectiveness.

### Course Overview

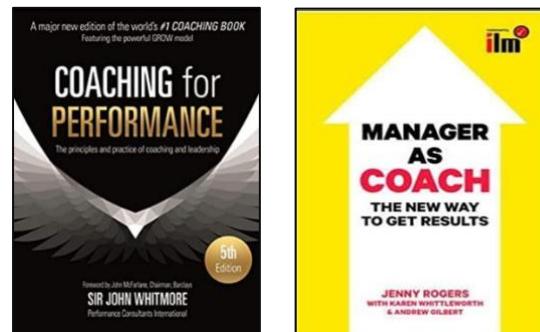
This course helps current managers develop the ability and confidence in providing supportive, developmental and impactful feedback that encourages high performance and professional development in others. The course introduces the differences between coaching and mentoring, and the merits of each. Through a series of activities and case studies, participants will learn and practice the GROW model which is a simple, powerful and structured coaching method that has been successfully by managers around the world.

### Learning objectives

At the end of the course, participants will:

- Be able to differentiate between coaching and mentoring.
- Understand the role of empathetic listening in coaching conversations.
- Learn the GROW Coaching Model.
- Get peer-feedback through of coaching role-play exercises.

### Related Material



## Manager Essentials Program

**Length & Modality:** This workshop consists of 3 modules, each designed to be 5 hours long and progressive in nature. The sessions can be customized to fit specific timeframes as needed. Live Instructor-Led Training.

### Participants: (Size and Recommended Audience)

This ideal audience size is 15-18 participants. Designed for newly promoted or newly hired people leaders; those transitioning from technical individual contributor to people management roles; high potential employees who wish to grow into people leaders in the future, and experienced managers wishing to sharpen their management skills.

### Course Overview

This is a highly immersive and comprehensive program covering a wide spectrum of topics that are essential to any individual wishing to be successful in a people management role. The sessions are built on leading-edge research and business principles and use a variety of learning modalities including case studies, small group discussions, videos, role plays and action planning.

Note: All modules can be customized to reflect the company's actual processes and philosophies. Additionally, if requested, Insights Discovery concepts can be incorporated throughout this workshop.

The workshop consists of three modules:

#### Module 1: Trust and Team Foundations

- Understanding your role as a Manager
- The importance of building vulnerability-based Trust
- Manager best-practices (1:1 meetings, team meetings, delegation, recognition)

#### Module 2: Communication and Performance Management

- Communication, Active Listening and Empathy
- Giving and Receiving Feedback
- Effective Performance Management

#### Module 3: Elevating your Team

- Manager as Coach
- Goal Setting and Accountability
- Career Conversations

### Learning objectives

At the end of the course, participants will:

- Have a better understanding of people management principles and how to apply them to their current or future roles as people leaders.
- Be better equipped to handle challenges most commonly experienced by managers.
- Feel more confident in their strengths and ability to lead others.

## Managing Performance

**Length & Modality:** 2-hour Virtual or Live Instructor-Led Training

### Participants: (Size and Recommended Audience)

The ideal audience size is 15-18 participants. Designed for all people managers.

### Course Overview

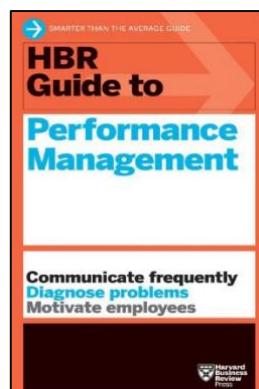
This is an ideal course for new and experienced managers who want to advance their skills and knowledge of managing performance of their team members. Performance management is a broad topic ranging from managing effective members through coaching and motivation, to managing poor performers through discipline and corrective action. One leadership style does not fit all! By applying situational leadership, utilizing empathetic listening, building trust to give and receive feedback and through structures of corrective action plans, this course will leave participants confident in dealing any performance management situation that comes their way.

### Learning objectives

At the end of the course, participants will:

- Learn strategies to manage team members at various levels of performance.
- Understand the importance of building trust and empathetic listening.
- Become familiar with the four-step approach for productive performance conversations.
- Identify the difference between defensive behaviors, resistance and chronic performance issues and best practices to deal with each.
- Learn how to address corrective action in a fair and legally sound manner.

### Related Material



## Situational Leadership®

**Length & Modality:** 3-hour Live Instructor-Led Training

### Participants: (Size and Recommended Audience)

The ideal audience size is 15-20 participants. Designed for all front-line managers and leaders.

### Course Overview

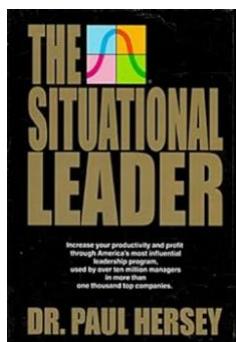
The role of the manager is becoming increasingly complex, and adaptability is the key to organizational resilience. This course equips managers with the skills they need to pivot to meet the challenges of today and tomorrow by providing them with a strong foundational understanding of the Situational Leadership® Model.

### Learning objectives

At the end of the course, participants will:

- Learn how to achieve clarity and alignment by understanding team members' priorities and tasks and communicating expectations.
- Be able to match their leadership approach to the corresponding needs of an individual for a specific task.
- Avoid underleading and over-leading by recognizing that a one-size-fits-all approach to leadership is ineffective.
- Respond to change by maintaining an awareness of team members' changing circumstances and performance needs.
- Build trust over time by correctly diagnosing a situation, adapting to others' needs and leveraging open, two-way communication.

### Related Materia



## CliftonStrengths®/ StrengthsFinder Workshop

**Length & Modality:** 4-hour Live Training. Session length and modality can be customized based on client request.

### Participants: (Size and Recommended Audience)

The ideal audience size is up to 20 employees. Intact team sessions are recommended but not required. This workshop is designed for individual contributors, people managers, cross-functional team members, and intact teams. It is particularly effective for teams operating in matrixed, fast-paced environments

### Course Overview

CliftonStrengths® is a globally recognized strengths-based framework that helps individuals and teams perform at their best by understanding and intentionally applying what they naturally do well. Rather than focusing on gaps or deficiencies, this workshop shifts the conversation toward optimizing talent, collaboration, and execution by leveraging individual strengths.

Based on the CliftonStrengths assessment completed in advance, participants gain insight into their unique talent themes and how those themes influence communication, decision-making, and working relationships. Through guided reflection, interactive discussion, and practical application exercises, participants learn how to use strengths more intentionally—individually and collectively—to improve performance and reduce friction.

When delivered to intact teams, the workshop helps create a shared language around strengths, highlights complementary contributions, and strengthens trust and collaboration.

### Learning objectives

At the end of the course, participants will:

- Understand the CliftonStrengths® philosophy and how strengths-based development supports individual and organizational performance
- Gain insight into their Top CliftonStrengths themes and how these show up in day-to-day work
- Recognize how strengths can be overused and how to manage strengths-based blind spots
- Learn how various strengths contribute to team dynamics, problem-solving, and decision-making
- Practice applying strengths intentionally to improve communication, collaboration, and execution

### Related Material

- CliftonStrengths® Assessment and Individual Strengths Reports (completed in advance)
- Strengths reference materials and application tools



## Enneagram

**Length & Modality:** 2-hour Live or Virtual Training. Session length can be customized based on client request.

### Participants: (Size and Recommended Audience)

The ideal audience size is up to 20 employees. Intact team sessions are recommended but not required. Designed for all employees.

### Course Overview

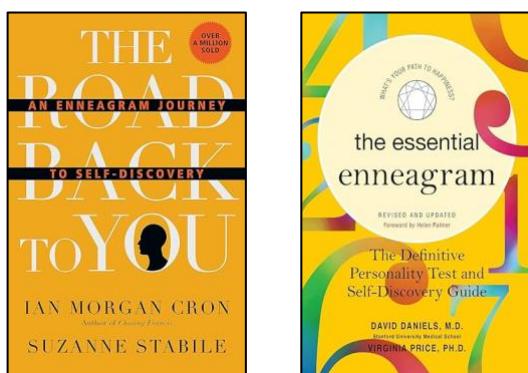
The Enneagram is an ancient personality typing system with an uncanny accuracy in describing how human beings are wired, both positively and negatively. Based on an individual assessment, it helps people understand how they “see” the world and the core unconscious motivation behind their actions. Done as a team, participants learn about each other’s unique set of traits, strengths and blind spots, thus allowing people to see the world through other people’s eyes. Having this increased knowledge of the self and others has shown to strengthen trust, communication and empathy on teams, thus leading to more successful business results and professional relationships.

### Learning objectives

At the end of the course, participants will:

- Increase self-awareness: learning how they are wired, their natural tendencies and the “why” behind what they do.
- Have a better understanding about colleagues, leading to better communication, more empathy during conflict and enhanced teamwork and collaboration.
- Have a common language and terms to use, aiding in efficient communication.

### Related Material



## Insights Discovery Workshop

**Length & Modality:** 4-hour live Instructor-led training session that can be customized to fit specific goals or timeframe.

### Participants: (Size and Recommended Audience)

The ideal audience size is up to 25 employees. Intact team sessions are recommended but not required. Designed for all employees.

### Course Overview

Insights Discovery is a popular and powerful psychometric tool that has been used by companies across the globe to enhance team effectiveness and connection. This course provides participants an opportunity to better understand their own communication and work-style preferences- how they take in and process information, make decisions and communicate- in order to work more effectively as a team. Additionally, it helps individuals understand how they are perceived by their colleagues. Through the collective insights gained from the workshop, team members can develop workable strategies to adjust their own styles in order to interact most effectively with each other. Based on an online assessment done in advance of the session, participants receive their own unique Insights Discovery Personal Profile for further self-reflection and action-planning.

### Learning objectives

At the end of the course, participants will:

- Increase the speed to high performing teams
- Foster strong working relationships and establish trust among team members
- Build effective communications based on individual needs
- Recognize the power of teams that embrace diversity of thought and personality
- Create a common language to utilize during conversations and facilitate rapid growth

## New Leader Integration

**Length & Modality:** The program consists of pre-work to be completed by all team members, a 1:1 preparation meeting with the leader (1 hour) and a facilitated discussion with the team and new leader (typically 2-4 hours depending on team size). Program can be conducted Live or Virtually.

### Participants: (Size and Recommended Audience)

The program is intended to be conducted with an intact team, ideally comprising of 30 members or fewer.

### Program Overview

The first priority for any new leader to ensure success is establishing a solid foundation of trust and communication with their team. Whether the person is hired as new leader joining an existing team, is promoted to lead an existing team, or is asked to take charge of a newly formed team, having a structured process to facilitate new leader integration can be an early difference-maker.

Originally developed by General Electric, this is a well-proven program shown to statistically eliminate 6 months of “settling in” time through the leader’s transition phase. Leaders and teams which have been through this program have a much easier time developing stronger working relationships and becoming more productive quickly.

The program is typically conducted in the first three months of a new leader’s appointment, allowing both the team and the leader an opportunity to develop early impressions. Through a facilitated discussion, participants are able to uncover and discuss themes, opportunities and strengths that will be critical for the team’s success.

### Learning objectives

At the end of the course, the new leader and team members will:

- Gain insights about each other’s needs, expectations, styles and priorities.
- Exchange ideas about how to work effectively as a team.
- Identify organizational issues that need to be addressed and to make initial plans to address them.
- Establish a solid foundation that will support both parties in building a cohesive and high-functioning team.

## The Five Behaviors® for Team Development

**Length & Modality:** 1- 3 day (or split over partial days) Virtual or Live Instructor-Led Training.

### Participants: (Size and Recommended Audience)

5-12 members of an intact team with a 6-week minimum tenure on the team.

### Course Overview

As the workplace evolves, so do team dynamics. Giving your team the skills they need to work together effectively, regardless of where they are working, is more important than ever.

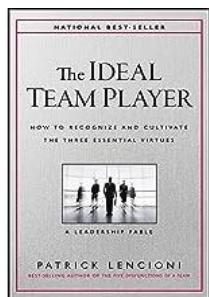
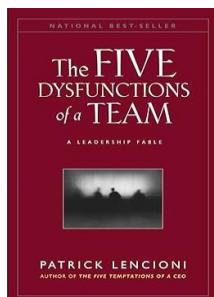
The Five Behaviors Team Development is the ideal solution for creating more effective and cohesive intact teams. The session assesses an intact team's approach to teamwork and helps team members better understand themselves and the personalities on their team. Teams learn a new framework for more productive team behaviors, based on The Five Behaviors® model of Trust, Conflict, Commitment, Accountability, and Results, so they can effectively achieve their goals.

### Learning objectives

At the end of the session, participants will learn:

- The critical behaviors based on The Five Behaviors® model, including a foundation of vulnerability-based trust, needed to transform the way teams work together.
- How their team is performing on each of the behaviors in the model. These results will help the team better understand their team dynamics and create action plans for areas of improvement.
- Their individual style and the styles of their team members (based on the Everything DiSC® model) and how these contribute to the team's overall success.
- The critical behaviors and interpersonal skills needed to be effective team players on any team.

### Related Materials



## Understanding Culture: A Humble Inquiry



**Length & Modality:** 2-hour Virtual or Live Instructor-led training.

### Participants: (Size and Recommended Audience)

The audience size can vary from smaller executive teams (5-10) or larger groups (up to 25). It is designed for all employees, including company leaders, c-suite executives, team leaders, or managers of cross-functional teams, as well as individual contributors.

### Course Overview

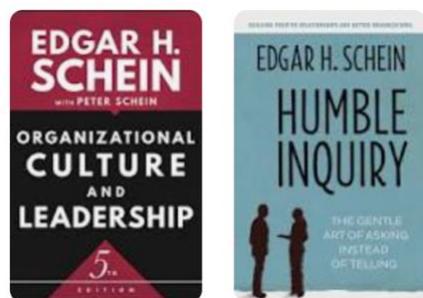
Culture must be understood before it can be changed. That was the theory of Edgar Schein, MIT professor and famous rethinker of organizational culture. Not sure if you even have a culture? You do. A culture always exists, even if just in a room (or a zoom) with two people and a lightbulb. But how can we assess it, or change it? Using elements of the analysis that led Schein to his outsize impact on companies around the globe, we will identify three layers of culture: artifacts, espoused values and underlying assumptions, and build an understanding of how they relate to one another. We'll find a few examples in each layer that exist in your culture. We'll then work to assess what artifacts to keep...and what might need to change. This interactive discussion-based workshop will leave learners with the tools to begin to create intentional culture.

### Learning objectives

At the end of the session, participants will learn:

- Identify artifacts, espoused values and underlying assumptions (as defined by Edgar Schein) and use those findings to articulate lasting core values
- Identify cultural artifacts or values to keep—and potentially to eliminate if they aren't in line with what the leaders and team desire in the culture
- Develop deeper cultural knowledge within the leadership team

### Related Material



**\*\*Optional Part II** to this workshop: Unlocking Your Core Values.

## Demystifying Compensation in Biotech

**Length & Modality:** 1-hour Virtual or Live Instructor-Led Training

### Participants: (Size and Recommended Audience)

The ideal audience size is up to 20 participants. Designed for all employees.

### Course Overview

Ask most working professionals if they understand how their current compensation was determined and the answer will most likely be “no”. Compensation philosophies, pay ranges, salary surveys, macro-economic factors, bonus targets, equity.... these are mostly foreign terms to employees who are not in a traditional HR or Finance function. However, with several states enforcing more pay transparency regulations, and many more on the horizon, it is critical for organizations to be proactive in developing comprehensive compensation strategies and communicating this information to their teams. Understanding one’s own compensation in context of the Total Rewards can be an empowering retention and engagement tool. Clients find having a third-party facilitator provide this training, rather than their own internal HR functions, can add more credibility and an unbiased external perspective on a sensitive topic such as this.

Note: We are able to provide compensation consulting services to clients who wish to evaluate and enhance their existing compensation strategies. The training session will be customized to reflect the company's philosophies, programs and policies.

### Learning Objectives

At the end of the course, participants will:

- Have a better understanding of macroeconomic forces and pay transparency regulations impacting compensation strategies.
- Understand the basic components of Compensation and Total Rewards, including:
  - Base salaries and salary ranges
  - Short-term and long-term incentives
  - Non-direct compensation such as benefits and perks
- Learn about their Company's compensation strategy and structure.
- Be more empowered in understanding their own fair market value and how to increase earning potential in the future.

## Harassment Prevention (Maintaining an Inclusive and Respectful Workplace)

**Length & Modality:** 2-hour Virtual or Live Instructor-Led Training

### Participants: (Size and Recommended Audience)

The ideal audience size is 15-18 participants to allow for thoughtful conversations, small breakout case study exercises, and valuable interactivity with the facilitator. Designed for individual contributors through senior leaders.

### Course Overview

Harassment prevention training is vital to creating a safe, inclusive and respectful workplace environment. It promotes employee engagement, strengthens company culture, and minimizes the risk of investigations and lawsuits. The Equal Employment Opportunity Commission (EEOC) strongly advocates for such training, especially in states where it is not already legally mandated.

This interactive workshop unpacks the complexity and seriousness of modern workplace challenges related to harassment. It teaches participants about the definitions of harassment and how to recognize, respond to, report and prevent harassment of all types. All employees will leave with a clear and consistent understanding of the company's harassment policy and reporting procedures.

**Note:** The course content can be customized to reflect the client's specific policies and procedures around harassment. If requested, Harassment policy templates can be provided for client implementation and use.

### Learning Objectives

At the end of the course, participants will:

- Be able to recognize appropriate and inappropriate behavior in the workplace.
- Understand the different kinds of harassment, including sexual harassment, discrimination, and hostile work environments.
- Become familiar with their company's Harassment Policy.
- Understand the complexities of harassment issues via case study exercises.
- Know the steps to take if harassment is observed.