



Organizational Development & Learning

~ Never underestimate the value of inclusion.....It has no price ~

Colleagues thrive on personal growth and trust leaders that invest in the true potential they bring to a team. The value to allow for colleagues to step out of their day to day operations to allow for their minds to open and reflect on themselves can be a powerful tool with tremendous results. Organizational development opportunities spark creativity in team members to not be status quo but instead seek to improve not only themselves but their workspace and professional relationships.

Leaders that drive positive change and are passionately committed to growing themselves and those around them to be their best selves are guaranteed to be surrounded by harmonious and synchronized teams. Today's most successful leaders are not leading from the top-down. That is a thing of the past. They are servant leaders who promote meaningful relationships with colleagues they have hired and have a commitment to growing them professionally to be an effective contributor to the workplace.

“Leveraging Diversity and Inclusion in the workplace does matter”

Diversity and inclusion training, when approached from a human and humane perspective, brings forward meaningful value in being aware of the unique experiences and knowledge of every person. The diversity of individual personalities, thought, and knowledge when seen from a different lens creates a space for trust ultimately leading to becoming or illuminating their best self. Colleagues will go from status quo to creative and innovative thinking. Positive outcomes will also include a colleague feeling valued, actively engaged, demonstrate high performance, and develop meaningful job satisfaction that leads to loyalty, commitment and a sense of pride for the organization.



CFO asks his CEO, “What happens if we invest in developing our people and then they leave the company?”

CEO responds with, “What happens if we don’t and they stay?”

~We customize, deliver, evaluate and adjust....

It is the coach approach~

We offer courses that are customizable and designed to focus on the current needs or on a continuous basis. We also offer continued progressive programs that are designed to be completed over time such as:

- ✓ **D&I Enrichment Leadership Course** (Mid-level supervisors or grooming)
- ✓ **D&I Advanced Leadership Course** (Managers or senior level leaders)

<i>Consulting & Coaching Services</i>	
Colors (Temperament Awareness)	Leadership Styles (Inclusive, Situational, Influential, Servant, & Transformational)
Cognitive Behaviors	Leading High Performing Teams
Effective Communication in the Workplace	Learning from your Mistakes
Organizational Culture	Micro-Aggressions
Influential Power	Mindset Change
Leveraging Inclusion in the Workplace	Personal Development Planning
Delegation	Resiliency
Mentoring vs Coaching	Setting Expectations
360 Assessments	Trust in the Workplace
Generations in the Workplace	Unconscious Bias
How to Handle a Toxic Culture	Value Based Goals
Illuminating Trainers	Informal and Formal Feedback
Emotional Intelligence	Work Life Balance

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