A stylized illustration of a mountain range with snow-capped peaks, rendered in shades of teal and grey, set against a dark teal background.

“May your dreams be larger than mountains, and may you have the courage to scale their summits.”

- Harley King



Impact • Innovation • Heart

While many are longing for “normal” to return, Upstream HR Strategies is ready to embrace the possibilities of uncharted waters.

With fresh and relevant content, virtual delivery methods and an unyielding passion for swimming Upstream, we’re excited to help you discover innovative and impactful HR solutions to your most current challenges ... and deliver them with heart.

New Workshop | Booking for 2021

Care for Yourself, Care for Each Other

For the past nine months, we've been intensely focused on physical health at work – social distancing, capacity constraints and face masks. We're doing everything we can to protect our employees.

In the meantime, personal and community connections are slipping through our fingers while we fumble for our hand sanitizer. And these connections are not just “nice to have.” They are basic human needs.

As we head into a holiday season without family celebrations and a 2021 that will not bring the “new day” we've been hoping for, COVID is a perfect storm that can challenge our mental health as much as it has our physical health.

Upstream HR Strategies is passionate about putting a spotlight on mental health in

the New Year; to equip employees and leaders with the tools they need to care for themselves and care for others.

Those who attend this workshop will:

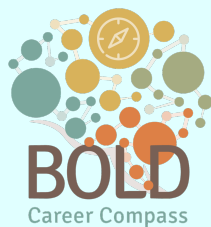
- Understand how the pandemic is impacting our basic human needs
- Explore the importance of self-care at this critical time
- Develop empathy for others' unique personal circumstances
- Begin to normalize open discussion of feelings and challenges ... even at work
- Practice techniques to listen, support and encourage their colleagues
- Recognize warning signs and know when to seek additional help

Schedule A Workshop

Give the gift of development!

Build Leaders • Build Connections • Build Teams

Build Leaders | BOLD Career Compass



83% of employees say that career advancement is important to them, but only 20% are satisfied with how employers support their ambitions.

Don't lose your best talent ... empower them to level up with the BOLD Career Compass™ - a powerful, practical and proven career navigation tool.

With a common vocabulary and approach that can be placed in the hands of every manager and employee, BOLD guides individuals and organizations along the complex path of career development.

The BOLD Career Compass™ is offered as:

- An assessment & coaching tool for leaders and aspiring leaders
- A practical development tool for entrepreneurs
- A group workshop for high-potential talent
- A train-the-trainer workshop for HR teams

[Learn more about The BOLD Career Compass™](#)

Upstream HR Strategies is now an Authorized Partner for Everything DiSC®

Engage every individual in building more effective relationships at work with Everything DiSC®.

Everything DiSC® assessments and workshops help participants understand their own interaction and communication preferences, while learning to appreciate the different priorities, preferences, and value that others bring to the workplace. With personalized insights and actionable strategies, participants learn how to adapt to the style of others, ultimately improving engagement, collaboration and results.

[Learn more about Everything DiSC®](#)



Build Teams | The Five Behaviors®

Upstream HR Strategies is now an Authorized Partner for The Five Behaviors®

If your team is struggling to trust each other, have open and productive debate, commit to decisions, hold each other accountable, and/or focus on collective results (over individuals goals), we can help!

The Five Behaviors® assessments and workshops help teams understand how they score on the key components of The Five Behaviors model: Trust, Conflict, Commitment, Accountability, and Results. Team members learn about their own style and the styles of their team members, reveal "elephants in the room" that are limiting team success, then commit to meaningful individual and collective behavioral changes that will enable the team to rise to victory ... together.

[Learn more about The Five Behaviors®](#)

[Schedule A Workshop](#)

Living Our Purpose | Testimonials



World Wind & Solar

5 Behaviors Workshop

"Thank you again for taking the time to guide our team through troubled waters. You have a gift and it was fun to watch you shine. I hope you can appreciate the progress we made over our two days together."



APRIA HEALTHCARE®

Apria Healthcare

Care For Yourself, Care For Others Workshop

Apria recently had the opportunity to share the New but Not Normal, Preparing for the Long-term COVID Impact program, with our leaders. As a company, we felt it was important to provide some tools, resources, and guidelines on how we should lead, behave, interact, engage and "harness uncertainty." This content steps beyond masks and hand sanitizer, which may keep us physically safe and enters the realm of psychological safety. The materials provided resonated so well with our leadership that one EVP requested a discussion guide to cascade the message and the tools throughout the organization. Not only is the course a great way to do a self-temperature check, but it also allows you to begin to understand how we are all in the same storm but different boats. The program is a great buoy to help us remain afloat in uncharted waters. The idea of moving from "tolerate" to "embrace/celebrate" was not only accepted but enabled us psychologically to start to move forward. This program hits the target spot on!

[Visit Our Website](#)

"I am not afraid. I was born to do this."

-Joan of Arc

Wishing you strength, peace and joy this holiday season



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