**Coaching Services**

* Strategic Planning and Implementation
* Business Simulations
* Executive Development
  + Individual Coaching
  + Program Development
  + Program Delivery
* Organizational Effectiveness
  + Assessment
  + Streamlining
  + Effective Organizational Design
  + Process Improvement / Re-engineering
  + Staffing / Re-staffing
* Personal Development Planning
* Team Effectiveness Coaching

**Workshops (partial listing)**

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|         360o Feedback |
|         Adapting your Leadership Style |
|         Assertiveness Skills |
|         Assessing the Team |
|         Balancing Priorities |
|         Behavioral Interviews |
|         Building Effective Teams |
|         Business Etiquette |
|         Challenging Negative Attitudes |
|         Clarifying Team Roles |
|         Coaching Conversations |
|         Coaching for Development |
|         Coaching Skills |
|         Communication Mystery: Solved! |
|         Communication Styles |
|         Conflict Dynamics |
|         Conflict Management |
|         Creative Problem Solving |
|         Critical Thinking Skills |
|         Critical Thinking Skills – Applied |
|         Cultural Competency |
|         Customer Service over the Phone |
|         Delegating for Growth |
|         Developing Positive Relationships |
|         Developing your Direct Reports |
|         Diversity Awareness |
|         Effective Change Management |
|         Effective Communications |
|         Effective Culture Change |
|         Effective Feedback |
|         Effective Listening Skills |
|         Effective Meetings |
|         Effective Negotiation Skills |
|         Emotional Intelligence |
|         Employee Engagement |
|         Enhancing Team Communication |
|         Establishing Team Purpose |
|         Ethics in the Workplace |
|         Financial Intelligence |
|         FIRO-B |
|         Fundamentals of Strategic Planning |
|         Giving / Receiving Feedback |
|         Harassment-Free Workplace |
|         How to Handle Change |
|         Ideas into Action |
|         Increasing Emotional Intelligence |
|         Leader / Manager Effectiveness |
|         Leadership 101 |
|         Leadership FOCUS |
|         Leading change at Every Level |
|         Leading Others through Change |
|         Learning to Manage |
|         Leveraging Team Learning |
|         Making Team Decisions |
|         Managing by Strengths |
|         Managing Offsite Employees |
|         Managing Teams |
|         Managing Up |
|         Meetings |
|         Mental Models |
|         Motivating Employees |
|         MyersBriggs Type Indicator |
|         Navigating Difficult Conversations |
|         Negotiating 101 |
|         Onboarding |
|         Organizational Effectiveness |
| o   Assessment (PROOF) |
| o   Restructuring |
| o   Transformation |
|         Organizational Trust |
|         Performance Management |
|         Personal Effectiveness Inventory |
|         Positive Performance Management |
|         Practical Project Management |
|         Preventing Workplace Harassment |
|         Process Improvement |
|         Productive Work Habits |
|         Resilience |
|         Resolving Team Conflict |
|         Sexual Harassment |
| * Sharing Leadership |
|         Skillful Collaboration |
|         Social Media at Work |
|         Solid Business Writing |
|         Solving Team Issues |
|         Succession Planning |
|         Super Manager |
|         Supervisor Communication Skills |
|         Systems Thinking |
|         Taking Control of Conflict |
|         Talk Like a Leader |
|         Team Chemistry |
|         Team Excellence |
|         Team Focus |
| o   Avoiding Group Think |
| o   Building on Style Differences |
| o   Enhancing Communication |
| o   Getting Ground in Team Basics |
| o   Managing Change |
| o   Running Team Meetings |
| o   Sparking Team Creativity |
|         The Art of Effective Communication |
|         The Art of Influencing Others |
|         The Golden Rule |
|         The Leader Within |
|         The Multigenerational Workplace |
|         The toughest Supervisor Challenges |
|         Time Management |
|         What Customers really want |
|         What Makes your Team Tick? |
|         Who Moved My Cheese? |
|         Why struggle with tough decisions |
|         Win/Win "Future Speak" |
|         Women and Leadership |

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