

IMAGINE



EXTRAORDINARY



EMPLOYEES



CAROLINA TRAINING
& ASSESSMENTS

The Fusion of Leadership and HR™

100 Old Cherokee Road
Suite F351
Lexington, SC 29072
(803) 767-7695

Leadership Academy



Series 1: Principles of Supervision

- Front line supervisors
- New or future supervisors
- Anyone needing help with fundamental skills regardless of experience level

Module 1 – The Fundamentals

- ✓ Leadership and Supervision Compared
- ✓ Transitioning from Peer to Supervisor
- ✓ The Tools of Supervision
- ✓ Delegation and your impact on teams
- ✓ Managing Time and Tasks

Module 3 – Expectations

- ✓ SMART factors in effective goal setting
- ✓ Defining behavioral expectations
- ✓ Using goals to motivate and effectively delegate
- ✓ The connection between expectations and motivation
- ✓ Challenging your employees to reach new heights
- ✓ Creating your scorecard and non-negotiables

Module 5 – Productive Conflict*

- ✓ Why Do I do This? Why do They do That?
- ✓ Understanding priorities and behaviors in conflict
- ✓ Connecting automatic thoughts to destructive behaviors and reactions
- ✓ Reframing thoughts to a Productive nature
- ✓ Conflict resolution with employees

*Participants take an Everything DISC® assessment as part of this Module
Each Module is 4-hours in duration and may be done “a la carte”

Module 2 – Effective Workplace Relationships*

- ✓ The Components of Relationships
- ✓ Communication challenges
- ✓ Styles of Communication
 - ✓ Reading Styles with words, tone and body language
 - ✓ Becoming more effective with other Styles
 - ✓ Motivation / Stressors / Priorities of styles
- ✓ Building a culture of collaboration and cohesion

Module 4 – Feedback / Critical Conversations

- ✓ Deliver motivating re-directive feedback
- ✓ A four-step process for critical conversations
- ✓ Meaningful positive reinforcement
- ✓ Creating documentation to memorialize your conversations

“This training is a game-changer and we are barely out of the gate!”

- A. Hathaway, BCF Extrusion Manager, Shaw Industries

“The training was outstanding. I have been a leader for over 25 years and attended numerous trainings. Without hesitation you are one of the best instructors. Your delivery is outstanding!”

- Senior Leader, AHT Cooling Systems

Leadership Academy



Series 2: Leadership Development

- Mid- to Senior-level leaders regardless of experience
- Future leaders or preparing for succession

Module 6 – Situational Leadership & Managing Your Team*

- ✓ Your priorities when it comes to managing
- ✓ Motivating and Developing your employees
- ✓ Delegation and the balance of Directive and Supportive Leadership

Module 7 – Agile EQ Emotional Intelligence*

- ✓ Understanding your EQ strengths
- ✓ Recognizing your EQ potential
- ✓ Commit to customized strategies for building agility
- ✓ Increased emotional intelligence

Module 8 – Effective Hiring

- ✓ The Hiring Process
 - Critical factors for success
 - Resume review
 - Effective interviewing
- ✓ Objective Ratings
- ✓ Reducing subjective reactions and inconsistency among different interviewers

Module 9 – The Performance Review

- ✓ Leadership Actions
- ✓ Management Actions
- ✓ Why accountability shows you care
 - Organizing performance into quarterly conversations and an annual summary
- ✓ Ratings and motivation
- ✓ Mitigating subjectivity
- ✓ Preparing for the Review

Module 10 – Leading an Organization with Vision*

- ✓ Understanding the role of Senior Leader
- ✓ Vision - Exploration, Boldness, and Testing Assumptions
- ✓ Alignment - Clarity, Dialogue, and Inspiration
- ✓ Execution - Momentum, Structure and Feedback
- ✓ Leadership Behavior Continua

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"The training content related well to the work and situations that our employees experience. Jim Fadell's style quickly and easily put our team at ease, drew them in and got them to participate."

- P. Monegan, VP of Operations, Zeus Industrial Products

"Jim was an EXCELLENT instructor. He kept the material fresh and interesting. By far the BEST outside or inside training I have ever had. Information I can look back on time and time again"

- Supervisor at Hitachi

Hiring, Team Performance & Individual Coaching



Authorized Partner



THE FIVE BEHAVIORS: *PERSONAL DEVELOPMENT* (Half-day Program)

Designed specifically for individuals, participants do not all need to be part of the same team. This Program helps individuals understand, internalize, and apply the principles of The Five Behaviors model throughout an organization and multiple teams.

THE FIVE BEHAVIORS[®] *for intact teams* (1-day OR 2-day Programs available)

Based on the work of Patrick Lencioni's international best-seller *The Five Dysfunctions of a Team*, this Program helps intact teams apply The Five Behaviors[®] model of Trust, Conflict, Commitment, Accountability, and results to drive team effectiveness and productivity.



We are proud to offer the Everything DiSC[®] Suite of assessments and facilitated sessions to help your organization build more collaborative and communicative cultures!



The latest work from Patrick Lencioni. *The Six Types of Working Genius[™]* is part personality, part productivity. Finally, a way to understand how we all work more effectively together to build more productive and more engaged teams!



The PXT Select[™] assessment provides objective, reliable, and validated data to help you confidently hire, manage, and retain productive employees. With the right people working in the right roles and developed to their full potential, your organization can build a high-performing workforce that drives results!

Individual Coaching

From situational help through ongoing development, we offer individualized coaching services to current and future leaders at all levels of your organization. Using behavioral assessments and 360 tools, we help leaders understand how they are perceived by others in their organization and identify actionable development plans.



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