TRAINING OFFERINGS

OVERVIEW

SIMON SAYS LEAD®

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WELCOME TO OUR TRAINING CATALOG!

We are often asked to customize training for our clients, and we love that. Every engagement starts with listening: understanding your goals, your people, and what success looks like for you. From there, we draw on our full training design toolkit to build a program that fits your needs.

This catalog features the topics our clients return to again and again. We've hand-selected them because they deliver results in leadership, communication, team dynamics, and personal growth.

Most of our courses are designed as 8-hour sessions, but we can easily adapt them into a half-day workshop, a series of shorter classes, or a learning journey spread over time. That spacing gives participants room to absorb, apply, and reinforce what they've learned.

To make the learning stick, we recommend pairing training with:

- **Cohort groups** for peer-to-peer learning and lasting connections
- **Individual coaching** for personalized guidance and accountability
- **30-, 60-, or 90-day check-ins** to track progress, remove obstacles, and celebrate wins

Don't see exactly what you're looking for? Let's talk. We'll work with you to create a learning solution that fits your organization's goals and drives lasting growth.

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HAVING DIFFICULT CONVERSATIONS

If handled appropriately, working through difficult conversations can create strong bonds between team members and pave the way for improved communication. However, if handled inappropriately, these tough conversations can quickly destroy workplace relationships and cause team members to become disgruntled and dissatisfied with their jobs.

In this workshop, participants will explore "elephants" in the room and benefits to addressing these sensitive topics before they grow out of control. They will identify symptoms and sources of the issue, including exploring their natural approach to handling difficult conversations to determine if there is a better way.

COACHING FUNDAMENTALS

Effective coaching is an essential skill all leaders need to embrace and strengthen. Coaching helps employees to develop skills, improve confidence, and uplevel thinking. It can motivate employees to perform at their highest level by helping to discover their strengths, align to goals that matter to them, create possibilities for future success, and encourage small action steps.

This workshop will help leaders understand the difference between managing and coaching and the benefits that coaching provides to the individual, team and company. Leaders will learn how to identify and leverage coaching moments and practice a powerful coaching dialogue process. By using appreciative questioning, leaders will increase motivation for positive and lasting change in performance and behavior.

COACHING MASTERY

The skill of effectively coaching employees is essential to a leader's ability to help people develop to their fullest potential and motivate them to contribute at their highest level. Great coaches cultivate mindfulness and understand the importance of meeting the individual where they are when in a coaching relationship. This means being aware of individual nuances including personality styles, personal perspectives, intentions and career/personal goals and expectations.

In *Coaching Mastery*, leaders will use a Team Coaching Assessment Grid to assess the strengths and opportunities of their team and determine what coaching conversations should be taking place with each team member.

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THE EQ ADVANTAGE

When you think of an outstanding leader, what comes to mind? Someone who always keeps their cool and never lets their temper get out of control? Or maybe it's someone you trust implicitly? Someone who listens, values your input and understands when to push you, coach you, and when to lift you up.

These are the attributes of someone with a high degree of emotional intelligence (EQ). Research shows a strong correlation between success in life and at work and a well-developed emotional intelligence muscle. EQ is widely recognized as a key factor in professional—as well as personal—success.

This training workshop will help you to identify the key domains that impact emotional intelligence and to practice activities that build emotional competencies, as well as help you to adapt your responses and reactions for better outcomes.

RESILIENCE IN THE WORKPLACE

Change is inevitable and necessary for growth. Regardless of this, many times change can be very emotional and even painful for teams and individuals. All organizations undergo change. Whether it's a pandemic, merger, acquisition, downsizing, restructuring, or even simply new leadership, change happens. And yet when change happens, it can throw a team into chaos.

In *Resilience in the Workplace*, leaders will walk away feeling more confident and equipped to handle the daily hiccups and challenges that come their way.

PSYCHOLOGICAL SAFETY

Employees are your most important asset. Studies indicate that focusing on employee wellbeing, acknowledging a job well done, and creating a psychologically safe environment can motivate employees to put forth their best efforts and perform at higher levels.

In this workshop, leaders will learn about the PERMAH framework and how it can transform motivation as well as how to determine whether recognition strategies are paying off. Participants will leave the session with an understanding of what creates a motivational and inclusive team environment and will commit to positive change moving forward.

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LEADING SELF

Effective leadership begins with the ability to lead yourself. This course helps participants strengthen self-awareness, emotional intelligence, accountability, and personal effectiveness in the workplace. Through practical tools and reflection, participants learn how their mindset, behaviors, and communication style influence their impact on others. Topics include understanding personal leadership styles, managing reactions under pressure, building resilience, and taking ownership of professional growth. Participants leave with practical strategies to strengthen their leadership presence and contribute more effectively to their teams and organizations.

AUTHORIZED PARTNER TRAININGS

THE FIVE BEHAVIORS® TRAINING

UNLEASH YOUR TEAM'S ULTIMATE COMPETITIVE ADVANTAGE

The way we "team" is more complex than ever before. Whether we are collaborating in person, through screens, or a little of both, building a successful team can feel downright impossible. But what if it doesn't have to feel that way?

Built in partnership with Patrick Lencioni, based on his international best-seller, ***The Five Dysfunctions of a Team***, The Five Behaviors® transforms teams through a powerful and approachable model that drives team effectiveness and productivity.

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EVERYTHING DiSC® TRAINING

Everything DiSC® on Catalyst™ offers a highly adaptive, human-centered solution that transforms your typical day-long training event into an ongoing development process—that works. The result is a more engaged, collaborative workforce that has an immediate and lasting impact on your organization's performance and culture.

THE EVERYTHING DiSC ASSESSMENT

- Powered and proven by 40+ years of research
- Uses computer-adaptive testing and sophisticated algorithms for precise results that reveal each learner's unique DiSC® style
- Provides the foundation for a personalized learning experience

THE CATALYST™ PLATFORM

- Delivers the results of the Everything DiSC assessment in a guided, narrative-style format
- Allows learners to go deeper into their DiSC style and compare with colleagues' styles to develop social and emotional skills
- Provides access to each learner's personalized DiSC application content—including the downloadable Your DiSC Profile report.

EVERYTHING DiSC CERTIFICATION

As an Everything DiSC Certified Practitioner, you'll build the credibility and expertise to deliver impactful DiSC® experiences that help people work better together.

This two-week virtual learning experience includes four self-directed online modules and four instructor-led sessions, ensuring real-world application from day one.

You will:

- Deepen your understanding of the DiSC model
- Build custom solutions using Everything DiSC on Catalyst™
- Practice facilitation and coaching techniques
- Gain access to Wiley's online training center

Upon passing the exam, you'll earn the **Everything DiSC Certified Practitioner credential**, signaling proven competence in shaping an engaged, high-performing culture.

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PROPEL BY BLANCHARD®

WHERE LEADERS AND ORGANIZATIONS CAN ACCESS AWARD-WINNING CONTENT TO BUILD VITAL AND INDISPENSIBLE LEADERSHIP SKILLS AT SCALE

THE FOCUS IS ON THE HEART AND THE MIND

With Propel by Blanchard, leaders learn alongside other leaders who want to enhance their leadership skills, navigate the challenging world of work, and become unstoppable forces for the greatest good.

MEMBERS ENJOY

- Enrollment in small-group live virtual courses, keynotes, and events
- Member community with resources, discussion, and support
- Library of digital leadership-development microlearning courses
- Live onboarding sessions and support
- Digital credentials and badges

CONTENT

- Blanchard signature content
- Master classes/keynotes with authors and experts
- All participant materials
- Pre-designed tracks based on level of leader
- Ongoing sessions beyond the learning track to build lifelong leadership habits

SERVICES

- Blanchard-facilitated live virtual sessions
- Member community
- Sponsor community with tools and resources to support deployment and engagement
- Propel Advisor to help plan and onboard

ADDITIONAL BENEFITS

- Access to world-class community and learning experience platforms
- Tickets—some free, some discounted—to exclusive Blanchard events and author meet-ups
- Beta access to the newest Blanchard solutions, before anyone else

Become a Propel member for only $595*.

*Includes taxes and fees, requires annual commitment.

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