Virtual & Online Learning

Live Facilitated Online Courses

Full Day Sessions - $6,500
Half-day Sessions - $4,500
(up to 25 participants/session)

Online Self-Paced Courses

$200/person
(no limit on number of self paced users)

Virtual Courses Available

Transformational Teams: Establishing a Culture to Foster Productivity, Cohesion and Resilience

Building Trust to Become a More Inclusive and Engaged Culture

Interaction Styles - Everything DiSC Workplace Profile Review

Accountability: A Critical Factor for Creating Team Trust and Organizational Credibility

The Art and Science of Managing and Leading Others

How to Thrive as a Team During and After an Unplanned, Disruptive Global Crisis

Addressing 7 Factors that Help Manage Workplace Stress

For more information, contact us at help@improveconsulting.biz
www.improveconsulting.biz

Course Descriptions

Transformational Teams: Establishing a Culture to Foster Productivity, Cohesion and Resilience

The ability of an organization to act at its optimal level of productivity is primarily driven by three factors: 1) the effectiveness of its people 2) the efficiency of its processes 3) the level of cohesiveness and engagement among its teams. Teamwork impacts organizational culture, which ultimately drives productivity. Thus, in order to create a productive organizational culture, leadership must create the right environment for their teams to be effective. Our research indicates that among the most productive teams there is evidence of seven highly developed team attributes. During this session, participants will explore seven critical team attributes and create tangible strategies for establishing a culture that fosters and sustains cohesive teams that operate at their optimal level of productivity. As a result of participating in this program, team leaders and members will be able to:

- Understand and identify the seven attributes necessary for highly productive teams, increasing efficiency, cohesion, productivity and commitment.
- Assess current work styles at the individual and team level
- Create strategies for effective team management through a series of interactive team building challenges
- Evaluate current team performance and determine specific plans to improve performance
- Understand how teamwork drives organizational culture
- Increase awareness of the impact of culture on productivity

Building Trust to Become a More Inclusive and Engaged Culture

Trust promotes transparent relationships that lead to highly functioning teams. Teams build confidence, cohesive relationships and resilience. Having an in-depth understanding of various elements of trust will lead to individuals and teams that share ideas more openly, collaborate more often and have a greater motivation to advance the mission and vision of the organization. As a result of this session, participants will:

- Learn 5 key elements of effective trust
- Discover behaviors that either enhance or erode trust
- Understand how to communicate in a way that builds trust
- Understand the 4 primary phases of trust within an organization

Interaction Styles - Everything DiSC Workplace Profile Review

Everything DiSC Workplace delivers a comprehensive, easily customizable workplace development solution to engage every employee—regardless of title or position, department or function—in building more productive and effective relationships at work. Combining facilitated classroom training with online pre-work and follow-up tools, creates a personalized learning experience to help participants understand and appreciate the different priorities, preferences, and values each individual brings to the workplace, and how they can learn to adapt to the style of others.

Session Take-Aways:

- Discover their own DiSC style: recognize the priorities, motivators, and stress triggers that shape their workplace experience
- Explore other styles: understand the differences and similarities among the DiSC styles
- Identify strategies to make more meaningful connections with colleagues of various styles and work more effectively to reduce tension, solve problems, and contribute positively to their organizations

Course Descriptions

Accountability: A Critical Factor for Creating Team Trust and Organizational Credibility

Accountability requires input from both individuals and mangers to accept responsibility for their performance and behavior; both the "what" they do and the "how" they carry out the work, respectively. This also includes planning their work and the quality of the actual workout output. As a result of completing this course, participants will learn:

- The importance of having an operational definition of accountability
- The difference between self-accountability and management accountability
- The importance of understanding accountability for various roles and functional areas
- The link between accountability and workplace credibility and trust
- The importance of having a framework or model for defining, measuring, coaching, showing consequences, rewarding, and sustaining accountability

The Art and Science of Managing and Leading Others

For those new to a management or supervisory position, making the shift from "doing" to "managing" requires a different set of skills and know-how. In addition to interpersonal and relationship-building skills, managers need practical tools for ensuring the productivity of the team, including setting goals, managing priorities, and delegating tasks. This interactive seminar focuses on essential abilities for managing people and increasing productivity to help you succeed in your management role. As a result of completing this course, participants will:

- Learn how to get more done in less time through effective prioritization
- Learn techniques for communicating critical information effectively in one-on-one and team settings
- Discover dominant motivators for themselves and others
- Develop skills for addressing negative performance issues
- Adapt difficult situations to solutions

How to Thrive as a Team During and After an Unplanned, Disruptive Global Crisis

In order for teams to thrive upon returning to the workplace, it is essential for employers to be ready to address their team's concerns about a post-pandemic workplace to help employees adjust to a new/different workplace environment. As we move into the post quarantine adjustments, it is critical to establish team strategies for engaging and re-engaging. Given the rapid change in our work environments, it is even more critical that we set ourselves up to continue to be productive, cohesive and resilient.

This session will address:

1. Reengaging and reconnecting as a team
2. Addressing remote work habits vs. office culture
3. Adjusting and reestablishing workplace norms
4. Creating new or revised team norms needed to work in a hybrid virtual and in-person environment
5. Asking and answering the tough questions as a team related to handshaking, office distancing, staying home when sick, etc.
6. Learning from the efficiencies and challenges of working remotely
7. Cultivating flexibility, adaptability and creativity during chaos and crisis
8. Getting back to the basics–a review of the seven critical team factors
9. Working as a team to manage stresses related to workplace issues stemming from current and post-event related disruptions

Course Descriptions

Addressing 7 Factors that Help Manage Workplace Stress
A 2hr session for teams or individuals focused on stress reduction in the workplace. This session will cover the seven stress factors that impact stress levels in the workplace and provide participants with strategies to manage workplace stress and prevent burnout.

The 7 Stress Factors
1. **Demand** – Time Management, Competency Job Match
2. **Effort/Reward Balance** – Workplace Meaningfulness, Workplace Recognition and Reward
3. **Control** – Workplace Involvement, Workplace Empowerment
4. **Organization Change** – Organizational Communication, Organizational Evolution, Organizational Vision
5. **Manager/Supervisor** – Management Awareness, Management Style
6. **Social Support** – Avoidance, Cooperation, Frustration
7. **Job Security** – Opportunity, Job Stability, Workplace Trust

Prior to the session, participants will take an online validated stress assessment. This assessment is to identify workplace stressors. We will cover the collective team data profile in your session, which will show the results in aggregate but not at the individual level