

Department of Human Resources

Strategic Learning Solutions Division

Learning and Development Opportunities

Core Workshops (Free)

2 Hour workshops

- Interview Practices for Agency Hiring Managers
- Understanding the New ADA

4 Hour workshops

- Customer Service
- Effective Skills of Decision-Making
- Leading Effective Meetings
- Mission Driven Performance
- Respectful Workplace: A Staff Guide to Preventing Workplace Discrimination and Harassment
- Time Management

6 Hour workshops

- Investigations: Discrimination and Harassment Claims
- Respectful Workplace: A Manager's Guide to Preventing Workplace Discrimination and Harassment

On-line Training

- Building Cohesive Teams
- Conflict Management
- Decision-Making
- Organizational Policies and Practices
- Performance Evaluation
- Respectful Workplace: Reaffirming MY Commitment

Train-The-Trainer

- Interview Practices for Agency Hiring Managers
- Respectful Workplace

Pricing Models for Customized Training

2 Hour Workshops - \$75

4 Hour Workshops (½ day) - \$150

6 Hour Workshops (1 Day) - \$200

12 Hour Workshops (2 Days) - \$400

Customized Workshops

4 Hour workshops (1/2 day)

- Creating High Performance Teams

6 Hour workshops

- Change Management
- Project Management

12 Hour workshops (2 days)

- Performance Management
- Talent Management

Leadership Development

- Agency Leadership Development Programs
- LEAD Tennessee
- Organizational Development Planning

Assessment Tools

- DiSC Personality Profile*
- Hartman Value Profile*
- SDI – Strength Deployment Inventory*

**See attached flyer for additional information and pricing*

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Assessment Tools and Customized Development

DiSC Personality Profile

DiSC Profile opens the door to understanding dynamics that influence communication and positive relationships. The foundation of success lies in understanding yourself, understanding others and realizing the impact of your behavior on people. **DiSC** focuses on four behavioral dimensions

D: Dominance - **i:** Influence - **S:** Steadiness - **C:** Conscientiousness

DiSC Personality Profile:

Gain an understanding about your personal behavior, the needs of others and how to use the DiSC Personal Profile to adapt and build positive relationships. With these skills, people and organizations will:

- Improve communication
- Increase productivity
- Improve employee morale
- Minimize conflict and stress
- Increase management effectiveness
- Build on personal strengths

DiSC Personality Profile Objectives:

- Identify behavioral tendencies and preferences
- Recognize how your behavior affects others
- Discuss the value of individual differences
- Learn techniques to maximize your strengths and reduce conflict

Pricing Model

Participant cost \$150 (Includes DiSC Personality Profile, analysis of personal feedback, and next steps)

Please contact the SLS office for a customized leadership development consultation.

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Hartman Value Profile

In an organization, the involvement and interaction of its people, and the myriad of workplace decisions they make, from small everyday tactical decisions to large global strategic decisions, greatly determine the success or failure of that organization. These decisions, most of which are extremely important, are based on many realities, but most importantly on the judgment of the decision maker. Therefore, any process that helps better understand the capacity for judgment and can improve judgment will help improve the organization. The Hartman Value Profile provides real, quantifiable insight into judgment and decision-making capacities. No other assessment tool available today provides such a unique perspective on this important human ability.

The Hartman Value Profile measures over seventy indicators including:

- Decision making style *and* ability
- Work ethic
- Ability to follow directions / focus
- Morale
- Trainability
- Ability to deal with change
- Trustworthiness
- Stress Coping Skills
- Assertiveness
- Resiliency/Strong judgment under stress
- Tolerance

Pricing Model

Participant cost \$30 (Includes on-line assessment, document preparation, Individual, and Team report publications)

Data analysis, executive briefing, and individual/group/team session cost:

- ◆ 1-15 participants \$400
- ◆ 16-20 participants \$500
- ◆ 21-25 participants \$600

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Assessment Tools and Customized Development

SDI Profile

The **SDI**[®] (Strength Deployment Inventory[®]) goes beyond behaviors to reveal driving motivation and core strengths in two situations: when things are going well and when conflict is taking place. From a leadership perspective this is incredibly useful in determining how individuals and teams might be effectively led through the rapid understanding of team dynamics. Leaders also discover their own leadership style strengths and weaknesses and create an individual development plan.

The SDI Profile

- Enhances ability to communicate more effectively
- Enhances ability to handle conflict more productively
- Improves all types of relationships
- Is easy to integrate into training applications where productive relationships are important

Pricing Model

Per participant cost \$300 (Includes Senior Leadership 360° assessment, coaching lab, feedback reports, interpretation analysis and individual development plan)

360° Coaching Lab (4 hours) include analysis of personal feedback, creation of an individual development plan, team discussions on the 360° results and group activities based on the team's distribution within the 360° data.

Please contact the SLS office for a customized leadership development consultation.