



Lead the way

A leadership program utilizing the Predictive Index to focus on intentionally developing your leaders, creating high performing teams, unlocking productivity, and boosting retention.

Unleash the **power of your people** by understanding what truly drives them.

Build an award-winning culture by creating self-aware leaders who understand their employees through the PI Behavioral Assessment™. Doing so allows conversations to become easier, conflicts to be avoided, and decisions to be made faster.

As a Certified PI Partner, HTI can provide insight into the Predictive Index to ensure you're not only finding the right people for your organization, but developing the knowledge & tools to manage teams effectively.



Understand people.

Building better working relationships requires an understanding of the interplay between different behavioral drives. With the Relationship Guide, it's easy to see how two people's strengths combine and where they may need some guidance.

Build better managers.

Leverage the Manager Development Chart to help managers understand their strengths, caution areas, and tips for improving.

Then use the Management Strategy Guide to custom-tailor their management styles for each of their direct reports' behavioral drives and needs to build strong reporting relationships.

Enable high-performing teams.

With Team Work Styles organizations can understand how each member of a team communicates, makes decisions, and executes their work. Discover emerging patterns in the makeup of teams to optimize communication & execute for performance.

The PI platform: Tools for your leaders

The PI platform is designed to help you reap the benefits of talent management. Here's a peek at some of the tools your leaders will be given:

PI Strategy Assessment

Get your leadership team to agree on and align with the business strategy.

Interview Guide

A custom guide to interview questions to address gaps and confirm fit.

Team Work Styles

Understand how teams work with each other to communicate, decide, and take action.

PI Behavioral Assessment

Understand the four core workplace behavioral drives and needs.

Snapshot

A high-level overview for understanding what drives a person.

Management Strategy Guide

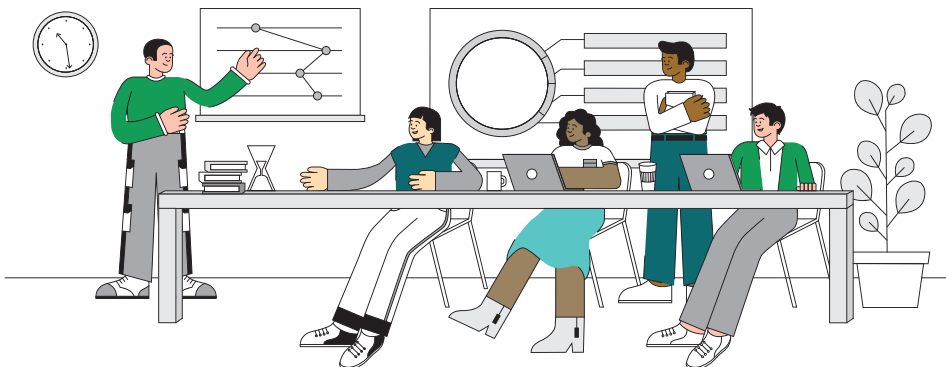
Receive individual guidance on how to manage a specific individual.

Development Charts

Quick reports on a person's or manager's behavioral strengths, caution areas, and tips for success.

Relationship Guide

Understand how two people work together and how they can communicate effectively.



Train and retain

We've tailored our instruction to ensure the skills taught transcend the classroom and become ingrained in your everyday practices. Studies show that individuals learn:



Of their knowledge from challenging experiences and assignments

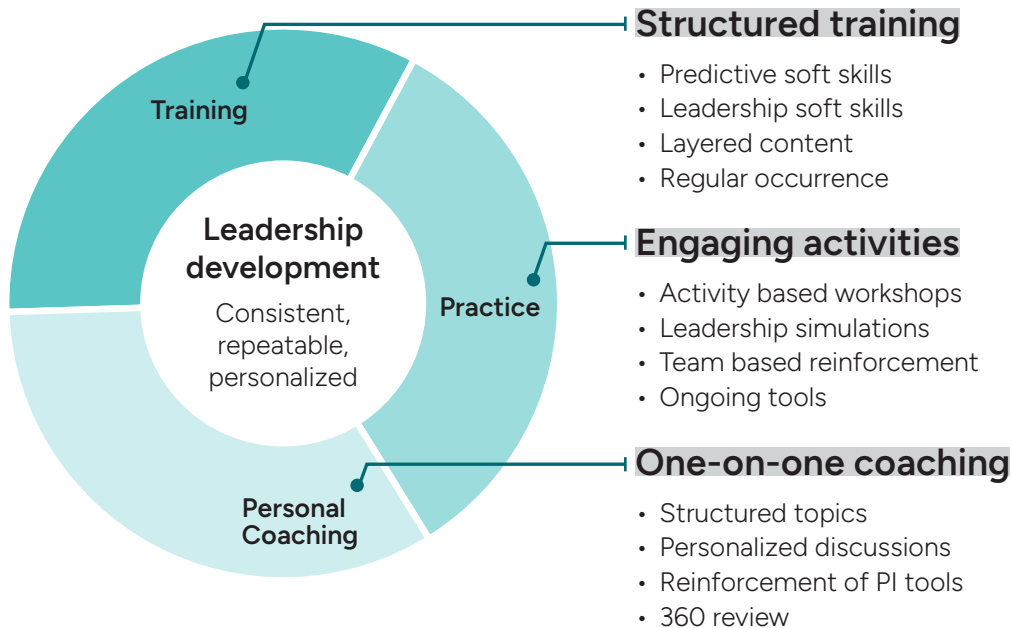


Of their knowledge from developmental relationships



Of their knowledge from coursework and training

The HTI Lead the Way curriculum combines all three to ensure that concepts aren't just taught but retained.



Workshop Types

Structured training

Leadership fundamentals

In workshops, participants learn how to understand themselves, understand others, and create teams that take their business to the next level by using people data, applying best practices, and taking action.

Engaging activities

Putting concepts to work

During our facilitated activities, participants put what they've learned to work through scenario-based learning, simulated environments, and team-based projects.

One-on-one coaching

Employee experience coaching

Our experienced coach works individually with each leader to deep dive their leadership style, strengths, and opportunities to increase engagement and understand the true drivers of engagement and how to take deliberate actions to maximize impact.



Workshop content

Leading yourself

Deep dive into your own Predictive Index results to uncover the personal drives influencing your leadership style. Learn about your communication style and ways to interact more effectively.

Leadership fundamentals

Examine the qualities of effective leadership & implement those skills through workplace scenarios. Discover how to navigate conflict and manage labor needs with ease.

Engaging your team

Uncover the Predictive Index results of your team members to understand how to better meet their needs. Recognizing their unique values builds a pathway to employee motivation and retention.

Leading with vision

Set your team up for success by establishing benchmarks to create a results based plan focused on teamwork and accountability.

Example curriculum

Month	Activity
1	Kick-off meeting
1	Administer Predictive Index
2	Workshop 1: Leading yourself
3	One-on-one: Leading under pressure
4	Workshop 2: Leadership fundamentals
5	Understanding your leader
6	Workshop 3: Engaging your team
7	Managing peer-to-peer relationships
8	Scenario based learning: HR fundamentals for leaders
9	One-on-one: Structuring team expectations
10	Workshop 4: Leading with vision
11	Scenario based learning: Leadership scenario
12	One-on-one: Understanding team dynamics
12	360 Review launch



“Communicate & connect in order to attract and retain.”

Outcomes: Managing people to perform

Your organization's managers can become transformational leaders by mastering relationship development, understanding leadership fundamentals, and building positive team dynamics.

Objectives

By the end of this program leaders will:

- Have increased self-awareness and understand how their drives and behaviors influence their leadership style
- Know other leaders on the team and understand how to best communicate and strategize with them for effective collaboration and trust
- Understand how to build high-performing teams by considering the diverse behavioral drives and needs of their team members and identifying where they have gaps in talent
- Ability to use group analytics to decode and leverage the unique dynamics and work styles of organizations of any scale, from project teams to large units
- Be self-sufficient in the system tools available to them and incorporate them into their daily management strategy
- Understand the leadership fundamentals including basic human resource laws, employee motivation, employee development, constructive feedback, fostering accountability, and driving results
- Develop and apply practical organizational management strategies that maintain team members at their peak performance and engagement

Immediate impacts

- Improved employee retention and satisfaction with direct leadership
- Increased productivity driven by improved interpersonal relationships and positive team dynamics
- More effective communication and enhanced collaboration, within and across teams
- Greater employee engagement fostered by more effective management and leadership practices

Ready to transform your leaders and boost your team?

[BetterYourWorkplace.com](https://www.betteryourworkplace.com)

