

LEADERSHIP FUNDAMENTALS • STRATEGIC PLANNING • TEAM BUILDING
ORGANIZATIONAL EFFECTIVENESS • TALENT STRATEGY • LEGAL

Training programs:

People-centric solutions to guide your workforce

Employees place a high value on career advancement and cite a lack of growth potential as a primary reason for leaving a company. Invest in your team's training and development to positively impact long-term retention, productivity and profitability.





Compliance

General Workplace Safety

It is important to fully comprehend the importance of workplace safety. This training will cover how to prevent and control events or hazards such as slips, falls, drugs and alcohol, or chemical safety and lockout tagout incidents.

Workplace Harassment

Harassment can disrupt any business. It can create tension, reduce productivity, and lead to legal challenges in the workplace. This program is designed to increase participant understanding of harassment, how to prevent it, and what to do when it exists.

HR Legal for Leadership

Understanding the importance of legal and HR compliance in the workplace is critical. By doing so, you can ensure that your company operates within the boundaries of the law and meets ethical standards, ultimately contributing to your company's success. This training will cover basic human resources laws for managers and supervisors.

Union Avoidance

Union avoidance training prepares companies to identify and respond to union organizing efforts. The goal is to help organizations maintain a direct connection with their employees and avoid issues that could lead to unionization.

Navigating ADAAA (ADA)

Understanding employee rights under the Americans with Disabilities Amendments Act is vital for a fair and inclusive work environment. Employers should recognize the value of training HR personnel, managers, and supervisors on the ADA and its amendments. These rights encompass protections against discrimination and ensure that individuals with disabilities have access to reasonable accommodations.

Soft Skills

Conflict Resolution

Whether you're greeting customers at the door or have the corner office, everyone can face conflict in the workplace. Knowing how and when to give feedback, how to communicate for understanding, and when to elevate a situation are all key takeaways you will walk away with after our interactive training session.

Motivation and Engagement

Explore the essentials of motivation and engagement and discover how to effectively tap into these drives as a leader. Learn how to forge connections and foster commitment within your workplace. This course will cover the factors that influence employee engagement and provide actionable ways to implement them, ensuring that your leadership not only motivates, but truly mobilizes your team.





Leading with Vision

Set your team up for success by establishing benchmarks to create a results-based plan focused on accountability. Educate your team on strategies to accomplish goals and business strategies that align with your company's vision.

Emotional Intelligence

Emotional intelligence (EI or EQ) training can help with personal and professional. Employees with high EQ can manage their own emotions, are self-aware, communicate effectively with their coworkers, manage challenges, and empathize with those around them.

Hiring Manager Training

This course will cover the five essentials of hiring manager excellence: know your interview style, align expectations to hiring criteria, evaluate candidate fit, create an incredible interview experience, and avoid bias and legal pitfalls.

Building Trust & Relationships

Ideal for current and aspiring leaders, this training equips you with essential principles and practices for fostering trust in daily interactions and decisions. Discover how building trust empowers teams to navigate ambiguity, embrace change, and achieve outstanding results together. Expect higher productivity, reduced absences, and enhanced employee satisfaction as you master these essential skills.

Coaching & Feedback

Coaching as leaders is a strategy that provides the ROI you've been looking for. Identify the style that best suits you and your team with this training. We will equip you with coaching strategies that focus on individuals, teams, and organizations through simple and repeatable steps for immediate implementation.

Generations in the Workplace

This course enables you to appreciate cross-generational differences and find commonalities, enhancing team collaboration. By understanding your workplace's generational composition and educating yourself on their needs, motivations, and behaviors, you can increase understanding and reduce conflict, giving you the ability to focus your efforts back into the business.

Stress & Time Management

Procrastination, multiple deadlines, work-life balance. This training deals with how we manage our time effectively, manage stress, and use the tools at our disposal to do so.

Leading Teams Through Change

The workplace environment is changing at an incredible pace, and learning how to keep up, and stay ahead of the game, is imperative. This workshop equips leaders with the best practices and guiding principles for leading new management initiatives and strategies in the organization. Participants will leave with a firm understanding of obtaining employee buy-in, building effective communication strategies, managing employee resistance, and the difference between change management and change leadership.





Strategic Planning & SWOT Analysis

This workshop includes facilitation of strategy conversations with your executive leadership team, cross-functional groups, or board of directors to enhance collaboration and set strategic direction utilizing an effective SWOT evaluation.

Assessment-Based Workshops

Lead Yourself First with Predictive Index®

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. Activities and examples using your unique results help drive home these concepts for immediate implementation.

Hiring the Right Talent with Predictive Index®

Learn how to seamlessly weave the PI methodology and talent optimization best practices into your existing hiring process to better predict job performance and hire top talent. Participants will further learn how to understand and interpret behavioral data, apply PI's principles to the forces of candidate fit – job, manager, team, and culture, and integrate behavioral data into the hiring process.

Understanding Team Dynamics with Predictive Index®

A “dream team” knows exactly where it excels and how each member contributes to the goal, while a sign of a disengaged team lacks trust and self-awareness. This workshop helps your team identify strengths and gaps when relating to your company's goals and objectives.

Clifton Strengths: Individual Discovery

The Clifton Strengths assessment helps people identify their areas of greatest potential, empowering them to use their natural talents and strengths to perform activities in a way that works best for them. Our Strengths 1.0 session teaches the foundational knowledge needed to better understand the strengths that are naturally within each member of the team.

Clifton Strengths: Team Discovery

This interactive session will further develop what you learned in 1.0 by focusing on what each team member does best and giving your team a common language to talk about how to collaborate most effectively. You and your team will gain a deeper understanding of everyone's natural strengths and how to develop a pathway to better team dynamics and achieving your desired results.

About HTI

Since our start as a professional recruiting firm in 1999, we have learned the ins and outs that make employees and organizations successful. We know that people spend a third of their life at work, so it better be a place they want to wake up every day for. We know that people have basic wants and needs, so as employers, we have to listen and be willing to act on those.

We know that running a business is hard. That's why we've evolved from a hiring firm to a workplace partner. We walk beside employers to create custom talent strategies that align HR and business needs through employee and organizational efficiency, labor stabilization, and employee engagement.

