

ITR Consulting Packages - Solutions

Leadership Development and Coaching:

- Leadership Development Essentials – Self Awareness
 - Audience: Leader or Manager
 - Purpose: To help leaders leverage their strengths and minimize caution areas that impact their leadership. Gain insights on the 'Platinum Rule'
- Managing Direct Reports
 - Audience: Leader or Manager with direct reports
 - Purpose: Asses how best to manage direct reports and provide best practices for dealing with diverse behaviors
- Conducting Impactful 1:1s
 - Audience: Leader or Manager
 - Purpose: To help leaders conduct impact 1;1s with their direct reports, increase communication and engagement
- Leading Effective Team Meetings
 - Audience: Leader or Manager
 - Purpose: Conduct sessions with managers / leaders to assist them in leading effective meetings that ensure safety, collaboration, and produce results
- Employee Development Essentials
 - Audience: Employees
 - Purpose: Inform employees how to develop their self-awareness so they can understand themselves better – their strengths and blind spots.
- Navigating Interpersonal Dynamics
 - Audience: Leaders or Employees
 - Purpose: For employees to leverage PI to cultivate more productive workplace relationships
- Conducting 'Readbacks'
 - Audience: Leaders or Employees
 - Purpose: To provide greater insights on an employee's PI Behavioral Report

Recruiting, Hiring and Onboarding / Integrating Employees:

- Stakeholder Meeting to set Job Targets for Roles
 - Audience: HR, Hiring Managers and key stakeholders related to the job role
 - Purpose: Assist Hiring Mangers and key stakeholders in setting job targets for roles the company is recruiting and hiring for

- Job Description and Job Posting Workshop
 - o Audience: HR, Hiring Managers and key stakeholders related to the job role
 - o Purpose: Maximize use of PI tools and data to recruit properly

- Candidate Review Meeting
 - o Audience: HR, Hiring Managers and key stakeholders related to the job role
 - o Purpose: Assist hiring managers and stakeholders with their candidate review by highlighting candidate fit (i.e., alignment and gaps) using candidate BA as guidance for job fit to predict performance in the role.

- Interview Prep
 - o Audience: HR, Hiring Managers and key stakeholders related to the job role
 - o Purpose: Assist hiring managers and stakeholders on how to best manage candidate interviews utilizing data contained in the PI platform
 - o Note: ITR will not advise on which candidate to select...only highlight, based on data, what each candidate will bring to the table based on their behavioral DNA.

- Onboarding Employees
 - o Audience: HR and Hiring Managers
 - o Purpose: Assist Hiring Managers to properly Onboard / Integrate their new employees for success and retainment

Team Workshops and Retreats:

- Teamwork Program
 - o Applied when client has Inspire and Design... help with the creation of desired teams for a project or new department as well as provide insights and guidance on team dynamics, alignment / misalignment, and guidance on how to move forward to achieve success

- Emotional Intelligence: Trust & Mindset Learning Lab
 - o Conduct sessions with managers on how to manage their team and direct reports during times of change

- Optimizing Decision-making workshop
 - o Client team has their PI BA completed
 - o Team is taught decision-making model and facilitates 2-3 issues for the team
 - o Follow-up session to repeat the process and observe team facilitate the IP process if requested

- Customized Leadership Retreats available upon request

Questions? Contact us: www.imprinttalent.com
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