Leadership Training

Contact skye@skyehrconsulting.com to schedule your organization's leadership training today! Online and in-person training available.

Leadership Foundations for Success

Signature four-part training program where new and seasoned leaders identify foundations for great leadership, including how to build high-performing teams.

- Define the leadership role and specific behaviors of successful leaders.
- Discuss how to build trust and relationships (with boundaries) with staff.
- Practice setting expectations and coaching employees.
- Create a personalized leadership growth plan for ongoing skill development.

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Building a Team Charter

Signature three-part training program to help your team create a team charter, which is one of the most important foundational tools for any team. A team charter is critical in enhancing overall team cohesion, communication, and performance. It is a document that defines your team's purpose, how the team will work together, and what the expected outcomes are. This workshop is designed to help teams:

- Affirm your team's mission and purpose.
- Establish the foundations for a written team charter.
- Create agreements/shared understanding of how the team operates.
- Identify best practices for accountability and conflict management going forward.

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Making the Leap from Co-Worker to Supervisor

Promoting into a leadership role can be exciting and also a challenge. It requires support, training, and a plan for stepping into the leadership role. This workshop helps promoted leaders successfully transition into the role of supervising employees.

- Define your specific leadership role and responsibilities.
- Identify solutions to common challenges of stepping into a supervisor role.
- Discuss best practices for establishing boundaries with direct reports who used to be your co-workers.
- Create an individualized plan for ongoing leadership development.

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Leading Through Change

Change is a challenge. More importantly, change is an opportunity. When we successfully lead through change, it is an opportunity to build trust, strengthen teams, and generate new and creative ways of working together. This workshop teaches an inclusive, proactive approach to lead through workplace changes, both big and small.

- Explore a framework and process for effectively leading through change.
- Identify best practices for navigating barriers and resistance to change.
- Practice how to gain commitment to change by communicating from a place of empathy and inclusivity.
- Receive tools and resources you can implement right away to reduce resistance and gain buy-in to change.

Navigating Workplace Conflict with More Ease

One of leadership's most important roles is managing conflict with and among employees. This workshop gives you resources to feel more confident navigating workplace conflict.

- Identify practices for navigating common conflict styles/tendencies.
- Learn a process for navigating through workplace conflict.
- Practice preparing for conflict using a discussion planner.
- Receive resources for establishing team agreements around conflict.

Inclusive, Equitable Interviewing

Centering the principles of equity and inclusion in the interview process leads to better hiring. In this workshop, participants receive resources and tools to implement best practices for approaching interviewing from a place of collaboration, equity, and inclusion.

- Discuss why an equitable, inclusive approach to interviewing matters.
- Identify best practices for inclusive, equitable interviewing.
- Receive interviewing resources you can implement right away to enhance your interviews.

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Difficult Workplace Conversations Made Easy(er)

Effectively navigating challenging workplace conversations is an important and often difficult leadership skill. It takes the right resources and practice to feel more confident. This workshop is designed to help supervisors feel more comfortable having difficult conversations with their staff.

- Identify how to set up systems for communication and feedback.
- Define best practices for delivering empowerment-based feedback.
- Identify when a performance issue requires corrective action vs. coaching.
- Practice a framework for difficult workplace discussions.

Employment Law Compliance for Supervisors

Supervisors have a higher-level responsibility when it comes to ensuring HR/employment law compliance. This important training helps supervisors to understand their responsibilities with employment law compliance to reduce organizational risk.

- Identify the supervisor's role and responsibility in complying with employment law.
- Discuss what supervisors need to know about the specific state and federal laws that impact your organization.
- Define best practices for navigating employee grievances.

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5 Strategies for Improving Workplace Culture

Creating a positive workplace culture is critical to retaining the best employees. This workshop gives you practical tools for improving workplace culture regardless of your position in the organization.

- Identify the latest industry trends impacting your organization's culture.
- Receive a template for assessing your workplace culture and making a plan for improvement.
- Discuss five proven strategies to enhance organizational culture and attract and retain the best employees.

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Leading High Performing Remote and Hybrid Teams

Building high-performing remote and hybrid teams is a unique challenge (and opportunity) in today's work environment. A strong leadership strategy is vital to remote/hybrid employee engagement and productivity.

- Identify remote/hybrid leadership best practices, including how to set and maintain performance expectations from afar.
- Discuss solutions to HR compliance issues including remote worker confidentiality, safety, and timekeeping.
- Discuss how to cultivating remote worker connection, engagement, and productivity.
- Receive resources for virtual meetings, performance discussions, and interviews.

How to Create Your People (HR) Strategy

Successful organizations have a solid strategic plan for how they will hire, engage, and retain the best employees. In this workshop, you will receive everything you need to create your own people strategy and plan that will work for both team planning and org-wide planning.

- Identify industry trends and organizational factors influencing your people strategy.
- Receive a framework and process to develop your people strategy and plan.
- Explore a strategic planning framework for attracting and retaining the best employees.
- Receive templates for implementing the key ingredient to building your people strategy.

Succession Planning That Works

With the average employee job tenure in the US being around 5 years, every leader needs to be good at succession planning. This workshop gives you an easy-to-follow process and resources to create an effective succession plan for your or your employees' positions.

- Receive a framework and process for succession planning.
- Identify best practices for HR-compliant and people-centered succession planning.
- Discuss strategies for cultivating knowledge and expertise in others (nurturing, not gatekeeping).

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Americans with Disabilities Act (ADA) Compliance for Supervisors

Creating accessible workplaces goes beyond ADA compliance, to giving applicants and employees the tools they need to be successful in their jobs. This workshop helps supervisors who work in organizations subject to the ADA (employers with 15+ employees) to comply with the ADA and apply best practices for workplace inclusion and accessibility.

- Define the components of an ADA-compliant workplace.
- Discuss best practices for creating a culture of inclusion and accessibility.
- Identify people-first and individual preferences around disability identification.
- Discuss common disabilities and associated workplace accommodations.
- Receive a framework for employee-empowered and ADA-compliant interactive discussion and reasonable accommodation processes.

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Harassment, Discrimination, and Retaliation Prevention

Cultivating a workplace culture of respect, free from harassment, discrimination, and retaliation is critical to any organization's success. This workshop is designed for supervisors to understand their responsibilities in preventing and addressing workplace harassment, discrimination, and retaliation.

- Define harassment, discrimination, and retaliation in the context of the state and federal laws that apply to your organization.
- Review your organization's specific harassment, discrimination, and retaliation policies.
- Identify common examples of harassment, discrimination, and retaliation, and best practices for prevention and response.
- Discuss expectations for preventing, reporting, and addressing harassment, discrimination, and retaliation, based on your organization's specific procedures.

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Proactive, Inclusive Employee Onboarding

A newly hired employee's onboarding experience is a leading indicator of whether they will stay with your organization. This workshop will help you to create an intentional, simplified, sustainable onboarding program that welcomes new employees and increases their likelihood of staying with your organization.

- Define modern-day orientation, onboarding, and training and why it matters.
- Identify how to set expectations early on and consistently with newly hired employees.
- Discuss a framework and process for proactive, inclusive onboarding.
- Receive templates and tools you can implement to enhance employee orientation and onboarding.

Workplace Flexibility Without Breaking the Bank

Balancing employee flexibility programs with the organization's mission and workload presents a unique opportunity in today's workplace. There is no one-size-fits-all approach to flexibility, but there are proven best practices that will make implementing flexibility programs easier.

- Discuss industry trends for creating more workplace flexibility that aligns with organizational goals.
- Identify options for creating more flexibility in your workplace based on the job type, organization mission, and individual employees.
- Receive sample policies and for remote work, parental leave, and work-life balance.

HR Best Practices for Volunteer Programs

This workshop will help clarify for nonprofit leaders which HR policies and practices should apply to the organization's volunteer workforce.

- Define the key differences between employees, contractors, and volunteers from a compliance perspective.
- Identify which employee handbook policies to include in your volunteer handbook.
- Discuss solutions for common volunteer management challenges.

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Hello, I'm Skye.

HR Consultant and Leadership Coach

With over 20 years of HR and leadership training experience, I provide interactive leadership training customized to your organization's needs. Training highlights include:

- Four-time presenter at the Iowa Employment Conference.
- Presenter at various regional conferences, Society for HR Management (SHRM) chapter meetings, and the American Nonprofit Academy.
- Experience training in diverse workplaces – small businesses, nonprofits, local governments, and large corporations.

Training is available online or in-person. One-hour, two-hour, half-day, and full-day training sessions are available.

Schedule a Complimentary Discovery Call Online

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Thank you!