

Strong leaders shape the world.

Their influence ripples out in all aspects of their life.
They inspire. They elevate. They maximize.

The #1 talent issue facing organizations around the world is underdeveloped leadership.

At HRD, we are on a mission to improve the world, one leader at a time. Though processes are similar, no client is the same, so we meet you where you are, and partner with you to create a tailored, research-based growth experience that elevates your business strategy by strengthening your leaders.

As an authorized partner with industry-leading programs such as DiSC, The Five Behaviors of a Cohesive Team® and The Leadership Challenge®, we work

alongside your organization to dive in deep with your leaders, their personalities, and the culture it produces in your business.



Foundational Growth Processes for Teams and Leaders:

The Leadership Challenge®, Executive Coaching,
Situational Leadership®, Emotional Intelligence, Everything DiSC®,
The Five Behaviors of a Cohesive Team®

Our Tailored Growth Experiences:

- Improve bottom-line financial performance.
- Attract and retain talent.
- Drive strategy execution.
- Increase success in navigating change.

At HRD*, we elevate your business strategy while promoting accountability, emotional intelligence, adaptivity, and resiliency.

Our Signature Solutions

Leadership development is not one-size-fits all. The skills necessary for success, values, and priorities are different at each level of influence. That is why we offer a focused approach of development at each leadership transition point.

For Emerging Leaders

LEADERSHIP IS EVERYONE'S BUSINESS®

A research-based, emerging leader development program that sets individual contributors up to enhance their influence and remind them that they matter!

Each workshop explores the leadership behaviors for each practice area along with practical application for leading.

PARTICIPANTS WILL:

- Identify existing leadership strengths and areas of improvement based on LPI self-assessment
- Articulate core values and connection to actions
- Define a "vision"
- Identify opportunities to challenge the "status quo"
- Strengthen others by increasing self-determination and developing competence
- Employ methods to engage in The Five Practices

For Managers

MANAGER ESSENTIALS

A robust development program focused on equipping leaders with the skills and tools they need to lead their teams.

HRD* created Manager Essentials around the five spokes of the Manager Success Wheel: Personal Mindset, Relationships with Others, Directing Work, Decision Quality, and Results Drive.

PARTICIPANTS WILL:

- Develop a resilient manager mindset that enhances leadership effectiveness
- Learn emotional intelligence skills to strengthen working relationships and trust
- Build confidence and abilities in managing productive conflict
- Learn approaches to receiving and delivering effective feedback

For Directors

LEADING LEADERS

A focused development program with the goal of leading strategically through the leaders that report to Director-Level leaders.

The program is underpinned by strategic thinking skills and includes an assessment to identify opportunities for participants to improve in this area.

In addition, the program highlights the importance of aligning leaders at all levels and connecting the dots between the big picture and day-to-day operations.

PARTICIPANTS WILL:

- Undergo an EQ-i Assessment Review and Case Study Assignment
- Master five 2-hour workshops (across three months)
- Solve a case study
- Prepare and present a team presentation of case study findings

For Executives

LEADING THE ENTERPRISE

Provides C-Suite Leaders with a dynamic learning experience that will magnify their leadership power.

This program revolves around in-depth physical and behavioral assessments and detailed individual feedback to tailor the growth experience to each leader's specific need.

PARTICIPANTS WILL:

- Significantly enhance presentation, persuasion, and influence skills
- Enhance executive presence and increase confidence in self-presentation
- Evaluate and refresh organizational visions
- Develop a personal wellness plan to sustain energy and efforts
- Build social capital and executive network

For All Leaders

THE LEADERSHIP CHALLENGE®

Our most popular growth experience that increases the leadership potential of all leaders at any level to be able to cope with today's challenges.

PARTICIPANTS WILL:

- Learn to lead with empathy, provide clarity amidst uncertainty, and lead through challenges and communications
- Learn how to work remotely, and how to lead remote workers
- Deal with anxiety and develop other practical wellness skills

Other Foundational Growth Experiences for Teams & Leaders Offered:

Executive Coaching, Situational Leadership®, Emotional Intelligence, Everything DiSC®, The Five Behaviors of a Cohesive Team®