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## Professional Development

Crowell Consulting and StrategizeIT Consulting provide strategic learning and development solutions designed to transform teams for individual and business success. To help do so, we offer a variety of Professional Development Workshops designed to grow the talent in your organization. Most topics listed below can also be delivered as keynote presentations or lunch-n-learns. For more information on any of these learning opportunities, please contact [Crowell Consulting](#) or [StrategizeIT Consulting](#) today.

### **A Leader's Guide to Delegating**

What's every top manager's secret to success? In a word: delegate, delegate, and delegate. Effective delegation accomplishes much more than the task at hand. It also builds trust for future delegations, helps employees develop new skills and reduces managerial stress. ***A Leader's Guide to Delegating*** is a four-hour workshop designed to help people model effective delegating, help leaders develop staff, and improve organizational productivity.

### **Accountability That Works!**

With accountability, you get better results, improved teamwork, and clarity. Without it, you get blame, finger-pointing, missed deadlines and low morale. This program reveals an approach to accountability that improves individual and organizational performance. ***Accountability That Works*** is a four-hour workshop designed to build an accountability culture, improve results and morale, and teach the importance of keeping agreements.

### **Conflict Resolution for Managers and Leaders**

Are you looking for a high-quality, effective and innovative approach to handling conflict in diverse workplace settings? ***Conflict Resolution for Managers and Leaders*** is a proven, modular program that will teach the key concepts and skills in conflict management, negotiation, and dispute resolution. The workshop is filled with information and interactive exercises to help participants develop practical skills and equip them to address conflict with confidence.

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## Engaging a Changing Workforce: New Game, New Roles, New Rules

It's a new game. And you're a part of it! Today, it's a workplace where four generations work cubicle to cubicle, network to network, and across the globe. While this generational mix has potential for conflict, misunderstanding, and even resentment, there are huge opportunities for productivity, creativity, knowledge transfer, and strategic advantage. ***Engaging a Changing Workforce: New Game, New Roles, New Rules*** looks at today's workforce through a generational lens.

## Executing Change in the Organization

Most often, change fails because a leader attempts to shortcut a critical phase of the change process. Four different workshops are delivered to executive leaders, managers, project management teams, and individual contributors using a proven nine-step model to provide all with the skills, knowledge and coping strategies needed to navigate and implement transformational change.

## Exercising Influence

Today's organizations run on influence. Influence enables people to build the relationships they need to get results. With ***Exercising Influence: A Guide for Making Things Happen at Work, at Home, and in Your Community***, participants learn to develop effective influencing skills for a wide variety of workplace situations and reflect on their career as an "influencer."

## Leadership Challenge

Leadership is an ongoing process. To create better leaders, you have to encourage great learners. The ***Leadership Challenge Workshop*** will help your people discover how everyday leaders can achieve extraordinary things. Based on *The Five Practices of Exemplary Leadership*, the workshop demystifies leadership development and approaches it as a measurable, learnable, and teachable set of behaviors. The workshop can also be delivered to individual contributors as *Leadership is Everyone's Business* or in conjunction with the *Leadership Practices Inventory* – a 360-degree assessment tool on 30 key leadership behaviors.

## **Leadership and Self-Deception**

In the workplace, some problems tend to surface time and time again. And most of the time, the reason these problems aren't solved once and for all is that the people at the root of the problem don't see the role they play in perpetuating it. The phenomenon is called self-deception, and it's more prevalent than you might think. If left alone, "people-problems" quickly turn to organizational problems. **Leadership and Self-Deception** is a four to eight-hour workshop designed specifically to help leaders at any level gain insight into self-deception, create self-awareness, and enhance problem solving skills.

## **Living Leadership**

**Living Leadership** is a one-day class designed specifically to help leaders at any level understand that their day-to-day choices, actions, and behaviors impact those around them and ultimately the success of the organization. Participants will build self-awareness about their strengths, skills, and areas that may need improvement. They will learn about their own and their peers' behavioral styles to maximize communication and responsibility with each other as members of the same team.

## **Team Emotional and Social Intelligence**

Determine and develop your team's emotional effectiveness in the seven dimensions that are a prerequisite for high performance. **Team Emotional and Social Intelligence (TESI)** is designed to inform you on the most current information on emotional and social intelligence research utilizing a ten-minute assessment as the starting point for understanding your team's Emotional Intelligence. The assessment measures seven dimensions of team behavior and performance: team identity, motivation, emotional awareness, communications, stress tolerance, conflict resolution and positive mood.

## **Working with You Is Killing Me: Freeing Yourself from Emotional Traps at Work**

From chronic complainers to idea-stealers, boundary pushers to just plain jerks, a toxic co-worker can ruin your day - and your life! Everyone - including the lucky few who've never had to work with a difficult person - can benefit from understanding how to take responsibility for addressing the problem and put a stop to it all. **Working With You Is Killing Me** is a four-hour workshop designed to help people deal with difficult co-workers, reduce stress-related problems, and improve interpersonal relations by demonstrating how to "unhook" from difficult situations.