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.

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Organizational effectiveness

These courses are designed to fill in organizational gaps, so you can maximize productivity and ultimately grow your business.

Leading through conflict

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 from this conflict resolution training.

Preventing burnout: Stress and 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.

Predictive Index® - Mastering effective communication

Using the PI Behavioral tool, you can better understand your communication style. This awareness alongside active listening training allows leaders to become more effective communicators across all levels of an organization.

Predictive Index® - Create awareness with people data

In the constantly changing, technology-driven world we live in, ensuring there's healthy collaboration within your teams is critical to building a strong culture and delivering results. In this workshop you'll learn to understand and interpret people data, apply the principles of talent optimization to manage and develop   employees, and use data to improve team dynamics and accelerate performance.

Talent strategy

Building the best recruitment process is critical. With the right resources you can confidently identify the characteristics of an ideal candidate and what they will need out of a specific role.

Hiring manager training

This course will cover the 5 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.

Predictive Index® - Hiring the right talent

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 learn how to understand and interpret people data, apply PI's principles to the forces of candidate fit — job, manager, team, and culture, and integrate people data into the hiring process.

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Strategic planning

Building vision and direction is fundamental to the growth of your business. These workshops focus on helping your organization strategically plan for the future and build actionable plans for success.

Organizational SWOT analysis

Strengths Weaknesses Opportunities and Threats or SWOT analysis may be one of the oldest tools in the book, but, it still brings results if it is done right. Unfortunately, this is often not the case. 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.

Strategic business plan facilitation

Our strategic planning facilitators will lead custom strategy sessions using best-practices, analytic tools, and hands-on exercises to engage your team and build an effective business plan tailored to your organization.

Legal

It is critical to understand the importance of legal and HR compliance in the workplace. From understanding labor laws to conducting investigations our courses help you fill in any HR gaps.

HR legal for leadership

Basic human resources law and investigation training for managers & supervisors.

General awareness training: 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.

Harassment for leaders

This is an add-on extension of the general awareness harassment workshop, that equips leaders with the skills to recognize harassment, understand personal responsibility, and effectively handle harassment complaints when they're received.

The in's and out's of FLSA: Fair Labor Standards Act

The FLSA is packed full of rules, exceptions, and confusion for many leaders. This workshop will provide a simplified overview of the regulations including proper worker classification, minimum wage, overtime requirements, compensable time, breaks, common FLSA pitfalls, and responsibilities of both the organization and the employees to comply.

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Team building

The building blocks of success is team connection. These trainings utilize the Predictive Index® to discover the behaviors influencing team dynamics. Our experts guide your team on how to use each team member to maximize effectiveness, collaboration, and engagement.

Predictive Index® - Building high performing teams

This workshop builds off the momentum of the team dynamics workshop to strategically review the goals of the team, how their team dynamics align with the vision, and create a deliberate action plan for staying on track. Participants will walk away with a better understanding of each other and a plan for rowing in the same direction.

Leadership fundamentals

These courses dive into the leadership skills your managers need to champion their team and direct reports.

Leadership fundamentals

Examine the qualities of effective leadership and implement those skills through workplace scenarios. Discover how to navigate conflict and manage labor needs with ease.

Employee motivation: Where to start?

Motivation can be extrinsic or intrinsic, how do you tap into that drive as a leader?

Predictive Index® - Leading yourself first

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.

Predictive Index® - Managing employee needs

In this course you will select a handful of your employees to test in the PI and use those results and your PI knowledge to determine how best to manage and communicate with them.

Managing employee performance

Equip managers with the skills and knowledge needed to effectively manage employees through setting performance goals, monitoring progress, providing feedback, and taking corrective action as necessary.

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Leading with vision

Set your team up for success by establishing benchmarks to create a results based plan focused on teamwork and accountability.

Maximizing your leadership potential: 360 review coaching

Our expert facilitators work with your leaders to administer and analyze an individualized 360 review. This powerful tool becomes a catalyst to drive personal action planning and decision making based upon individual strengths and opportunities for growth. Each participant walks away with a better understanding of themselves and an custom development plan that allows them to maximize their leadership potential independently or as part of ongoing coaching.

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.

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