

You're Not Normal: Elevating Your Staff for Success

The challenge to organizational success is getting the right people in the right place at the right time. Human Resources Professionals spend considerable time and resources throughout the recruiting process developing the right pool and finding the right people. We look for the ideal background and the perfect combination of experience and personality to fit the organizational culture and set the environment for the success.

However, once we have the seemingly right people in the right slot, what's next? We often assume that individuals continue to develop and expand their leadership and managerial tool box. Sadly, research shows us that the majority of managers do not continue to develop, learn, and acquire new skills. Those that focus on developing new skills are not normal! Attending a workshop, reading a management book, participating in an online discussion is outside the norm.

Join your fellow outcasts at this leadership seminar that focuses on enhancing your skill at being a leader. Understand the dynamics of personality while we unlock the tried and true methods of motivating others, developing plans for yourself and your staff, and breaking the trend of mediocrity.

Dr. Peter Langton has served as Professor of Psychology, Human Resources, and Management as well as serves in an HR Leadership Role for a national manufacturer and distributor. With over 20 years of leadership and HR experience, Peter combines his knowledge base with a humorous approach to working with others and unlocking the keys to motivating others.

Brutal Conversations

Most supervisors don't like the difficult, direct conversations about employee performance. It's easier if employees self-select out of the department or organization. Eventually, everyone figures out that they are not a good fit, right? Unfortunately, many employees are oblivious to the subtle queues that managers are sending.

It's time for more direct and meaningful conversations with your employees. Many think of these conversations as brutal and avoid them at all costs! Break the mold and commit to giving your employees direct, honest feedback focused on performance and not personality. Through this workshop you develop the skill and the confidence to have direct conversations and turn a brutal conversation into an opportunity for professional development; for you and your staff.