



The Consulting Team, LLC
Facilitating Positive Change

650-464-6024

Request A Consultation

Leadership Tips
Spring 2024:

How to Use Trainings to Build Teamwork and Retention

From Marilyn and The Consulting Team



Hi Friends,

Are the trainings your employees attend relevant to their positions and to your organization's culture? Do they align with your values and standards? Would you like them to build teamwork while accelerating your staff's learning and development?

Rather than send your employees to public trainings, consider partnering with a training firm like ours to design and deliver your own internal Learning Academy or a series of customized trainings. Our clients have found in-house trainings to be cost effective and rewarding because you can blend your talented internal "faculty" with external experts.

Learning with a group of like-minded peers builds camaraderie, teamwork, and a sense of belonging. Whether you're a leader or an individual contributor, start a conversation this week about an employee/leadership partnership in producing a series of customized trainings or an "Academy." We find that "Academies" take training to a higher level.

Warm regards,

Marilyn Manning, Ph.D.

Owner, The Consulting Team
(650) 464-6024

P.S. Please join us on Friday, June 7 at Noon for our next complimentary 30-min. webinar: *How Clear Agreements Create Engagement and Prevent Conflict*. Email Admin@TheConsultingTeam.com to obtain login details. (The webinar description is found later in this edition.)



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In this edition:

1. Article: *How to Use Trainings to Build Teamwork and Retention*
2. Complimentary June 7 webinar: *How Clear Agreements Create Engagement and Prevent Conflict*
3. Coaching options and complimentary 30-min. coaching session offer.



How to Use Trainings to Build Teamwork and Retention

What are Learning Academies?

Academies are places of study or training in a special field. They are institutions where subjects are taught and skills developed by faculty with expertise in multiple disciplines, fields, or subjects.

You will find learning academies within counties, cities, police and fire departments, as well as in the private sector. They are both efficient and effective for the training and development of staff, team-building, and the creation of culture.

The Benefits of Academies?

Academies directly encourage and invest in the skills and advancement of staff. They provide attendees with:

- Opportunities to build a strong peer support network for organization-wide managers and supervisors.
- Skills to facilitate critical workplace conversations that promote collaboration and teamwork.
- Practical strategies and tools to adapt and thrive in today's rapidly changing work environment.
- Sharing best practices, learning from experts, and gaining new perspectives on current challenges.

Academies differ from trainings in that their subjects are coordinated and sequenced, the faculty is specialized, and attendees receive instruction in numerous related subjects, together as a cohort over a period of weeks or months.

Consider the many benefits and bonuses of launching a learning academy:

- Blending in-house and outside instructors expands the range of offerings, expertise.
- It brings your teams together as cohorts learn together.
- It fosters collaboration, growth, continuous learning, and excellence.

We have successfully partnered with our clients to co-create learning academies that are often greater and more lasting than the sum of their parts. Some organizations have annual or semi-annual academies for new hires, new managers, or for their leaders.

The Academy Faculty...The Best of Both Worlds Under One Roof

Internally, your organization contains skilled, experienced, and talented employees who are ideal for forming your cornerstone of your faculty. If you are reading this, why not volunteer to help organize an academy and be one of the faculty? You could contribute by your:

- Knowledge of institutional history
- Credibility and ongoing relationships with staff
- Shared understanding of vision, mission, and strategic goals

You have expertise. Think how much fun it would be to capitalize on your strengths and the expertise of your colleagues.

Externally, collaborating with a training and consulting partner brings their expertise and industry experience to the equation. Partnering provides fresh and unique voices of experience to accelerate learning and skill acquisition to address specific needs. We offer expertise on topics such as:

- Leadership and Management Tools
- Emotional Intelligence

- Conflict Resolution and Difficult Conversations
- Managing Change, Stress, and Multiple Demands
- DiSC® Communication Styles
- Business Writing and Presentations

Consider the value both internal and external faculty contribute.



Success Stories from The Consulting Team

Examples of our recent academy partnerships:

A mid-sized city sought our help while experiencing great turnover. We facilitated an employee satisfaction process that helped us develop a roadmap and action plan to improve morale. Together we created and implemented a learning academy to provide professional development opportunities for managers, supervisors, and future leaders. The city's retention rate greatly increased, as did morale..

Another Bay Area company we collaborated with was able to add key topics to their in-house team trainings. We facilitated teams to create an open, transparent environment using new skills in critical conversations, awareness of style diversity, and making agreements for results. Our team sessions replaced tension and uncertainty with understanding and appreciation, refocusing on bringing staff together in a spirit of unity and a renewed sense of belonging.

The Enrichment of Academies

Well-conceived academies allow your staff to receive training in related topics of relevance by hearing from both internal and external experts while they strengthen working relationships with each other. The topics can also be reinforced by ongoing coaching and mentoring to share progress and reinforce learning.

Consider giving yourself and your organization a reboot with a learning academy or a well thought out in-house training series.

**Give us a call for a free brainstorming session.
(650) 464-6024**

A Sampling of Academy Topics



In-House Faculty

Overview of this year's direction.
Vision, Mission, Values by executive team.

- Budget and finance
- Understanding the politics and role of your Boards, Councils, or Commissions
- Performance feedback and evaluations
- Legal information all managers should know
- Onboarding new employees and benefits
- How to use the Employee Handbook

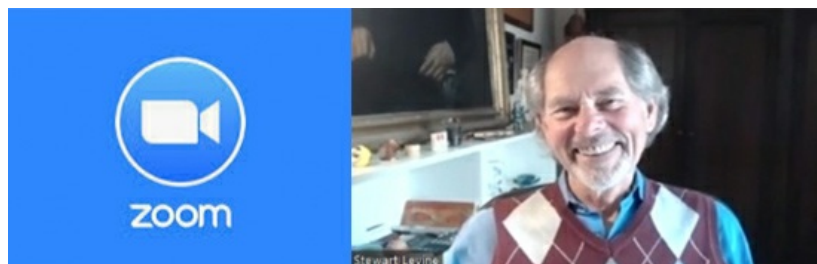
Outside Faculty (Consultants)

Bring Industry familiarity beyond your walls;
Strong voices to deliver needed messages.

- Courageous conversations
- Business writing and presentations
- Communication styles
- Managing change effectively
- Leading multiple generations
- Managing multiple demands, time and priorities
- Project management

Register for our next complimentary 30-minute webinar, Friday, June 7, Noon, Pacific

FREE WEBINAR: How Clear Agreements Create Engagement and Prevent Conflict



Facilitated by Senior Associate Stewart Levine, J.D.

Attend this session to learn how the tool **Agreements for Results** can:

- Increase productivity
- Save the cost of conflict
- Use agreements powerfully

The results: increased engagement and prevention of conflict.

Friday, June 7, 2024
Noon -12:30 PM Pacific

Confirm your seat and receive log-in details
when you register using the button below.

Register for our next complimentary 30-minute webinar, Friday, June 7, Noon, Pacific

COACHING

We offer coaching for managers, executives and individuals, including one-to-one career development and success coaching for executive team members and mid-managers.



In Person: Initial intake session



Virtual coaching sessions

Areas of focus may include setting and achieving professional development objectives, clarifying goals, gaining self-awareness, inclusive and empowering leadership, operational planning, team effectiveness, collaborative emotional intelligence, and communication skill-building. [Learn more here.](#)

Free 30-minute Coaching Session:

Schedule a complimentary 30-minute 1:1 coaching session with one of our six senior associate coaches pictured below.

[Request A Session Here](#)

Our Team of Trainers, Facilitators, and Coaches



[Dr. Marilyn Manning](#) **CEO**



[Victoria Smith-Raymond](#)



[Nina Morris Collins J.D.](#)



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Contact The Consulting Team to learn more about our [training](#), [team and one-to-one virtual coaching](#), and [consulting](#) for leaders and employees.

The Consulting Team

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