Training & Development

Course Catalog

NLT

Transforming Organizations by Helping them Create People-Centered Workplace Culture

OVERVIEW

Welcome to the NLT Consulting course catalog. Enclosed, you will find descriptions of the leadership and professional development programs offered by NLT Consulting. Courses are conducted in person or virtual.

Courses are interactive with a mix of discussion, scenarios or case studies, and in-class activities Most of our courses are either two hours, half day, or full day. We also develop customized courses for your organization. Most courses are designed for up to 20 participants.

https://www.nicolelturner.com/

NLT

Delivery Format

IN - PERSON

Facilitator delivers content live and in- person at the client site.

LIVE ONLINE

Facilitator delivers content live, online via video conference technology.

Pricing

Individual course pricing varies by course and delivery format. Pricing for each course is based on the price per student. We do offer group pricing as well. Contact us for pricing.

Travel

List prices do not include travel which will be preapproved with client prior to delivery and billed to the client at cost.

Custom Learning and Development

In addition to the courses listed herein, NLT Consulting has the ability to create customized courses for your organization. Contact us at **info@nicolelturner.com** for more information about custom courses

Transforming Organizations by Helping them Create People-Centered Workplace Culture

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NLT

Chief Culture Officer (CCO) Certificate Course

Session Description

The **Chief Culture Officer Certificate Course** is an intensive week-long program designed for leaders, HR professionals, and organizational development experts. Participants will delve into the critical role of culture in organizational success and learn practical strategies to foster a positive and impactful work environment. Through interactive sessions, case studies, and hands-on activities, attendees will gain insights into culture transformation and become adept at driving positive change within their organizations.

Learning Objectives

- Understand the fundamental concepts of organizational culture and its impact on employee behavior.
- Assess sources of resistance within organizations and develop communication strategies to overcome cultural inertia.
- Utilize change management models to develop comprehensive culture change roadmaps.
- Apply knowledge and tools to address real-world workplace culture issues, propose actionable solutions, and present them effectively.

Methodology

- Lecture
- Discussion
- Small Group Exercises
- Capstone Project

Target Audience

- Leaders at all levels
- Human Resources Professionals
- Organizational Development Experts

Format and Pricing

LIVE ONLINE	IN - PERSON
40 Hours (Duration)	40 Hours (Duration)
$3,495/person	$3,495/person

NLT

Retaining Your Employees: Using Respect, Recognition, and Rewards for Positive Results

Session Description

Fifty-seven percent of American workers say managers in their workplace could benefit from training on how to be a better people manager. Employee retention and engagement starts at the leadership level. Employees are leaving organizations at an alarming rate; therefore, it is crucial for organizations to understand the importance of keeping their employees and keeping them satisfied.

Learning Objectives

- Understand how personal attitude affects the work environment.
- Learn the three Rs of employee retention: respect, recognition, and rewards.
- Understand the role listening and feedback play in employee retention.
- Identify the signs of engagement and disengagement in employees.

Methodology

- Lecture
- Discussion
- Question and answer

Target Audience

- Leaders at all levels
- High-potential individual contributors

Format and Pricing

LIVE ONLINE	IN - PERSON
4 Hours (Duration)	4 Hours (Duration)
$395/person	$395/person

NLT

Leading to Create a People-Centered Workplace Culture

Session Description

Creating a people-centered culture is essential for organizations to foster a positive and productive work environment. A people-centered culture focuses on the well-being, engagement, and growth of individuals within the organization.

Learning Objectives

- Recognize the importance of a people-centered culture.
- Develop communication and listening Skills to foster open and honest communication within the organization.
- Cultivate emotional intelligence to promote positive relationships, collaboration, and a supportive work environment.
- Understand how to lead with lead with a people-centered approach (trust, empowerment, and servant leadership).

Methodology

- Lecture
- Discussion
- Small Group Exercises

Target Audience

- Leaders at all levels
- High-potential individual contributors

Format and Pricing

LIVE ONLINE	IN - PERSON
8 Hours (Duration)	8 Hours (Duration)
$815/person	$815/person

NLT

Building a Healthy Workplace Culture: Recognizing and Addressing Workplace Toxicity

Session Description

This course will equip leaders with a comprehensive understanding of toxic workplace culture, empower them to contribute to positive change, and inspire them to advocate for healthier and more inclusive work environments.

Learning Objectives

- Recognize the signs of a toxic workplace culture.
- Understand the traits and characteristics that define a toxic workplace culture and their impact on employees' well-being and productivity.
- Identify actionable strategies and approaches to improve a toxic workplace culture.
- Develop critical thinking skills to analyze real-life scenarios and case studies related to workplace toxicity.

Methodology

- Individual Reflection
- Small and Large Group Discussion and Activities

Target Audience

- Leaders at all levels
- High-potential individual contributors

Format and Pricing

LIVE ONLINE	IN - PERSON
8 Hours (Duration)	8 Hours (Duration)
$815/person	$815/person

NLT

Leading with Emotional Intelligence

Session Description

Emotional intelligence is a powerful component of effective leadership. Emotional intelligence is the ability to recognize and positively manage emotions in yourself and others. Emotionally intelligent leaders are self-aware, able to self-regulate, motivate, show empathy, and are socially aware.

Learning Objectives

- Identify the role of emotions in leadership.
- Understand the role of empathy in emotional intelligence.
- Recognize and evaluate emotional intelligence in themselves and others to promote strong relationships.
- Understand how to navigate other people's emotions.

Methodology

- Individual Reflection
- Small and Large Group Discussion and Activities

Target Audience

- Leaders at all levels
- High-potential individual contributors

Format and Pricing

LIVE ONLINE

4 Hours
(Duration)

$395/person

IN - PERSON

4 Hours
(Duration)

$395/person

NLT

Mastering Change Management: Strategies for Effective Organizational Transformation

Session Description

The Mastering Change Management course is designed to equip individuals with the knowledge and skills necessary to lead successful organizational transformations in today's dynamic business environment. The course will provide a comprehensive understanding of change management principles, frameworks, and best practices, enabling participants to effectively navigate and implement change initiatives within their organizations.

Learning Objectives

- Understand the fundamental concepts and principles of change management.
- Apply various change management models and frameworks to analyze and plan for organizational change.
- Demonstrate effective change leadership skills.
- Analyze real-world case studies and apply change management principles and strategies to practical scenarios.

Methodology

- Lecture
- Discussion
- Group Exercises

Target Audience

- Leaders at all levels
- Consultants assisting organizations in managing change
- High-potential individual contributors

Format and Pricing

IN - PERSON

16 Hours (2 Days)
(Duration)

$1,630/person

NLT

Leading from the Heart

Session Description

To **Lead from the Heart** means to lead with authenticity, empathy, and compassion, prioritizing the well-being and growth of individuals and fostering meaningful connections. Leading from the heart goes beyond simply focusing on tasks and objectives; it emphasizes the human aspect of leadership and recognizes that people are not just resources, but individuals with their own aspirations, strengths, and challenges.

- Understand their own emotions, values, strengths, and weaknesses to enhance self-awareness.
- Develop communication and listening Skills to foster open and honest communication within the organization.
- Embrace authenticity and vulnerability to build trust and rapport with their team members.
- Create a positive work environment that values respect, inclusivity, and well-being.

Methodology

- Lecture
- Discussion
- Small Group Exercises

Target Audience

- Leaders at all levels
- High-potential individual contributors

Format and Pricing

LIVE ONLINE	IN - PERSON
8 hours (Duration)	8 hours (Duration)
$815/person	$815/person

Beyond Secrets: Leading with Trust and Transparency

Session Description

To lead with trust and transparency means to prioritize and practice open, honest, and authentic communication while fostering an environment of trust within a leadership role. Leading with trust and transparency creates an environment where team members feel valued, engaged, and motivated. It promotes a culture of psychological safety, enabling individuals to bring their best selves to work and contribute to the organization's success.

Learning Objectives

- Understand the importance of trust and transparency.
- Explore the barriers to trust and transparency.
- Create a culture of psychological safety.
- Understand the importance of consistency in building trust.

Methodology

- Lecture
- Discussion
- Activities

Target Audience

- Leaders at all levels
- High-potential individual contributors

Format and Pricing

LIVE ONLINE

4 hours
(Duration)

$395/person

IN - PERSON

4 hours
(Duration)

$395/person

NLT

Giving and Receiving Feedback

Session Description

Feedback is a significant component of organizational leadership and a significant component of organizational communication. Leaders who are skilled at giving and receiving feedback, foster a culture of growth and development within their teams, and ultimately driving improved performance and employee engagement.

Learning Objectives

- Understand the importance of feedback.
- Develop effective communication skills.
- Practice active listening and questioning skills.
- Cultivate a feedback culture.
- Master the art of giving feedback.

Methodology

- Lecture
- Discussion

Target Audience

- Leaders at all levels
- High-potential individual contributors

Format and Pricing

LIVE ONLINE	IN - PERSON
4 Hours (Duration)	4 Hours (Duration)
$395/person	$395/person

NLT

Mastering Leadership: The Art of Leading Self First

Session Description

To be able to lead others, leaders must be able to lead themselves first. Leading yourself means that you take a deep look at who you are, where you have strengths, and where your areas of opportunity could be getting in your way. The first step to becoming a great leader is self-knowledge.

Learning Objectives

- Gain a deep understanding of their strengths, weaknesses, values, and leadership style.
- Define personal leadership and life goals through self-evaluation and dialogue.
- Utilize techniques for managing stress, building resilience, and maintaining their well-being.
- Lead themselves effectively by setting goals, taking initiative, demonstrating accountability, and managing their own performance.

Methodology

- Lecture
- Discussion

Target Audience

- Leaders at all levels
- High-potential individual contributors

Format and Pricing

LIVE ONLINE	IN - PERSON
8 Hours (Duration)	8 Hours (Duration)
$815/person	$815/person

NLT

Moving from Technical Professional to Manager

Session Description

According to a Society for Human Resources (SHRM) survey, 84 percent of U.S. workers say poorly trained managers create a lot of unnecessary work and stress. Technical experts are often promoted because of their knowledge and skills in their field but moving into a management or leadership role requires a very different skill set. This course will help individuals build skills in leading, managing, empowering, influencing, and driving the performance of others to meet organizational and personal objectives.

Learning Objectives

- Identify the skills needed to be an effective manager.
- Define their personal mission and values.
- Create a gateway for trust and inspiration.
- Build Communication Skills

Methodology

- Lecture
- Discussion
- Activities

Target Audience

- New supervisors

Format and Pricing

LIVE ONLINE

4 Hours
(Duration)

$415/person

IN - PERSON

4 Hours
(Duration)

$415/person

NLT

Toxic Work Environment and Its Impact on Employees' Mental Health

Session Description

A third of employees leave their job because of a toxic work environment. It is the top reason why employees quit their job. A toxic work environment can impact an employees' mental health in many ways. This course will provide examples of a toxic work environment, discuss how a toxic work environment impacts an employee's mental health, and provides tips to create an environment that puts employee well-being first.

Learning Objectives

- Define a toxic work environment.
- Identify the warning signs of a toxic work environment.
- Identify ten ways a toxic work environment impacts mental health.
- Describe tips to create an environment that puts employee well-being first

Methodology

- Lecture
- Discussion
- Activities

Target Audience

- Leaders at all levels
- High-potential individual contributors

Format and Pricing

LIVE ONLINE

4 Hours
(Duration)

$395/person

IN - PERSON

4 Hours
(Duration)

$395/person

NLT

Leading Change: Build Support and Reduce Resistance to Organizational Change

Session Description

Workplaces have changed a lot over the last few years. Organizations must be prepared to embrace the change, and keep employees motivated during and after the change. Successful change initiatives depend upon managers and supervisors taking an active role in introducing the change and then guiding people through the emotional journey that change often causes.

Learning Objectives

- Understand the four phases of transition.
- Recognize the impact change has on employees.
- Manage resistance and coach employees through transition.
- Develop a plan for guiding employees through change

Methodology

- Lecture
- Discussion
- Activities

Target Audience

- Leaders at all levels
- High-potential individual contributors

Format and Pricing

LIVE ONLINE

16 Hours
(Duration)

$1,630/person

IN - PERSON

16 Hours
(Duration)

$1,630/person

NLT

Care to do Better: A Holistic Approach to Employee Wellbeing

Session Description

A holistic approach to employee wellbeing involves addressing the various dimensions of wellness to support employees' physical, mental, and emotional health. It recognizes that these dimensions are interconnected, and that promoting wellbeing requires a comprehensive and integrated approach.

Learning Objectives

- Understand the significance of holistic employee wellbeing and its impact on organizational success.
- Model wellbeing by incorporating healthy practices into their own lives and work habits.
- Develop a vision and strategy for holistic employee wellbeing.
- Recognize signs of stress or burnout and how to address them proactively.
- Understand the role effective communication skills play in promoting employee wellbeing.

Methodology

- Lecture
- Discussion
- Activities

Target Audience

- Leaders at all levels
- High-potential individual contributors

Format and Pricing

LIVE ONLINE

4 Hours
(Duration)

$395/person

IN - PERSON

4 Hours
(Duration)

$395/person

Navigating Conflict: Uncovering Your Personal Response for Resolution

Session Description

Conflict is inevitable in the workplace. To better resolve conflict, an individual must understand how they respond to conflict. This course will help attendees manage conflict through developing a constructive conflict resolution environment that can lead to creative and innovative solutions.

• Learning Objectives

- Define conflict and its impact on individuals and organizations.
- Interpret behaviors and reactions within different conflict styles.
- Explore common causes of conflict.
- Understand the role of effective communication in conflict resolution.
- Assess conflict to determine a resolution.

Methodology

- Lecture
- Discussion
- Activities

Target Audience

- Leaders at all levels
- High-potential individual contributors
- Front line staff

Format and Pricing

LIVE ONLINE

4 Hours
(Duration)

$415/person

IN - PERSON

4 Hours
(Duration)

$415/person

NLT

Biases, Microaggressions, and Blind Spots

Session Description

Biases, microaggressions and blind spots negatively impact inclusion, diversity, and a sense of belonging within the workplace. They can be barriers to motivation, creativity, teamwork, and job satisfaction. This course will provide examples of biases, microaggressions, and blind spots, explain the associated psychological impact, and provide strategies for prevention.

Learning Objectives

- Explain the difference between explicit/conscious bias and Implicit/unconscious bias.
- Identify blind spots and stereotypes.
- Create awareness surrounding the common occurrences of microaggressions.
- Describe strategies to manage hidden biases.
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Methodology

- Lecture
- Discussion
- Activities
- Video

Target Audience

- Leaders at all levels
- High-potential individual contributors
- All staff

Format and Pricing

LIVE ONLINE

4 Hours
(Duration)

$395/person

IN - PERSON

4 Hours
(Duration)

$395/person

NLT

Leading with Inclusion: Navigating Bias, Embracing Diversity, and Collaborating Effectively

Session Description

Inclusive leaders are individuals who are aware of their own biases and actively seek out and consider different perspectives to inform their decision-making and collaborate more effectively with others. Inclusive Leadership is essential to creating a culture where everyone feels valued and respected.

Learning Objectives

- Create moments of self-awareness to drive intentional inclusive practices.
- Prioritize inclusive moments in the employee and customer experience.
- Identify ways to build a culture of inclusive leadership and accountability.
- Examine the influence and impact in key inclusive moments.
- Define measures of success that create momentum for more inclusion.

Methodology

- Lecture
- Discussion
- Small group activities

Target Audience

- Leaders at all levels
- High-potential individual contributors

Format and Pricing

LIVE ONLINE

8 Hours
(Duration)

$815/person

IN - PERSON

8 Hours
(Duration)

$815/person

Strategic Leadership in Diverse Workforces: Mastering Skills for Effective Collaboration and Inclusion

Session Description

Developing adaptive leadership styles, enhancing communication across diverse audiences, and leveraging the strengths of individuals from varied backgrounds are play a key role in organizational success. This course designed to equip professionals with the skills necessary to effectively manage diverse teams. From understanding the foundations of diversity and inclusion to practical strategies for addressing unconscious biases, participants will gain insights into fostering an inclusive work environment.

Learning Objectives

- Define diversity and inclusion and why they are essential in the workplace.
- Explore different dimensions of diversity, such as race, ethnicity, gender, age, sexual orientation, disabilities, and cultural backgrounds.
- Discuss the benefits and challenges of managing a diverse workforce.
- Explore strategies for creating an inclusive work environment where all employees feel valued and respected.

Methodology

- Lecture
- Discussion
- Small group activities

Target Audience

- Leaders at all levels
- High-potential individual contributors

Format and Pricing

LIVE ONLINE	IN - PERSON
8 Hours (Duration)	8 Hours (Duration)
$815/person	$815/person

NLT

Cultivating Workplace Excellence: A Leadership Journey to Psychological Safety

Session Description

This course equip leaders with the knowledge and skills to foster psychological safety within their teams and organizations. Participants will explore the fundamental concepts of psychological safety, understand its impact on employee well-being and performance, and learn practical strategies to create a workplace culture that encourages open communication, innovation, and collaboration.

Learning Objectives

- Understand the core principles and components of psychological safety in the workplace
- Explore how the absence of psychological safety affects employee engagement, creativity, and overall team dynamics.
- Learn specific leadership behaviors and practices that contribute to the establishment and maintenance of psychological safety.
- Explore how psychologically safe environments empower employees to contribute their best work and reach their full potential.

Methodology

- Lecture
- Interactive Discussion
- Role Play

Target Audience

- Leaders at all levels
- High-potential individual contributors

Format and Pricing

LIVE ONLINE	IN - PERSON
4 Hours (Duration)	4 Hours (Duration)
$430/person	$430/person

NLT

Contact information
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