

## VIRTUAL COURSES

People Biz, Inc.'s overall approach to training and development is experiential rather than "tell-and-sell." One of the things that differentiate us from other organizations is that all of our programs contain both training and coaching components. This means that our training programs are not only designed to teach skills and impart knowledge to the group, but to make training principals meaningful and integral for each participant. It is our experience that adding coaching to any training situation creates sustainable results that are not possible with training alone. The result is a much higher return on investment. Training sessions are facilitated workshops that are highly interactive. They engage and inspire new thinking, provide opportunities for practical application, and provide participants with action plans for continued growth. Our virtual training programs are designed to transform, not only the individual, but to elevate teams and organizations to higher levels of performance and engagement.

This is a list of some of our more popular webinar offerings. Courses can be shortened or expanded based on the need. All of our programs are customizable, based on the needs of your organization. We provide tools, assessments, student notebooks and often have follow up email tips and reminders to support integrating the learning of the course provided. Webinars work well with smaller groups of about 6 to 12 people. We recommend onsite training for larger groups.

## BEHAVIORAL INTERVIEW TRAINING

The Behavioral Interview Skills training that will help you understand the role that behavioral interviewing plays in hiring the best candidate, teach you how to create and use behaviorally based questions, understand the role that culture plays in your success, and most importantly, make sure you understand what answers you should be looking for. Participants bring an actual job description and design questions for identifying their next hire. Half day to full day of training.

## CULTURE FACILITATION AND/OR TRAINING

Our half to full-day customized Culture Training is an interactive training designed so that participants walk away with the ability to be responsible for their contribution to the culture of the company. Employees will examine their company culture, to include existing mission, vision and values. Sacred Cows (practices that do not add value) are identified and strategies for eliminating are discussed. The training is tailored to the specific needs and culture of the organization.

## COACHING SKILLS

The Coaching Skills Webinar will introduce you to coaching concepts and leave you with understanding basic coaching principles. While you will not become an expert coach from doing this webinar, this webinar can be the catalyst to embracing the value of coaching for yourself, your employees, and your business. Half day to full day of training. The full course is two days and is done onsite. This is an abbreviated version of the full course.

## AGREEMENT IS FUTILE, ALIGNMENT IS CRITICAL



This is a 2 to 3-hour training that results in greater team synergy and increased decision quality. Many times teams try to reach a decision by getting everyone to agree. Striving for agreement is not only futile; it is not healthy for an organization or team.

## STRATEGIC PLANNING

The intention of strategic planning is to declare where you want to take the business, what you want to have happen, and how you are going to strategically get there. Ultimately you will have a culturally aligned foundational document for your executable business plan. Half day to full day training.

## PERFORMANCE PLANNING

This is a webinar for managers discussing an effective and efficient performance planning process. Learn how to walk new employees through the process. Receive training on giving feedback and remaining neutral. Individual Development Plans is a nice follow up for this course. 3 to 5 hours.

## INDIVIDUAL DEVELOPMENT PLANS

We have all made the mistake of telling an employee how they need to grow, yet not furthering the conversations on how to take ownership of their own growth. The Individual Development Plan workshop will support your managers in creating a specific business process for all employees' growth and development so that managers have the tools they need to develop themselves and others. 3 to 5 hours.

## PRICING

One Day Virtual Training (5-6 hours) - \$2,995

Half Day Virtual Training (3-4 hours) - \$2,200

Two Hour Virtual Training - \$1,500