

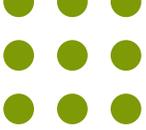


2026 TRAINING CATALOG



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Unlock the full potential of your team with strategies that drive performance, boost engagement, and fuel business growth. When your people grow, your profits grow. Today's most successful organizations know that business growth starts with investing in people. By equipping your team with the right tools, training, and mindset, you don't just improve productivity- you create a culture of continuous improvement, innovation, and loyalty.

Whether it's empowering leaders through targeted development, fostering an inclusive workplace where everyone feels valued, or sharpening hiring practices to build stronger teams, strategic training isn't just an expense- it's your competitive edge.

Let's build a workforce that's not only skilled, but inspired to drive your business forward.

MEET THE FACILITATORS

Our facilitators bring a combined **106 years** of HR experience and are excited to share their expertise with you and your team.



MARCY MCMAHON

Director of Client Success



KYM HESS

HR Consultant



SANDI KORMAN

HR Consultant

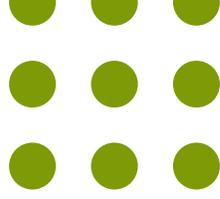


SARAH ZEVALKINK

HR Consultant



Want to learn more about their experience?
[Read their bios on our website.](#)



Five Behaviors of a Cohesive Team

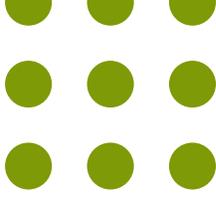
Full Day ‘Five Behaviors’ Overview	}	<i>Contact us for pricing</i>
Three Day Deep Dive		<i>Contact us for pricing</i>
Single-Concept Focus Session		<i>Contact us for pricing</i>

The Five Behaviors® of a Cohesive Team workshops help teams build the trust, alignment, and accountability needed to achieve meaningful results. Grounded in the proven model of Team Trust, Healthy Conflict, Commitment, Accountability, and Results, these sessions strengthen how teams work together - especially when the work gets hard. Participants gain insight into their individual behaviors and the team’s current dynamics through assessments, while learning practical skills and tactical strategies to collaborate more effectively. Whether through a three-day deep dive, a one-day overview, or focused two-hour mini-sessions, this experience equips teams to move faster, work smarter, and drive organizational success together.

Agile EQ

Contact us for pricing

Wiley’s Agile EQ® workshops help individuals and teams build the emotional intelligence needed to respond effectively to today’s fast-changing workplace. Participants learn how to read situations accurately, stretch beyond their natural instincts, and choose the emotional response that best fits the moment. By strengthening emotional agility, teams communicate more effectively, make better decisions under pressure, and create a more resilient, inclusive, and high-performing culture.



DiSC Work of Leaders

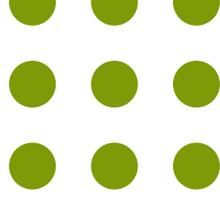
Half Day: *Contact us for pricing*

DiSC® Work of Leaders half-day workshops equip leaders with practical tools to turn vision into results. Grounded in real-world leadership behaviors, this experience helps leaders understand their natural tendencies while strengthening their ability to Vision, Align, and Execute. Participants gain actionable insight into how they show up as leaders, improve communication and decision-making, and lead with greater clarity, consistency, and impact—so their teams stay focused, engaged, and moving forward.

Everything DiSC for Teams

One 4-Hour Session { *Contact us for pricing*
Two 2-Hour Sessions { *Contact us for pricing*

Everything DiSC® for Teams is a high-impact workshop that strengthens collaboration by helping individuals better understand themselves—and each other. Through personalized assessment results, participants gain insight into their own communication styles, motivations, and tendencies, while learning practical techniques to adapt more effectively to different personalities. The result is stronger working relationships, clearer communication, and a more positive, productive team culture where people work better together and perform at a higher level.



Productive Conflict DiSC for Teams

One 4-Hour Session { *Contact us for pricing*
Two 2-Hour Sessions { *Contact us for pricing*

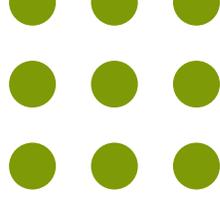
Productive Conflict DiSC® for Teams equips teams with practical tools to navigate conflict in healthier, more effective ways. Through increased self-awareness, participants gain insight into their own conflict behaviors and learn how others respond under pressure. The workshop helps teams curb destructive thoughts and reactions, replace them with productive responses, and engage in conflict that strengthens relationships rather than damages them - leading to better collaboration, stronger trust, and improved workplace results.

Leading Through Change and Uncertainty

One 4-Hour Session { *Contact us for pricing*
Two 2-Hour Sessions { *Contact us for pricing*

Prosci® Change Management half-day workshops equip leaders and teams with a practical, proven framework to successfully lead change - rather than react to it. Participants learn why intentional change management is critical to organizational success and gain a clear understanding of the core components of an effective change strategy. Grounded in the ADKAR® Model (Awareness, Desire, Knowledge, Ability, Reinforcement), the workshop helps teams identify the five elements required for lasting change and apply them directly to real, current initiatives.

For organizations ready to go deeper, the experience can be expanded into a full-day session where we facilitate the development of a Customized Change Management Plan - ensuring change efforts are clear, aligned, and ready to drive adoption and results.



Foundational Leadership HR Essentials Workshop

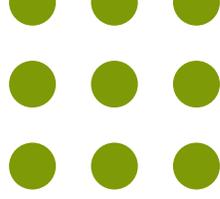
Two-hour Workshop: *Contact us for pricing*

HR 101: General Legal Obligations for Employers gives leaders a clear, practical understanding of the employment laws that shape everyday people decisions. This workshop demystifies complex regulations - such as wage and hour requirements, discrimination and harassment laws, leave and accommodation obligations, labor relations, and workers' compensation - so leaders understand not just the rules, but their responsibilities. Participants leave better equipped to spot risk, respond appropriately, and make confident, compliant decisions that protect both their people and the organization.

Preventing Workplace Harassment

Two-hour Workshop: *Contact us for pricing*

Preventing Workplace Harassment is a practical, two-hour workshop designed to help leaders and employees create a safe, respectful, and compliant workplace. Following a self-paced training video, participants come together for a facilitated discussion that reinforces key concepts, builds shared accountability, and clarifies expectations. The session focuses on understanding what constitutes harassment, how to prevent inappropriate behavior, the importance of prohibiting retaliation, and how to properly handle complaints - equipping participants with the confidence and clarity to act appropriately and reduce organizational risk.



Performance & Accountability

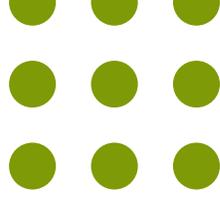
Two-hour Workshop: *Contact us for pricing*

Performance & Accountability is a focused, two-hour workshop designed to help leaders set clear expectations and drive stronger performance outcomes. Participants learn how to create measurable, attainable goals, review performance effectively, and establish formal feedback loops that support accountability and growth. The session also addresses common objectivity pitfalls, equipping leaders with practical tools to evaluate performance fairly, consistently, and confidently - resulting in clearer communication, stronger engagement, and better results.

Effective Communication, Feedback & Coaching

Two-hour Workshop: *Contact us for pricing*

Effective Communication, Feedback & Coaching is a practical, two-hour workshop that strengthens leaders' ability to communicate with clarity, purpose, and impact. Participants explore how to reach true shared understanding, learn the distinction between feedback and coaching, and practice a simple four-part feedback formula that drives behavior change. The session also builds skill in asking powerful questions - enabling leaders to coach more effectively, strengthen relationships, and support performance and development.



Employee Relations: Managing Discipline and Terminations

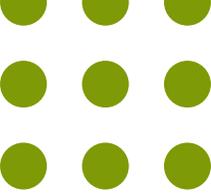
Two-hour Workshop: *Contact us for pricing*

Employee Relations: Managing Discipline and Terminations is a practical, two-hour workshop that equips leaders to handle difficult performance and conduct issues with confidence, consistency, and care. Participants gain a clear understanding of at-will employment, best practices for addressing performance problems, and the steps of effective performance counseling. The session also reinforces the importance of praise and recognition alongside accountability, and prepares leaders to conduct disciplinary and termination meetings professionally—reducing risk while preserving dignity and respect.

Recruitment & Selection

Two-hour Workshop: *Contact us for pricing*

Recruitment & Selection is a focused, two-hour workshop designed to help leaders hire with intention and confidence. Participants explore the critical role of effective interviewing, learn best practices for essential new-hire documentation, and gain clarity on key recruiting concepts - including common pitfalls to avoid. The session also emphasizes the leader's role in building strong, aligned teams, equipping participants with practical tools to make sound hiring decisions that support performance, culture, and long-term success.



Celebrating the Multi-Generational Workforce

Two-hour Workshop: *Contact us for pricing*

Celebrating the Multi-Generational Workforce is an engaging, two-hour workshop that helps leaders and teams better understand, value, and leverage generational differences in the workplace. Participants explore generational influences, examine how differences show up in communication and work styles, and address ageism and unconscious bias. The session also introduces the concept of ageless leadership—equipping leaders with practical strategies to foster inclusion, strengthen collaboration, and create a workplace where employees of all ages can thrive.



This eight-week, in-person leadership cohort strengthens essential leadership competencies through focused learning and practical application. Designed for leaders across industries, the program includes pre- and post-self assessments, curated participant materials, and guided discussion to support measurable growth. Participants will receive a Certificate of Completion, along with follow-up recommendations shared with their leadership to support continued development beyond the cohort.

This cohort is also available for intact teams on location or at our HR Collaborative office in Grand Rapids. Each session listed below can also be delivered as a standalone workshop.

Session Details



From doer to trusted leader.

Shift from individual contributor to confident people leader by building trust, credibility, and integrity.

Takeaway: Tools to lead others without losing accountability or trust.

Leadership that starts within.

Lead with self-awareness and composure in high-pressure and difficult moments.

Takeaway: Practical strategies to navigate emotions and resolve conflict productively.



Foundations for scalable leadership.

Learn how to delegate, coach, and scale your impact through your team.

Takeaway: A framework for developing people instead of doing it all yourself.



Using data to drive decisions.

Understand how labor, budgets, and metrics connect to business outcomes.

Takeaway: Confidence linking daily decisions to financial impact.

Think ahead and build with purpose.

Think beyond today's tasks and align your team to long-term priorities.

Takeaway: Tools to plan, prioritize, and manage risk strategically.



Turning potential into performance.

Develop and retain talent through intentional growth and succession planning.

Takeaway: Clear approaches to IDPs, potential assessment, and career paths.

Turning disruption into opportunity.

Guide teams through change with clarity, empathy, and consistency.

Takeaway: Strategies to communicate, manage resistance, and sustain engagement.



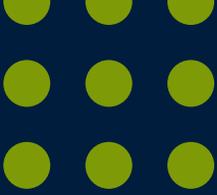
Navigating HR with confidence.

Navigate employee relations and compliance with confidence and consistency.

Takeaway: Practical guidance for discipline, investigations, and leave awareness.



Reserve Your Spot in the Cohort at:
HRCollaborative.com/events



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Check out our website to learn
more about our upcoming events!
[**HRCollaborative.com/events**](https://www.HRCollaborative.com/events)