ORGANIZATIONAL DEVELOPMENT:
Control Your Flying Conditions

Culture Clash:
How Much is Corporate Culture Costing You?
Corporate culture is a critical business tool that impacts everything your company does from the benefits you provide, to the policies you implement, to the way you manage your employees, and much more. Successful employers integrate corporate strategy seamlessly into their corporate culture to achieve optimum results. Learn how corporate culture impacts key workplace decisions and overall performance, and how to capitalize on your own corporate culture to achieve more positive outcomes.

Employee Engagement:
Unlock the Secrets of Silent Defectors
Do you have silent defectors - employees who mentally quit but physically take up space? Explore the principles of employee engagement and how it can impact your workplace, as well as the hidden reasons behind employee turnover, low morale, decreased production, and some effective retention strategies for the modern day employer.

Road Trip!
Embrace the Journey of Change
Road trips are fun; organizational change, not so much. Are you driving change or navigating others through it? Are you helping map the direction of change, or are you just along for the ride? When managed well, change can bring exciting new experiences, opportunities and innovative ideas. The potholes of change can also be painful and difficult to avoid. Learn tips and strategies for directing, shaping and embracing the path to change.

HR Makeover Madness!
Whether you are just starting an HR department or entrenched in an existing one, it may be time for an HR Department Makeover! This program teaches Human Resource professionals how to (1) develop and expand a successful HR department, (2) conduct a compliance audit, and (3) improve the Department’s reputation within the organization.

LEADERSHIP DEVELOPMENT:
Master the Kite Strings

Be Effective Without Being The Bad Guy
Leading by example, meaningful communication, and setting clear expectations are all key to a leader’s success, and yet these talents seem to allude many managers. Learn practical tools, tips and strategies for setting goals and boundaries, communicating expectations clearly, and generally becoming a more effective manager and inspirational leader. This is the first step to learning how to fly.

Lead and Manage a Diverse Workplace
When the demands and responsibilities of your position are great, your success depends on the ability of your team to accomplish its goals. Generational differences and personality conflicts may be impacting your ability to motivate your team to reach its full potential. Fortunately, there are simple steps you can take to achieve positive business outcomes. Learn to use the generational and personality influences impacting your workplace to your advantage.

“Jennifer is a talented, entertaining and compelling speaker. In evaluations by our SHRM members, Jennifer receives excellent reviews across the board. Our members consistently remark that Jennifer is one of the best presenters they’ve ever seen. Her presentations are just the right mix of humor, coaching and sound life advice. Even in the months following her presentations, I still hear from our members what an impact she had on them. I strongly recommend Jennifer Bouman-Steagall, and we will use her services again without question.”  
Suz Montemayor, SHRM Rogue Valley Board of Directors & Oregon Employer Council – Vice President

Workplace Bullies:
Control Them Before They Destroy You
Stakeholders expect management teams to act in a manner that not only upholds an organization’s mission, values and code of corporate ethics, but also facilitates sound business decisions. Unfortunately, interdepartmental conflict has become a part of everyday business. This program considers the impact of bullying on corporate governance and strategic planning, the motivations that breed bullies, and solutions for addressing bullying.

Shoes Optional:
A Practical Guide to Effective Leadership Styles
Are you a fuzzy slipper kind of leader or one who wears 3-inch cleats? You can improve the overall performance of your team simply by understanding, and possibly changing, the management-style shoes you wear. Explore different leadership styles and identify which style might work best for you.

Jennifer Bouman-Steagall
RedKiteRising.com
WORKFORCE MANAGEMENT: The Art of Kite Flying

“Not only does Jennifer provide spot-on legal advice, but she is an excellent trainer. A recent harassment prevention training she conducted drew rave reviews from our employees. Jennifer was able to deliver this serious topic with enthusiasm and an injection of humor that kept participants’ attention.”
Elizabeth Kyle, HR Director Clackamas County Children’s Commission

STOP Illegal Harassment & Discrimination
Training designed to educate employees and managers about your harassment policy, the line between appropriate and inappropriate behavior, and the consequences for policy violations. An important part of risk management, this training is a must for every organization.

3-Day Intensive Respectful Workplace and Anti-Harassment Series
In this intensive 3-day program, learn about an organization’s responsibility to prevent and correct harassment and discrimination, where you can or should draw the line between appropriate and inappropriate behavior, how the potential for discrimination increases in light of personality conflicts, generational differences, family leave requests and the need for disability-related accommodations, and what strategies to use to identify and prevent discrimination and harassment.

Conduct Effective Internal Investigations
An important part of an employer’s legal defense to claims of discrimination and harassment comes from the effectiveness of its complaint resolution process and internal investigations. Learn how to investigate and respond to complaints of harassment and discrimination correctly and effectively.

Words Matter: The Do’s and Don’ts of Documentation
Whether you are setting expectations, evaluating performance, coaching, counseling, disciplining, terminating, or even just memorializing a key event, words matter. Proper documentation methods have legal and non-legal implications for your workplace. Learn why documentation matters from a legal and non-legal perspective, what kinds of documentation to use, and how to use documentation as a meaningful performance management tool.

A Practical Guide to Managing Absences, Family Leave and Disability Accommodations
Ever had one of those days when it seems like no one is coming to work? Employees are calling out saying they need leave for one reason or another, or perhaps they are identifying a physical or mental condition as the reason why they are not able to perform their job duties or meet performance expectations. What can you say and not say? How do you address the morale aftermath? Learn the basics of the leave and disability laws, how to track leave correctly, how all of the leave laws work together, and tips for maintaining employee morale and your sanity!

Strategic Business Management Through Effective Policy Development
Effective, legally compliant policies set the tone for the workplace and provide notice of work rules and performance standards. They also help ensure equal and uniform application of rules and policies, and give supervisors and managers more support when holding employees accountable. These benefits reduce turnover and workplace dysfunction while improving employee morale and overall production. In this program we explore why policies matter, how to write effective policies, and how to translate business strategy and corporate goals into sustainable policy initiatives.

Hiring 101: Select the Best Person for the Job
Don’t hire a walking lawsuit. Sound advice - except employees don’t spontaneously combust into problem employees, and most managers will say they did not intend to hire a performance disaster. So why does it happen with startling frequency? Is it due to poor planning, a lack of understanding about the job or corporate culture? Perhaps the hiring manager underestimated his or her ability to manage a particular type of employee. Learn hiring secrets and tips for how to recruit and select the best person for the job.

CUSTOMIZED TRAININGS AVAILABLE
Jennifer Bouman-Steagall
503.704.4991 / jennifer@redkiterising.com