Employee **Training** and Development

In-person and Virtual Workshops

Presented by
Joseph Hose

TALENT SPEAR
P E O P L E   A R E   T H E   P O I N T

2026 Catalog

More Information
www.talentspear.org

blanchard
Authorized Partner

Introduction
Company Overview

Talent Spear is a collective of seasoned talent management professionals with more than 100 years of combined experience across the public and private sectors. We specialize in leadership development, executive coaching, workforce training, and organizational transformation that strengthens an organization's ability to grow and retain talent from within.

From off-the-shelf learning solutions to fully customized leadership development programs, Talent Spear supports full-scale workforce initiatives that align learning strategy with mission outcomes, employee engagement, and long-term performance.

As a Ken Blanchard Authorized Partner, we offer evidence-based leadership programs alongside complementary professional development offerings tailored to the evolving needs of today's workforce.

Our work is grounded in five core values:
- Trust - Building authentic relationships and credibility at every level
- Curiosity - Asking the right questions to uncover meaningful solutions
- Service Excellence - Delivering high-quality, client-centered learning experiences
- Innovation - Designing modern approaches to leadership and workforce development
- Transformation - Supporting sustainable growth and lasting organizational change

Talent Spear is committed to developing leaders, strengthening teams, and advancing mission-driven organizations through impactful learning and performance solutions.
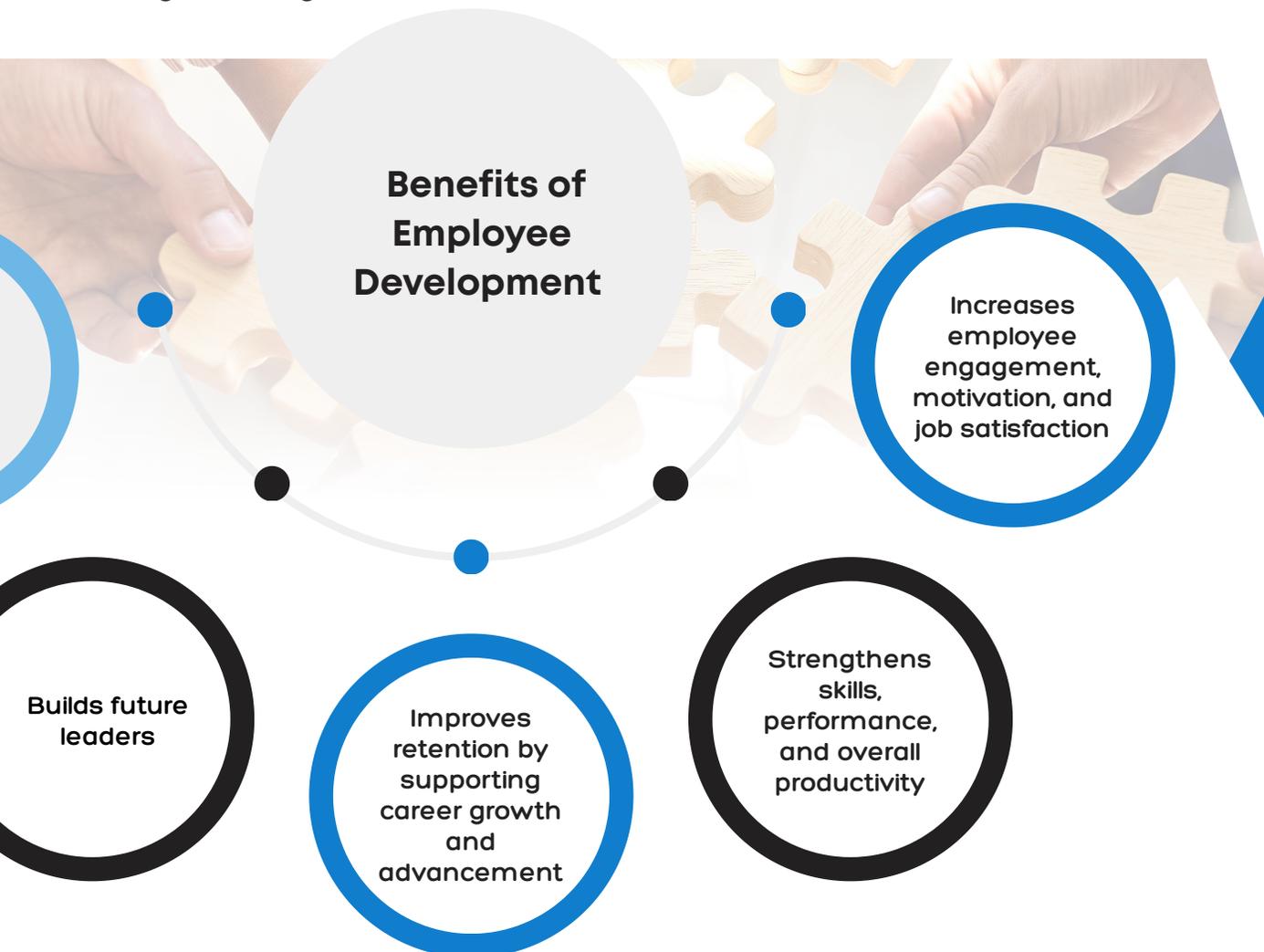
Why Employee
Development Matters

Employee development matters because it strengthens an organization's greatest asset–its people. When employees are given opportunities to grow their skills, build confidence, and advance professionally, they become more engaged, productive, and committed to the mission. Investing in development also improves retention, prepares future leaders, and ensures the workforce can adapt to changing demands. Ultimately, employee development drives stronger performance, healthier workplace culture, and long-term organizational success.

Benefits of Employee Development

Increases employee engagement, motivation, and job satisfaction

Builds future leaders

Improves retention by supporting career growth and advancement

Strengthens skills, performance, and overall productivity

More Information
www.talentspear.org

02

Development Topics

Leadership & Employee Development
Our program offerings build leadership capability, engagement, and performance using Ken Blanchard®-aligned methodologies and evidence-based practices. Programs focus on employee engagement, trust and belonging, high-performance teams, and purpose-driven leadership, while equipping managers with practical tools such as Situational Leadership® II, Coaching Essentials®, the Employee Work Passion® model, and engagement action planning. Participants learn to strengthen communication, increase accountability, support wellness and resilience, and lead effectively through change. Outcomes include improved engagement and retention, stronger manager effectiveness, clearer expectations, and teams aligned around shared goals and values.

Organizational Effectiveness, Change, & Talent Growth
These solutions support organizations in navigating change, strengthening culture, and developing leadership pipelines that sustain performance. Grounded in Blanchard Change Leadership, performance management, and strengths-based development, programs help leaders translate data from engagement surveys, FEVS, and organizational assessments into actionable strategies. Topics include leading through uncertainty, performance conversations, people analytics, succession planning, career development, and internal mobility. The result is increased change readiness, stronger bench strength, better use of workforce data, and a more agile, engaged, and future-ready organization.

Blanchard Solutions

Situational Leadership II® (SLII®) Concepts

Course Description: The world's most widely taught leadership framework, SLII® equips leaders to diagnose development levels and apply the right leadership style –balancing direction and support–to accelerate performance, engagement, and capability. Research consistently shows that leaders who adapt their style to individual needs drive stronger results.

Key Statistic: Organizations using situational leadership practices report up to 20-30% gains in productivity and engagement due to clearer expectations and better leader-employee alignment.

Target Audience:
- Frontline leaders, supervisors, and managers
- Mid-level leaders and people managers
- High-potential employees and individual contributors (as applicable)
- Teams and leaders navigating change, growth, or performance challenges

Common Use Cases:
- Preparing new or emerging leaders for expanded responsibilities
- Addressing performance, engagement, or accountability gaps
- Supporting teams during organizational change or transformation
- Strengthening leadership capability to meet strategic priorities

Learning Objectives:
- Apply the SLII® Model to real work situations
- Diagnose development levels accurately
- Increase autonomy, performance, and engagement

Duration: Half-day (3 hours or 2, 90 min virtual sessions)

Delivery Format: In-person or Virtual

Participant Workbook Fee & Learning Platform:
Participant materials delivered via Blanchard Exchange LMS Includes high-impact pre-work online launch modules to prime learning Lifetime access to digital participant workbooks and post-workshop sustainment resources

*Exlcudes travel costs **includes producer

Facilitation Fees
In-person*: $2,500
Virtual Team**: $2,000
Participant Fee: $185

Program Details at
www.blanchard.com

Blanchard Solutions

Building Trust©

Course Description: Building Trust© helps leaders cultivate and repair trust using Blanchard's Elements of Trust Model: Able, Believable, Connected, and Dependable. Trust is a foundational driver of engagement, collaboration, and retention–and this program gives leaders practical tools to strengthen it every day.

Key Statistic: Teams with high trust report 74% less stress and 50% higher productivity compared to low-trust teams.

Target Audience:
- Frontline leaders, supervisors, and managers
- Mid-level leaders and people managers
- High-potential employees and individual contributors (as applicable)
- Teams and leaders navigating change, growth, or performance challenges

Common Use Cases:
- Preparing new or emerging leaders for expanded responsibilities
- Addressing performance, engagement, or accountability gaps
- Supporting teams during organizational change or transformation
- Strengthening leadership capability to meet strategic priorities

Learning Objectives:
- Diagnose trust gaps
- Rebuild trust after breakdowns
- Strengthen collaboration and morale

Duration: Half-day (4 hours or 2, 2-hour virtual sessions)

Delivery Format: In-person or Virtual

Participant Workbook Fee & Learning Platform:
Participant materials delivered via Blanchard Exchange LMS Includes high-impact pre-work online launch modules to prime learning Lifetime access to digital participant workbooks and post-workshop sustainment resources

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The Elements of Trust

ABLE — Demonstrates Competence

BELIEVABLE — Acts with Integrity

CONNECTED — Cares about Others

DEPENDABLE — Honors Commitments

Facilitation Fees
In-person*: $2,500
Virtual Team**: $2,000
Participant Fee: $185

Program Details at
www.blanchard.com

05

Blanchard Solutions

Self Leadership©

Course Description: Self Leadership© empowers individuals to challenge assumed constraints, take initiative, and become active contributors to their own success. The program builds a mindset of ownership and accountability that fuels innovation and performance.

Key Statistic: Employees who demonstrate strong self-leadership behaviors are up to 50% more engaged and significantly more resilient during change.

Target Audience:
- Frontline leaders, supervisors, and managers
- Mid-level leaders and people managers
- High-potential employees and individual contributors (as applicable)
- Teams and leaders navigating change, growth, or performance challenges

Common Use Cases:
- Preparing new or emerging leaders for expanded responsibilities
- Addressing performance, engagement, or accountability gaps
- Supporting teams during organizational change or transformation
- Strengthening leadership capability to meet strategic priorities

Learning Objectives:
- Increase personal accountability
- Build autonomy and innovation
- Proactively seek direction and support

Duration: Full-day (8 hours or 3, 2-hour sessions)

Delivery Format: In-person or Virtual

Participant Workbook Fee & Learning Platform:
Participant materials delivered via Blanchard Exchange LMS Includes high-impact pre-work online launch modules to prime learning Lifetime access to digital participant workbooks and post-workshop sustainment resources

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Facilitation Fees
In-person*: $3,250
Virtual Team**: $3,000
Participant Fee: $185

Program Details at
www.blanchard.com

Blanchard Solutions

Team Leadership®

Course Description: Team Leadership® teaches leaders how teams develop over time and how to provide the right leadership interventions to build trust, manage conflict, and sustain high performance. Leaders learn to diagnose team needs and respond effectively.

Key Statistic: High-performing teams are 2.5x more likely to have leaders who actively diagnose and adjust leadership strategies.

Target Audience:
- Frontline leaders, supervisors, and managers
- Mid-level leaders and people managers
- High-potential employees and individual contributors (as applicable)
- Teams and leaders navigating change, growth, or performance challenges

Common Use Cases:
- Preparing new or emerging leaders for expanded responsibilities
- Addressing performance, engagement, or accountability gaps
- Supporting teams during organizational change or transformation
- Strengthening leadership capability to meet strategic priorities

Learning Objectives:
- Diagnose team development stages
- Apply leadership strategies for each stage
- Improve team alignment and results

Duration: Full-day (8 hours or 3, 2-hour virtual sessions)

Delivery Format: In-person or Virtual

Participant Workbook Fee & Learning Platform:
Participant materials delivered via Blanchard Exchange LMS Includes high-impact pre-work online launch modules to prime learning Lifetime access to digital participant workbooks and post-workshop sustainment resources

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Facilitation Fees
In-person*: $3,250
Virtual Team**: $3,000
Participant Fee: $250

Program Details at
www.blanchard.com

Blanchard Solutions

Coaching Essentials©

Course Description: Coaching Essentials© builds the four core coaching skills leaders need to develop talent, increase engagement, and drive sustainable performance. The program helps managers shift from being problem solvers to performance enablers by strengthening trust, focusing conversations on what matters most, activating employee ownership, and reinforcing accountability.

Key Statistic: Employees who receive effective coaching are over 60% more engaged, and organizations with strong coaching cultures are up to 4x more likely to have high-performing leaders.

Target Audience:
- Individual contributors and technical professionals
- New and experienced supervisors and managers
- Cross-functional teams
- Employees in high-collaboration or customer-facing roles

Common Use Cases:
- Addressing recurring miscommunication, rework, or misunderstandings
- Supporting new supervisors who struggle with clarity and feedback
- Improving collaboration across teams, offices, or functions
- Strengthening communication skills for individual contributors and technical staff

Learning Objectives:
- Build trust through coaching
- Set focused goals
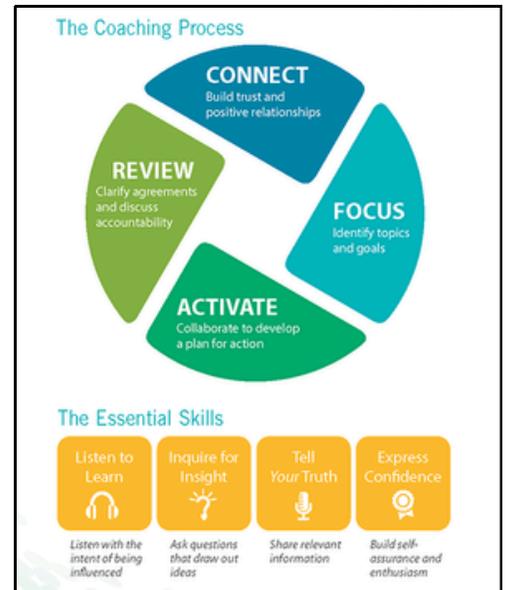- Activate ownership and accountability

Duration: Full-day (6 hours or 3, 2-hour virtual sessions)

Delivery Format: In-person or Virtual

Participant Workbook Fee & Learning Platform:
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The Coaching Process

CONNECT Build trust and positive relationships

REVIEW Clarify agreements and discuss accountability

FOCUS Identify topics and goals

ACTIVATE Collaborate to develop a plan for action

The Essential Skills

Listen to Learn	Inquire for Insight	Tell Your Truth	Express Confidence
Listen with the intent of being influenced	Ask questions that draw out ideas	Share relevant information	Build self-assurance and enthusiasm

Facilitation Fees
In-person*: $3,250
Virtual Team**: $3,000
Participant Fee: $250

Program Details at
www.blanchard.com

08

Blanchard Solutions

Management Essentials©

Course Description: Based on The New One Minute Manager©, this course equips new managers with essential skills for goal setting, feedback, and performance conversations.

Key Statistic: Employees who clearly understand their goals and receive regular feedback are up to 3x more likely to be engaged and significantly more likely to meet performance expectations.

Four Core Conversations
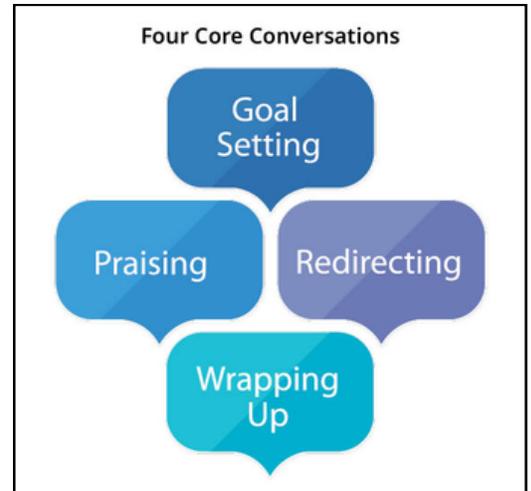
Target Audience:
- New and recently promoted supervisors and managers
- First-time people leaders
- Technical experts transitioning into management roles
- Managers who have not received formal leadership training

Common Use Cases:
- Supporting employees transitioning from individual contributor to manager
- Reducing frustration and confusion among new supervisors
- Improving goal clarity, accountability, and performance expectations
- Strengthening the quality of praise, feedback, and redirection
- Establishing consistent management practices across the organization

Learning Objectives:
- Set clear goals
- Deliver effective praise and redirection
- Reduce frustration and improve morale

Duration: Full-day (6 hours or 3, 2-hour virtual sessions)

Delivery Format: In-person or Virtual

Participant Workbook Fee & Learning Platform:
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*Exlcudes travel costs **includes producer

Facilitation Fees
In-person*: $3,250
Virtual Team**: $3,000
Participant Fee: $250

Program Details at
www.blanchard.com

Blanchard Solutions

Conversational Capacity©

Course Description: Conversational Capacity© teaches individuals to balance candor and curiosity to solve problems and make better decisions under pressure.

Key Statistic: Teams that communicate effectively are up to 25% more productive, make better decisions faster, and experience significantly less conflict during high-pressure situations.

Conversational Capacity®

CANDOR → Sweet Spot ← CURIOSITY

Target Audience:
- Leaders and managers at all levels
- Project managers and team leads
- Senior technical experts and advisors
- Cross-functional or matrixed teams

Common Use Cases:
- Navigating high-stakes, sensitive, or politically complex conversations
- Improving decision-making when perspectives differ
- Reducing conflict avoidance or overly aggressive communication styles
- Supporting leaders during pressure, crisis, or rapid change
- Strengthening collaboration and trust across organizational boundaries

Learning Objectives:
- Navigate high-stakes conversations
- Increase self-awareness
- Improve collaboration and innovation

Duration: Full-day (6 hours or 3, 2-hour virtual sessions)

Delivery Format: In-person or Virtual

Participant Workbook Fee & Learning Platform:
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Facilitation Fees
In-person*: $3,250
Virtual Team**: $3,000
Participant Fee: $185

Program Details at
www.blanchard.com

Blanchard Solutions

Courageous Inclusion©

Course Description: Courageous Inclusion© builds the mindset and skillset to advance diversity, equity, and inclusion through awareness, action, and advocacy.

Key Statistic: Teams with high levels of inclusion are up to 8x more likely to achieve better business outcomes and show significantly higher levels of engagement, trust, and collaboration.

Courageous Inclusion™

Target Audience:
- Leaders and supervisors at all levels
- HR, and employee engagement professionals
- Teams seeking to improve belonging and psychological safety
- Employees in diverse or distributed work environments

Common Use Cases:
- Advancing efforts from awareness to action
- Improving belonging and engagement scores
- Addressing inclusion gaps identified in surveys or assessments
- Supporting leaders in navigating sensitive conversations
- Building inclusive leadership capability across the organization

Learning Objectives:
- Recognize inclusion gaps
- Build inclusive behaviors
- Strengthen belonging and engagement

Duration: Full-day (8 hours or 3, 2-hour virtual sessions)

Delivery Format: In-person or Virtual

Participant Workbook Fee & Learning Platform:
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Facilitation Fees
In-person*: $3,250
Virtual Team**: $3,000
Participant Fee: $185

Program Details at
www.blanchard.com

Blanchard Solutions

Essential Motivators™

Course Description: Essential Motivators™ helps individuals understand psychological needs, values, and talents to improve empathy and collaboration.

Key Statistic: Employees who understand their own motivations and feel their needs are met at work are up to 6x more likely to be engaged and committed to their organization.

Target Audience:
- Individual contributors and people leaders
- Managers responsible for engagement and retention
- Cross-functional teams
- High-potential employees

Common Use Cases:
- Increasing employee engagement and discretionary effort
- Improving collaboration among diverse personalities and work styles
- Supporting leaders in motivating and retaining top talent
- Reducing friction caused by unmet needs or misaligned values
- Strengthening empathy and understanding across teams

Learning Objectives:
- Increase self-awareness
- Improve interpersonal dynamics
- Boost engagement and effectiveness

Duration: Full-day (8 hours)

Delivery Format: In-person only

Participant Workbook Fee & Learning Platform:
Participant materials delivered via Blanchard Exchange LMS Includes high-impact pre-work online launch modules to prime learning Lifetime access to digital participant workbooks and post-workshop sustainment resources

*Exlcudes travel costs
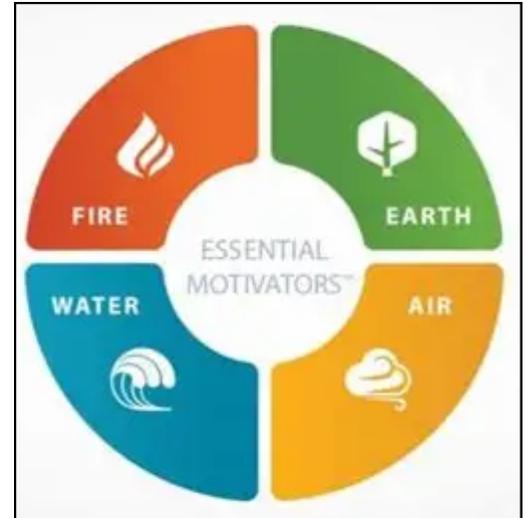
Facilitation Fees
In-person*: $3,250
Participant Fee: $185

Program Details at
www.blanchard.com

12

Blanchard Solutions

Leading People Through Change®

Course Description: This course provides a proven, inclusive approach to managing change that increases buy-in and resilience.

Key Statistic: Change initiatives are up to 6x more likely to succeed when leaders actively involve employees, communicate clearly, and address people's concerns throughout the change process.

Leading People Through Change®

Target Audience:
- Leaders and managers responsible for change initiatives
- Project and program managers
- Senior leaders and change sponsors
- Teams impacted by organizational transformation

Common Use Cases:
- Leading organizational change or modernization efforts
- Reducing resistance and increasing buy-in
- Supporting leaders implementing new systems or processes
- Improving change readiness and resilience
- Accelerating adoption and results of strategic initiatives

Learning Objectives:
- Reduce resistance to change
- Increase change leadership capability
- Accelerate results

Duration: Full-day (8.5 hours or 2, 2-hour with 2, 90 min virtual sessions)

Delivery Format: In-person or Virtual

Participant Workbook Fee & Learning Platform:
Participant materials delivered via Blanchard Exchange LMS Includes high-impact pre-work online launch modules to prime learning Lifetime access to digital participant workbooks and post-workshop sustainment resources

*Exlcudes travel costs **includes producer

Facilitation Fees
In-person*: $3,250
Virtual Team**: $3,000
Participant Fee: $250

Program Details at
www.blanchard.com

Blanchard Solutions

Leading Virtually™

Course Description: Leading Virtually™ equips leaders with the skills to build connection, trust, and performance in remote and hybrid environments.

Key Statistic: Remote and hybrid teams with effective virtual leadership are up to 3x more likely to be engaged and productive than teams without intentional virtual leadership practices.

Target Audience:
- Managers of remote or hybrid teams
- Leaders transitioning from in-person to virtual environments
- Project leads managing distributed teams
- Supervisors responsible for virtual performance and engagement

Common Use Cases:
- Improving engagement and trust in virtual environments
- Addressing performance challenges with remote teams
- Strengthening communication across locations and time zones
- Building connection and accountability in hybrid teams
- Supporting leaders new to virtual leadership

Learning Objectives:
- Foster community
- Improve virtual performance
- Increase engagement and empowerment

Duration: Full-day (6 hours/ 3, 2-hour virtual sessions)

Delivery Format: Virtual only

Participant Workbook Fee & Learning Platform:
Participant materials delivered via Blanchard Exchange LMS Includes high-impact pre-work online launch modules to prime learning Lifetime access to digital participant workbooks and post-workshop sustainment resources

*Includes producer

Leading Virtually

Be Attentive and Mindful
- Be present
- Pay attention to individual differences
- Ask for feedback
- Lead with intention

Foster Community
- Build trust
- Provide technology support
- Invest in connection
- Celebrate successes

Accelerate Performance and Development
- Focus on output
- Encourage self-reliance
- Facilitate networking
- Assist with career development

Facilitation Fees
Virtual Team**: $3,000
Participant Fee: $250

Program Details at
www.blanchard.com

Blanchard Solutions

Legendary Service®

Course Description: Legendary Service® helps organizations build a customer-focused culture that drives loyalty and referrals.

Key Statistic: Organizations that consistently deliver strong service experiences see up to 5x higher customer loyalty and significantly stronger employee engagement and morale.

Target Audience:
- Customer-facing employees and teams
- Internal service providers (HR, IT, shared services)
- Supervisors and managers in service roles
- Leaders responsible for service culture

Common Use Cases:
- Improving internal or external customer experiences
- Strengthening service accountability and ownership
- Reducing service breakdowns and escalations
- Increasing morale and collaboration among service teams
- Aligning service behaviors with organizational mission and values

Learning Objectives:
- Create personal service visions
- Resolve customer issues effectively
- Build morale and collaboration

Duration: Full-day (7.5 hours or 3, 2-hour virtual sessions)

Delivery Format: In-person or Virtual

Participant Workbook Fee & Learning Platform:
Participant materials delivered via Blanchard Exchange LMS Includes high-impact pre-work online launch modules to prime learning Lifetime access to digital participant workbooks and post-workshop sustainment resources

*Exlcudes travel costs **includes producer

Facilitation Fees
In-person*: $3,250
Virtual Team**: $3,000
Participant Fee: $185

Program Details at
www.blanchard.com

Blanchard Solutions

Servant Leadership Essentials™

Course Description: Servant Leadership Essentials™ teaches leaders how to serve others first, build trust, and create high-engagement cultures.

Key Statistic: Teams led by servant leaders experience significantly higher engagement, trust, and performance, with employees up to 6x more likely to be committed and motivated at work.

Target Audience:
- Leaders and managers at all levels
- New supervisors and emerging leaders
- Mission-driven organizations
- Teams seeking stronger trust and engagement

Common Use Cases:
- Strengthening trust and leadership credibility
- Improving employee engagement, morale, and retention
- Developing people-first leaders who drive results
- Supporting culture change toward collaboration and accountability
- Reinforcing leadership behaviors aligned with organizational values
-

Learning Objectives:
- Practice servant leadership behaviors
- Strengthen trust and feedback
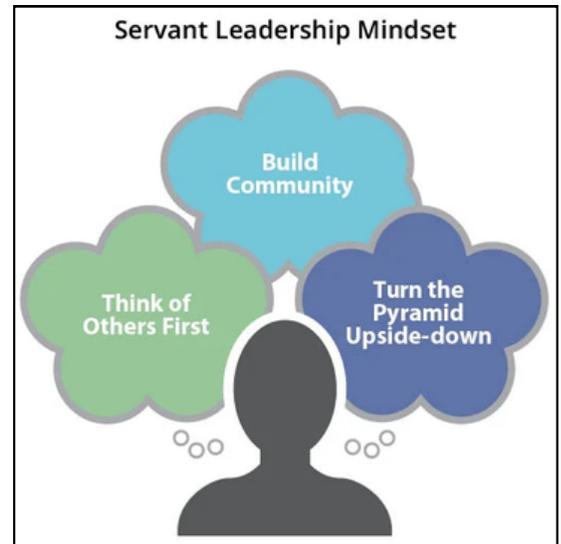- Improve engagement and results

Duration: Half-day (4 hour or 2, 2-hour virtual sessions)

Delivery Format: In-person or Virtual

Participant Workbook Fee & Learning Platform:
Participant materials delivered via Blanchard Exchange LMS Includes high-impact pre-work online launch modules to prime learning Lifetime access to digital participant workbooks and post-workshop sustainment resources

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Servant Leadership Mindset

Build Community

Think of Others First

Turn the Pyramid Upside-down

Facilitation Fees
In-person*: $2,500
Virtual Team**: $2,000
Participant Fee: $250

Program Details at
www.blanchard.com

Other Development Solutions

In addition to our Blanchard solutions we offer the following leadership and employee development programs. All of these offerings can be customized for half-day and full-day facilitation solutions designed to support your needs. Half-day facilitation fees are $2,500 for in-person delivery and $2,000 for virtual team delivery, while full-day facilitation fees are $3,250 for in-person delivery and $3,000 for virtual team delivery. Each program also includes a participant materials fee ranging from $50 to $125 per participant, depending on the content and learning assets used. Travel expenses are not included for in-person delivery and will be billed separately as applicable. All virtual facilitation is delivered via Adobe Connect, ensuring a secure, interactive, and reliable learning experience.

Workshop/ Program Title	Duration	Delivery Type	Target
Stress Management	**Full-Day (8 hours)**	**In-person or Virtual**	**All**

Positive and negative stress is a constant influence on all of our lives. The trick is to maximize the positive stress and to minimize the negative stress. Your participants will be shown how stress can be positive and negative, and we'll look at the Triple A approach that will form the basis of this workshop.

 The Stress Management workshop will give participants a three-option method for addressing any stressful situation, as well as a toolbox of personal skills, including using routines, relaxation techniques, and a stress log system. They will also understand what lifestyle elements they can change to reduce stress.

Improving Mindfulness	**Full-Day (8 hours)**	**In-person or Virtual**	**All**

Mindfulness is a term that is frequently used but rarely defined. Practicing true mindfulness encourages living in the present while it addresses the danger of distorted thinking, Staying in tune both mentally and emotionally improves perspective to enhance personal a professional success.
With our Improving Mindfulness workshop, your participants will begin to identify their own patterns of thinking. As they learn to practice mindfulness, they will cultivate positive emotions that will have a dramatic effect on the work environment.

Other Development Solutions

Workshop/ Program Title	Duration	Delivery Type	Target
Improving Self-Awareness	**Full-Day (8 hours)**	**In-person or Virtual**	**All**

 Self awareness is an important part of everyday life. It transfers over to your personal, social, physical and work life. It can help one gain a better understanding of themselves, and how to live a better, more fulfilling life. When working to deepen one's own self awareness, it is important to fully engage yourself. One should take the time and proper steps, to fully become self aware.

With the Deepening Self Awareness workshop, your participants will learn how beneficial becoming more self aware can be. A highly self aware person will become more equipped to deal with daily life and its challenges. Through this workshop, your participants will gain a new perspective on themselves and their emotions, and become a valuable member to society.

Social Intelligence	**Full-Day (8 hours)**	**In-person or Virtual**	**All**

Social Intelligence is about understanding your environment and having a positive influence. Your participants will become more confident in their social situations by learning how to express and interrupt social cues. They will create positive connections and increase their influence during social situations.

 Increasing Social Intelligence will provide benefits throughout their professional and personal lives. It is a fantastic tool for coaching and development as people will learn "people skills". Improving social skills through active listening, understanding body language, and being more empathic will give your participants the advantage in their interactions. Social interactions are a two way street, know the rules of the road!

Interpersonal Skills	**Full-Day (8 hours)**	**In-person or Virtual**	**All**

We've all met that dynamic, charismatic person that just has a way with others, and has a way of being remembered. Your participants will identify ways of creating a powerful introduction, remembering names, and managing situations when you've forgotten someone's name.

The Interpersonal Skills workshop will help participants work towards being that unforgettable person by providing communication skills, negotiation techniques, tips on making an impact, and advice on networking and starting conversations. They will also identify the skills needed in starting a conversation, moving a conversation along, and progressing to higher levels of conversation.

Other Development Solutions

Workshop/ Program Title	Duration	Delivery Type	Target
PeopleMap Assessment *	**Half-Day (4 hours)**	**In-person or Virtual**	**All**

The PeopleMap™ System is designed to develop your people skills. These skills apply to all areas of your life – at work, home, and in all your relationships. This fun, simple and easy to use program gives you a map that creates effective relationships and helps you solve conflict to work with others to reach your goals. With PeopleMap, you will understand the four personality types, identify your personality type with our online assessment, and connect with one of our certified trainers who help you and your employees use this knowledge effectively.

Workshop/ Program Title	Duration	Delivery Type	Target
Coaching And Mentoring*	**Full-Day (8 hours)**	**In-person or Virtual**	**All**

You are in your office looking over your performance report and it happened again. Your low performing employee failed to meet quota this month even after you spoke with them about the importance of meeting goals. This employee has a great attitude and you know they can do better. You just do not know how to motivate them to reach the goal. Money used to work, but that has worn off. You are baffled and you know being frustrated makes matters worse. What do you do?

The Coaching And Mentoring focuses on how to better coach your employees to higher performance. Coaching is a process of relationship building and setting goals. How well you coach is related directly to how well you are able to foster a great working relationship with your employees through understanding them and strategic goal setting.

Workshop/ Program Title	Duration	Delivery Type	Target
Women in Leadership	**Full-Day (8 hours)**	**In-person or Virtual**	**All**

In the United States today, women make up half of the workforce. Unfortunately for women, their male colleagues are promoted at a much higher rate. Women offer great work ethnics, and bring something different from men to the workforce, but many times it goes unnoticed. In this workshop, you will learn about how organizations can develop women leaders, about the benefits of women in organizations, as well as advancements for the future of women.

With the Women in Leadership workshop, your participants will learn how women are changing the workforce. Through this workshop, your participants will gain a new perspective on the workforce, and what benefits can come from hiring and promoting women to higher positions.

Other Development Solutions

Workshop/ Program Title	Hours	Delivery Type	Target
Strategic Thinking Workshop	**Half-Day (4 hours)**	**In-person or Virtual**	**All**

This strategic thinking workshop equips leaders and employees with practical tools to think more critically, intentionally, and systemically about how decisions are made. Participants explore how internal factors (beliefs, assumptions, values, and motivations) and external forces (stakeholders, systems, constraints, and pressures) influence judgment and behavior.

Using tools such as Force Field Analysis, Intrapersonal Diagraphs, and other evidence-based frameworks, participants learn how to identify driving and restraining forces, surface hidden influences, and examine the mental models shaping their decisions. The workshop emphasizes slowing down thinking, increasing awareness, and strengthening the quality of decisions in complex, high-stakes environments.

Workshop/ Program Title	Hours	Delivery Type	Target
Virtual Facilitator Training *	**Full-Day (8 hours)**	**In-person or Virtual**	**All**

This Virtual Facilitator Training equips facilitators, trainers, and leaders with the skills, tools, and confidence needed to design and deliver highly engaging virtual learning experiences. Participants learn how to move beyond simply presenting content online to **facilitating meaningful interaction, dialogue, and learning transfer** in virtual environments.

The training focuses on the unique dynamics of virtual facilitation, including managing energy, fostering psychological safety, encouraging participation, and handling common virtual challenges such as disengagement, multitasking, and technology fatigue. Participants practice proven techniques for using virtual platforms intentionally—leveraging chat, breakout rooms, polls, visuals, and facilitation structures to enhance learning rather than distract from it.

Other Development Solutions

Workshop/ Program Title	Hours	Delivery Type	Target
Assertiveness And Self-Confidence	**Full-Day (8 hours)**	**In-person or Virtual**	**All**

The <u>Assertiveness And Self-Confidence</u> workshop will give participants an understanding of what assertiveness and self-confidence each mean (in general and to them personally) and how to develop those feelings in their day-to-day lives. These skills will encompass many aspects of your participant's lives and have a positive effect on all of them.

Emotional Intelligence	**Full-Day (8 hours)**	**In-person or Virtual**	**All**

Emotional intelligence describes the ability to understand one's own feelings, and that of groups, and how these emotions can influence motivation and behavior. The concepts of Emotional Intelligence have been around since at least the 1900's, but the term was first introduced by Wayne Payne in 1985.

As a result of the growing acknowledgement by professionals of the importance and relevance of emotions to work outcomes, the research on the topic continued to gain momentum, but it wasn't until the publication of Daniel Goleman's best seller Emotional Intelligence: Why It Can Matter More Than IQ that the term became widely accepted by mainstream media.

Goal Setting and Getting Things Done	**Full-Day (8 hours)**	**In-person or Virtual**	**All**

Our Goal Setting and Getting Things Done workshop will cover strategies to help your participants overcome procrastination. These skills will translate into increased satisfaction in their professional and personal lives. Your participants will learn the Goal Setting characteristics of successful people and in turn will become happier and more productive individuals.

Other Development Solutions

Workshop/ Program Title	Hours	Delivery Type	Target
Cliftonstrengths	**Half-Day (4 hours)**	**In-person or Virtual**	**All**

This foundational CliftonStrengths® workshop introduces participants to the CliftonStrengths 34 report, helping individuals understand their unique talent patterns and how those strengths show up at work. Participants explore their top strengths through guided reflection and practical application, building greater self-awareness and confidence. The workshop also includes interactive team-based activities that help teams recognize collective strengths, appreciate differences, and improve collaboration. By focusing on what individuals and teams do best, the session strengthens engagement, trust, and performance while creating a shared strengths-based language across the team.

Workshop/ Program Title	Hours	Delivery Type	Target
Conflict Resolution	**Full-Day (8 hours)**	**In-person or Virtual**	**All**

In the Conflict Resolution workshop, participants will learn crucial conflict management skills, including dealing with anger and using the Agreement Frame. Dealing with conflict is important for every organization no matter what the size. If it is left unchecked or not resolved it can lead to lost production, absences, attrition, and even law suits.

Workshop/ Program Title	Hours	Delivery Type	Target
Critical Thinking	**Full-Day (8 hours)**	**In-person or Virtual**	**All**

We live in a knowledge based society, and the more critical you think the better your knowledge will be. Critical Thinking provides you with the skills to analyze and evaluate information so that you are able to obtain the greatest amount of knowledge from it. It provides the best chance of making the correct decision, and minimizes damages if a mistake does occur.

Critical Thinking will lead to being a more rational and disciplined thinker. It will reduce your prejudice and bias which will provide you a better understanding of your environment. This workshop will provide you the skills to evaluate, identify, and distinguish between relevant and irrelevant information. It will lead you to be more productive in your career, and provide a great skill in your everyday life.

Other Development Solutions

Workshop/ Program Title	Hours	Delivery Type	Target
Managing Workplace Anxiety	**Full-Day (8 hours)**	**In-person or Virtual**	**All**

The workplace is one of the leading locations where people experience stress and anxiety. Every employee will encounter it sometime during their career. Everyone should be aware of the signs of anxiety and the tools needed to cope and deal with it.

Our Managing Workplace Anxiety workshop will provide your participants the important skills and resources to recognize and manage workplace anxiety. By identifying these symptoms and coping skills employees and managers will be better suited in dealing with these common situations. Through this workshop your participants will be better suited to the challenges that the workplace can bring.

Developing New Managers	**Full-Day (8 hours)**	**In-person or Virtual**	**Leaders**

Management must be effective for the success of any business. Unfortunately, it is all too easy to overlook the training and development of new managers. When you provide your managers and employees with the skills and tools they need, you will greatly boost morale and strengthen your organization.

With our Developing New Managers workshop, your participants will understand the value of investing in employees and developing management. By focusing on development opportunities, your participants will establish a culture that retains top talent and improves succession planning.

Leadership and Influence	**Full-Day (8 hours)**	**In-person or Virtual**	**Leaders**

They say that leaders are born, not made. While it is true that some people are born leaders, some leaders are born in the midst of adversity. Once you learn the techniques of true Leadership And Influence, you will be able to build the confidence it takes to take the lead. The more experience you have acting as a genuine leader, the easier it will be for you. It is never easy to take the lead, as you will need to make decisions and face challenges, but it can become natural and rewarding.

Other Development Solutions

Performance Management	Full-Day (8 hours)	In-person or Virtual	Leaders

This performance management best practices workshop equips leaders and managers with practical tools to set clear expectations, deliver meaningful feedback, and support sustained performance throughout the year. Participants learn how to move beyond once-a-year evaluations to create ongoing, high-quality performance conversations that build trust, accountability, and engagement. The workshop covers goal alignment, effective check-ins, coaching-based feedback, and addressing performance challenges early and constructively. Leaders also explore common performance management pitfalls and how to avoid them, including unclear goals, feedback avoidance, and misaligned expectations. Through real-world scenarios and practice, participants build confidence in managing performance in a way that supports both individual growth and organizational results.

Personal Productivity	Full-Day (8 hours)	In-person or Virtual	All

Personal Productivity is a goal most of us have. Through this workshop your participants will be on the right track in achieving that goal. Some people blame everything that goes wrong in their life on something or someone else, but through this workshop your participants will take ownership and begin to lead a more productive life.

Life Coaching Essentials	Full-Day (8 hours)	In-person or Virtual	All

Many people often mistake a life coach for a mental health professional, such as a psychiatrist or a therapist. This misconception often leads people to believe they do not need a life coach since they feel as though nothing is wrong with their mental health. However, a life coach is designed to help improve a person's professional and personal life by working with them to achieve their goals.

With our Life Coaching Essentials workshop, your participants will discover the meaning of life coaching and how life coaching services can be utilized to achieve their goals.

Other Development Solutions

Health and Wellness at Work	Full-Day (8 hours)	In-person or Virtual	All

A healthy employee is a happy and productive employee, and that is a goal for every organization. Through our Health and Wellness at Work program your participants will experience the benefits of a healthier lifestyle and workplace.

Our Health and Wellness at Work course will be instrumental in creating a "Culture of Wellness" within your organization. Your participants will touch on common issues such as smoking cessation, nutrition & weight loss, and preventative care. Health and Wellness is the responsibility of everyone in an organization so take the positive step and create a program at your organization.

Being A Likeable Boss	Full-Day (8 hours)	In-person or Virtual	Leaders

Becoming a more likeable boss can sometimes be a difficult process to describe. It can be one characteristic that facilitates great communication and great employee relationships. It can be the special way that you show confidence in among your team. These and other events can become more easily managed with this great workshop.

With our How to Become a More Likeable Boss workshop, your participants will begin to see how important it is to develop better managerial skills. By managing and looking at the way people interact and seeing things in a new light, your participants will improve on almost every aspect of their career.

All of these leadership and employee development programs are grounded in evidence-based adult learning principles designed to maximize engagement, application, and impact. Programs are intentionally designed using the 70-20-10 learning framework, Bloom's Taxonomy, and Kirkpatrick's Evaluation Model to ensure learning is relevant, experiential, and results-driven. Participants engage in hands-on activities, real-world application, peer learning, and facilitated reflection that move learning beyond knowledge acquisition to behavior change and performance improvement. Each experience is adult learner-centric, emphasizing practical skills, meaningful dialogue, and opportunities to apply learning directly to workplace challenges while reinforcing outcomes that can be measured and sustained over time.

Program Coaching
Sustainment Support

Program coaching is a powerful accelerator for leadership development, helping participants turn insight into sustained behavior change. Coaching provides individualized support that reinforces learning, builds self-awareness, and strengthens accountability as participants apply new skills in real workplace situations. When integrated with leadership and employee development programs, coaching deepens learning transfer, supports goal achievement, and increases confidence in navigating complex challenges.

Talent Spear offers flexible coaching packages that can be extended to all participants or targeted to select individuals, teams, or leadership cohorts to enhance impact and long-term results.

Proven Benefits of Coaching:
- Individuals who receive coaching are up to 5x more likely to apply new skills and sustain behavior change over time
- Organizations that use coaching report up to 70% improvement in individual performance, relationships, and communication
- Leaders who engage in coaching demonstrate higher engagement, resilience, and self-awareness, driving stronger team outcomes
- Coaching-supported programs show significantly higher ROI compared to training alone due to improved follow-through and accountability

TALENT SPEAR
PEOPLE ARE THE POINT

CAPABILITY STATEMENT

Talent Spear, Inc.

DISABLED VETERAN OWNED

Owner: Joseph Hose

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Email: Info@talentspear.org

Web: www.talentspear.org

CAGE Code: 134D8
UEI: Z4YTH24BDAJ3

BRIEF COMPANY OVERVIEW

Talent Spear, Inc. is a trusted leader in workforce, employee, leadership, and organizational development solutions. We specialize in strategic partnerships and delivering data driven, evidence-based programs that increase employee engagement, leadership effectiveness, people analytics, and business results. As a Blanchard® Authorized Partner, we blend proven methodologies with real-world practicality to solve today's people challenges in government, nonprofit, and private sector organizations.

NAICS CODES

611430 - Professional and Management Development Training
541612 - Human Resources Consulting Services
541611 - Administrative Management and General Management Consulting Services
923110 - Administration of Education Programs
541618 - Other Management Consulting Services**6**

OPTIONAL INFORMATION

Authorized Partner: The Ken Blanchard Companies®

Certifications: Blanchard Certified Trainer, Prosci® ADKAR, CliftonStrengths® Coach, PeopleMap, ICF, Delivery Methods: LMS-integrated eLearning, VILT, in-person workshops, webinars, Keynote speaking
Tools: Visual Explorer™, Cliftonstrengths®, Trust Self-Assessments, Power BI Dashboards, Q12

OUR SOLUTIONS

LEADERSHIP & EMPLOYEE DEVELOPMENT

Situational Leadership II® (SLII®) Concepts
Building Trust®
Self Leadership®
Team Leadership®
Coaching Essentials®
Management Essentials®
Leading Virtually™

Conversational Capacity®
Courageous Inclusion®
Essential Motivators™
Leading People Through Change®
Legendary Service®
Servant Leadership Essentials®
CliftonStrengths

Strategic Thinking/ Planning
Leadership and Career Coaching
Employee Onboarding
Mentoring Programs

Onsite & Virtual Facilitation
Custom Programs 6-12 months
Vision & Values Statements
Career Development

PEOPLE ANALYTICS & DATA

Data Analysis Power BI MS Forms Power Automate SQL/Tableau Data Visualization

ASSESSMENTS & EVALUATIONS

Q12 -Employee Viewpoint Surveys
Organizational Wellness Scan
Training Needs Assessments

Focus Groups
Strategic Planning
Prosci Change Management

CORE COMPETENCIES

- Blanchard Leadership Development Programs
- Employee Engagement Strategy & Action Planning
- Professional Coaching Services and Internal Program Design & Facilitation
- Organizational Assessments (Q12, 360s, Exit/Stay Interviews, Wellness Scans)
- Custom Workshop & Program Design (virtual/in-person, half-day to 12 months)
- People Analytics & Custom Dashboards (Pulse, FEVS, Leadership)
- Change Management (Prosci ADKAR® Model, Strategic Alignment)
- Talent Strategy Consulting (Succession Planning, Diversity, Strengths-Based Culture Teams)

PAST PERFORMANCE

-R&R Head Labs   -NOVA Home Loans   -Achieve Sports
Westwind Management Group, LLC -Optimal Home Care, Inc   -Fox Airsoft
-Protege Real Estate

DIFFERENTIATORS

- **Convenience –** Virtual, hybrid, and onsite program delivery with flexible scheduling.
- **Strategic Partnership** – We co-create solutions and build long-term relationships based on trust, alignment, and shared success.
- **Customization** – Programs are tailored to your organization's goals, culture, and workforce challenges—never one-size-fits-all.
- **Specialized Knowledge** – Experts in learning and development, instructional design, leadership, facilitation, coaching, employee engagement, program evaluation, and people analytics.
- **Evidence-Based** – Grounded in validated research and best-in-class leadership models.

Contact Us

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