



PROFESSIONAL DEVELOPMENT WORKSHOPS AND TOPICS

2025 CATALOG

Providing Proven Solutions for Client Success



Company Overview



About Us



Talent Spear, Inc. is a collective of seasoned talent management professionals with more than 100 years of combined experience in workforce development, coaching, leadership training, and organizational transformation. From full-scale workforce initiatives to custom leadership development programs, we specialize in helping organizations grow and retain human capital from within.

Mission

Create strategic partnerships formed with trust and loyalty.

Foster authentic change using evidence-based, researched informed learning and performance methods that work.

Develop creative solutions that "fit" our partner's desired learning and development plans and goals.

Deliver the best experience and support to increase awareness for new thinking and behaviors that impact workforce and business success.

Vision

To be the first choice in excellence and affordability for clients seeking partnerships in evidence-based talent management solutions

Meet Joseph Hose



Joseph Hose is President of Talent Spear, Inc, an Authorized Partner for Ken Blanchard Company, and leads a highly skilled team of national consultants specializing in talent management and workforce development solutions.

For over 15 years he has used evidence-based research in adult learning theory to lead, design, and deliver and evaluate effective training, coaching, and leadership interventions.

Joseph has a diversified skillset covering VILT, ILT, blended/micro learning, curriculum design, leadership and career coaching, LMS/IMS administration, program evaluation and auditing, supervision, leadership development, employee engagement, project management, contracting, strategic planning, and business development. He has partnered on many large custom leadership and employee development programs for clients.

He is creative, innovative, and proactive. Joseph is an expert relationships builder and is unparalleled in his ability to build strategic partnerships that achieve results and produce high ROI and business success. Joseph is a ICF trained coach and held a Board-Certified Coaching credential from the Center for Credentialing & Education (2015-2020). He has a Master of Arts in Education and Bachelor of Science.

He has professional certificates and training in: Situational Leadership (SLII), Learning and Performance Consulting, Building Trust, Integrated Talent Management, Managing Learning Programs, CliftonStrengths, Creating Leadership Development Programs, Virtual Classroom Facilitation and is a certified PeopleMap trainer.

Joseph is a veteran of the United States Army.

CliftonStrengths: Strategic | Ideation | Significance | Positivity | Activator

PeopleMap: Free Spirit- People

DiSC: ID

Myers-Briggs: ENFP

Professional Development Topics

Our programs empower individuals and teams to lead with purpose, build trust, and drive results. Grounded in evidence-based practices, each session is designed to strengthen self-leadership, enhance team effectiveness, and boost employee engagement.

Leadership and Employee Development Topics

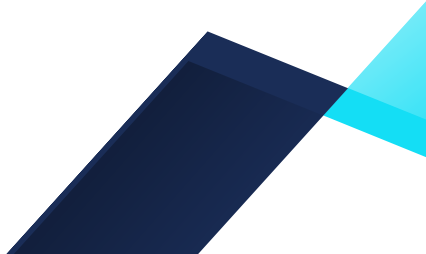
Self-Leadership & Personal Effectiveness

- Leading Self
- Transitioning from Peer to Leader
- Learning Squares: Coaching, Mentoring and Peer Groups
- Defining Your Leadership Style, Purpose, and Vision
- Leading with Emotional Intelligence
- Creating a Shared Vision
- Critical & Strategic Thinking and Problem-Solving
- Building Trust®
- CliftonStrengths® Discovery and Application
- TTI TriMetrix Assessment
- Setting SMART Goals and Action Planning

Team Leadership & Management Skills

- Leadership® II (SLII®) Concepts
- Leading Others
- Effective Communication & Listening Skills
- Giving and Receiving Feedback
- Emotional Intelligence in the Workplace
- Mentoring and Coaching Skills
- Building High-Trust Teams
- Adaptability and Mindsets
- Leading Remote and Hybrid Teams
- Building Psychological Safety and Trust
- Building Trust®
- Team Leadership®

Collaboration & Team Effectiveness

- Building Trust and Positive Relationships
 - Team Dynamics and Cross-Functional Collaboration
 - Conflict Resolution for Non-Managers
 - Peer Coaching & Mentorship Readiness
 - Holding Others Accountable with Care and Clarity
 - and Managing Performance
 - Storytelling as a Leadership Tool
 - Communicating Vision, Purpose, and Strategy
- 

Professional Development Topics

Our programs empower individuals and teams to lead with purpose, build trust, and drive results. Grounded in evidence-based practices, each session is designed to strengthen self-leadership, enhance team effectiveness, and boost employee engagement.

Leadership and Employee Development Topics

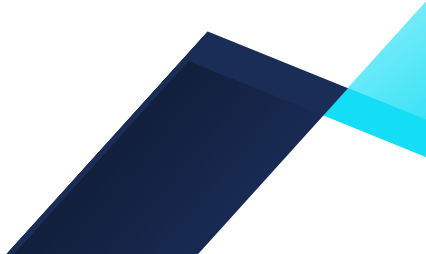
Employee Engagement & Culture Development

- Gallup Q12® Engagement Essentials
- Building a Culture of Trust and Belonging
- Workforce Employee Engagement Drivers
- Engagement Action Planning for Managers
- Creating a Culture Team and Strategic Plan
- Wellness and Stress Management Strategies
- Driving Engagement Through Change (ADKAR® Model)
- Defining Your Life and Professional Purpose, and Vision


Organizational Effectiveness & Change

- Leading Through Change & Uncertainty
- Performance Conversations with Impact
- Data-Driven Decision Making with People Analytics
- Wellness Scans/ Viewpoint / Stay/ Exit Survey Development
- Action Planning from Organizational Assessments
- Entrepreneurial Operating System® (EOS) Concepts
- Developing a Strengths-Based Organization (CliftonStrengths®)
- Leading the Organization

Other

- Leading in Uncertainty
 - Building Leadership Pipelines and Succession Plans
 - Career Mapping and Growth Planning
 - Creating and Using Individual Development Plans (IDPs)
 - Aligning Personal Purpose with Organizational Goals
 - Strengths-Based Career Development (CliftonStrengths®)
 - Navigating Career Transitions and Internal Mobility
 - Effective Communication & Listening Skills
 - Emotional Intelligence in the Workplace
 - Time Management & Personal Productivity
 - Judger and Beginner Mindsets
 - Conflict Resolution for Non-Managers
 - CCE Visual Explorer and Appreciative Inquiry
 - PeopleMap
 - Career and Life Coaching
- 

Program and Workshops

Workshop/ Program Title	Hours	Delivery Type	Target
SLII Concepts® * 	6	ILT and VILT	Leaders
Building Trust® * 	6	ILT and VILT	All
Self-Leadership® * 	6	ILT and VILT	Employee
Team Leadership® * 	6	ILT and VILT	Leaders
Coaching Essentials® * 	6	ILT and VILT	Leaders
CliftonStrengths for Teams *	6	ILT and VILT	All
Health and Resilience Series *	16	ILT and VILT	All
Leading Self/ Knowing Yourself Professional Profile Series *	32	ILT and VILT	All
a. Life Wheel Assessment & Needs	4	ILT and VILT	All
b. Beliefs & Mindset	4	ILT and VILT	All
c. Core Values	4	ILT and VILT	All
d. Life and Career Purpose	4	ILT and VILT	All
e. Integrity & Standards	4	ILT and VILT	All
f. Choices & Boundaries	4	ILT and VILT	All
g. Abundance & Reserves	4	ILT and VILT	All
h. My Personal Operating System and Self-Care	4	ILT and VILT	All

Program and Workshops

Optional coaching and action planning sessions are available for clients. Programs marked with an asterisk (*) may include additional costs for assessments or participant kits. Detailed program descriptions, intended impact, and target competencies are available upon request.

Workshop/ Program Title	Hours	Delivery Type	Target
Stress Management	8	ILT and VILT	All
Improving Mindfulness	8	ILT and VILT	All
Improving Self-Awareness	8	ILT and VILT	All
Increasing Your Happiness	8	ILT and VILT	All
Social Intelligence	8	ILT and VILT	All
Interpersonal Skills	8	ILT and VILT	All
PeopleMap Assessment *	4, 6, 8	ILT	All
Cognitive Behavioral Change	8	ILT and VILT	All
Coaching And Mentoring*	8	ILT and VILT	All
Communication Strategies	8	ILT and VILT	All
Developing Corporate Behavior	8	ILT and VILT	All
Workplace Diversity	8	ILT and VILT	All
Workplace Harassment	8	ILT and VILT	All
Workplace Violence	8	ILT and VILT	All
Teamwork And Team Building	8	ILT	All
Health and Wellness at Work	8	ILT and VILT	All

Program and Workshops

Optional coaching and action planning sessions are available for clients. Programs marked with an asterisk (*) may include additional costs for assessments or participant kits. Detailed program descriptions, intended impact, and target competencies are available upon request.

Workshop/ Program Title	Hours	Delivery Type	Target
Time Management	8	ILT and VILT	All
Women in Leadership	8	ILT and VILT	All
Strategic Thinking Workshop	4	ILT and VILT	All
Internal Coaching Overview and Implementation*	8	ILT and VILT	All
Leadership Vs Management	4	ILT and VILT	All
Foundation Skills for Trainers *	8	ILT and VILT	All
Virtual Facilitator Training *	8	VILT	All
Assertiveness And Self-Confidence	8	ILT and VILT	All
Attention Management	8	ILT and VILT	All
Body Language Basics	6	ILT and VILT	All
Emotional Intelligence	8	ILT and VILT	All
Goal Setting and Getting Things Done	8	ILT and VILT	All
Cliftonstrengths *	4	ILT and VILT	All



Program and Workshops

Optional coaching and action planning sessions are available for clients. Programs marked with an asterisk (*) may include additional costs for assessments or participant kits. Detailed program descriptions, intended impact, and target competencies are available upon request.

Workshop/ Program Title	Hours	Delivery Type	Target
Conflict Resolution	8	ILT and VILT	All
Creative Problem Solving	8	ILT and VILT	All
Critical Thinking	8	ILT and VILT	All
Delivering Constructive Criticism	8	ILT and VILT	All
Manager Management*	8	ILT and VILT	Leaders
Managing Workplace Anxiety	8	ILT and VILT	All
Middle Manager*	8	ILT and VILT	Leaders
Supervising Others*	8	ILT and VILT	Leaders
Team Building For Managers*	8	ILT and VILT	Leaders
Developing New Managers	8	ILT and VILT	Leaders
Employee Motivation*	8	ILT and VILT	All
Employee Onboarding	8	ILT and VILT	Leaders
Leadership and Influence*	8	ILT and VILT	Leaders
Networking Outside the Company	8	ILT and VILT	Leaders
Networking Within the Company	8	ILT and VILT	Leaders
Performance Management*	8	ILT and VILT	Leaders
Personal Productivity	8	ILT and VILT	All

Program and Workshops

Optional coaching and action planning sessions are available for clients. Programs marked with an asterisk (*) include additional costs for assessments or participant kits. Detailed program descriptions, intended impact, and target competencies are available upon request.

Workshop/ Program Title	Hours	Delivery Type	Target
High Performance Teams Inside the Company	8	ILT and VILT	All
Life Coaching Essentials	8	ILT and VILT	All
Life-Work Balance	8	ILT and VILT	All
Appreciative Inquiry: Appreciative Contract for Change*	8	ILT	All
Being A Likeable Boss	8	ILT and VILT	Leaders
Business Acumen	8	ILT and VILT	All
Business Ethics	8	ILT and VILT	All
High Performance Teams Inside the Company*	8	ILT and VILT	Leaders
Delivering Constructive Criticism (SBI model)	8	ILT and VILT	All
Manager as Mentor*	8	ILT and VILT	Leaders
Full Program, Career, and Leadership Coaching		as needed	All

Client Testimonials

Learning and Development

Power Marketing Administration



Don Gerrish

Director, PMA HR Service Center

"Joseph is an exceptional Learning and Development Specialist whose expertise, creativity, leadership, and strategic mindset made a significant impact on our organization."

Workforce Development

Colorado Department of Corrections



John Chapdelaine

Warden, Sterling Facility
Colorado Department of
Corrections

"Joseph is a highly talented learning and development consultant and I strongly recommend him for workforce and leadership development."

Leadership Development

US Department of Energy



John Walsh

Chief Learning Officer
US Department of Energy

Joseph's research-backed, professionally certified approach to developing engaging leadership programs and curriculum has enabled him to design and deliver highly effective programs that cultivate strong leaders.



Contact Us



Website

www.talentspear.org



Phone

919-884-6154



E-mail

info@talentspear.org



HQ address

6984 S. Addison Ct, Aurora, CO 80016