



“Training With A Can-Do Attitude” TM

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Dignity and Respect Leadership Institutes

Many leadership training opportunities have a predetermined structure and content. Innovations Leadership Institutes offer flexibility and quality presentations at a reasonable cost. This unique concept allows you to design your own event, select your own topics and agenda, tailored in focus for your professional organization, your own staff or in partnership with other companies.

Develop your Institute:

First select your preferred sessions from the following topics. Sessions can be 75, 90 or 120 minutes in length. Two session Seminar Days are also available.

- You Can't Buy Devotion: Motivation and Morale
- Reward and Recognition on a Limited Budget
- Go Ahead, Make My Day! - Evaluating Performance With Dignity and Respect
- We Have a Situation ... Disciplinary Action or Mentoring Opportunity?
- Employee Development Basics: Avoid the Missed Training Opportunity
- Mobbing: The Risk Management Double Whammy - See It, Stop It, Prevent It
- The Power of Dignity and Respect: Communication and Building Trust
- Staff Retention and Motivation: Slowing The Revolving Door

(contact Innovations for information on new topics as they become available)

Next we'll *Design An Agenda* that will be the most effective for your group, based on your selections and their priority,

Example:	Registration	8:30 - 9:00
	Session 1	9:00 - 10:30
	Session 2	10:45 - 12:00
	Lunch	12:00 - 1:00
	Session 3	1:00 - 3:00

Costs: Presentation Fee: \$3,200. per day
Plus expenses, such as travel and accommodations
Handouts: Masters provided for you to have reproduced.

Contact Gail Pursell Elliott

Speaker, Author, Educator, Human Resources and Training Consultant

515.388.9600 or email info@innovations-training.com

"Quality Presentations At A Reasonable Price For People Who Need It The Most."

"All People Want and Have The Right To Be Treated With Dignity and Respect - No Exceptions."



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"Survive and Thrive" Seminar Day
Two of the Hottest Topics in Human Resources

Survive - Mobbing: Emotional Abuse in the Workplace
See It - Stop It - Prevent It

Experiencing high turnover, low morale, decreased productivity, high absenteeism? Mobbing is a ganging up by one or more individuals to force someone out of the workplace through, rumor, innuendo, intimidation, discrediting, humiliation - wrongly portraying the victim as the person at fault.

Mobbing seriously damages people, destroys teamwork and trust, negatively impacts organizational effectiveness and contributes to violence. Insight and awareness is the key to prevention.

After this session you will be able to: *See It* - Define what mobbing is, how it happens, the impact on the individual and the organization. *Stop It* - Provide strategies for identifying and intercepting this behavior. *Prevent It* - Take home an HR Policy to adapt to your organization.

Thrive - Reward and Recognition on a Limited Budget

Three different companies gave the same annual reward. Even though the reward was identical, from company to company it had three different levels of effectiveness, ranging from very high to very low. What made the difference?

Effective reward and recognition programs reflect the philosophy of the organization and build on its goals and objectives. Therefore, if you are a people-centered organization, your reward and recognition program must be people-centered too. Ineffective programs can set up an adversarial relationship between the organization and its employees.

Whether you have an existing reward and recognition program or are starting one from the ground floor, the principles and focus of this session will identify tools you can use to make the most of your investment, whether you have a large budget or just a few dollars to spend.

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