

Help Your People Succeed

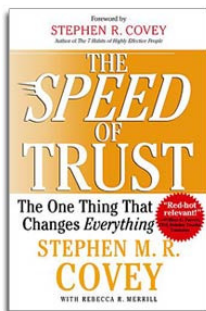
for HR Professionals and Line Managers



Help Your People Succeed

One Day certification program for HR professionals and line managers

The current challenging economic environment is forcing many organizations to significantly lower their costs. Having to reduce headcount or ask people to leave the company, for whatever reason, is one of the least favorable aspects HR professionals and line managers have to do. While nobody enjoys conducting these discussions, the way you handle the situation has the potential to impact the way employees see the organization and how they think about their own future.



In such a tough situation, emotions are high, and many employees are unsure how to move forwards. If you offer them a proactive approach in helping themselves succeed, it will affect how they speak about you and your company when they leave. This one day program will give you the tools to help your people change the fundamental way they view themselves, and approach their search for new meaningful career opportunities where they can add value.

Who should attend?

This is a special intensive one day program for HR professionals and line managers that are going to lead termination discussions with employees who will be released.

What are the benefits for your participants?

- Participants will have a greater sense and clearer picture of the desired results they want in a new opportunity.
- They will develop a deeper understanding of their true potential and how they can truly make a difference to an organization.
- They will identify how they can increase their chances of success in their search for new opportunities; by creating and positioning themselves as a unique value add.

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Program Integration

How does this program best fit into your organization?

- As an **HR professional**, you may take this program as a 1-on-1 certification session and then run it as an internal workshop.
- You may also use the tools and contents after the certification to coach line managers: they will appreciate your pro-active support in preparing them to conduct exit interviews.
- As a **line manager with leadership responsibility**, you will take advantage of the tools and concepts and you may get certified as well.
- You may also have an experienced FranklinCovey trainer facilitate “Help Your People Succeed” workshops.

What are the benefits for your organization?

- In your role of leading exit interviews, you will get prepared to give these conversations a more forward-looking perspective.
- The program will help your organization demonstrate that your employees are treated in a respectful way – even in tough situations.
- Once the program has been successfully implemented, it will reduce the time needed for the separation and simplify the process.
- Long term, the program will lead to a more positive employer brand, set you apart in the next “war for talent” and increase your image in the market.

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Program Modules

How does my mindset influence my future success?

You will help participants analyze their current way of thinking and behaviors, and identify what paradigm is needed, not only to survive, but also to thrive in today's challenging environment.

What can I do to turn a tough situation into an opportunity?

You will enable participants to learn how to focus on those things they can influence and change a tough environment into a new opportunity. They will understand how to take more initiative, resulting in greater personal freedom and influence.

How can I gain a deeper sense and clearer picture of what I really want?

You will be able to guide participants to shape their own future, instead of having other people determine it for them.

What unique contribution can I make?

You will learn a process to enable participants to discover the unique contribution they can make by identifying their true potential. They will have the chance to learn how they can 'light their fire' and identify their passions and talents to understand where and how they can truly make a difference.

How can I increase my chances of success in approaching new opportunities?

This methodology will fundamentally change the way they approach a new 'job' opportunity. You will help participants learn how to create and position themselves in a way that adds value to an organization by converting and aligning client information with their unique contribution, enabling them to be the solution that exactly meets a future employer's needs in a way they both feel good about.

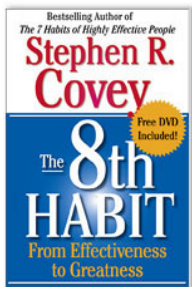
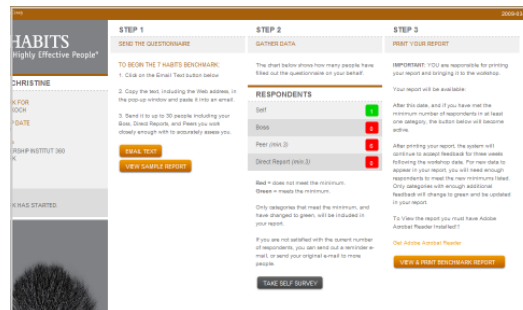
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Personal Profile

As part of the program, participants will have the chance to gain insights on their individual strengths. The simple yet very valuable online-tool combines a self-assessment and other people's anonymous feedback to a holistic 360° view.



“No matter what issue, problem, or concern you have, you can empower yourself by taking initiative in some way. Be sensitive, be wise, be careful regarding timing, but do something about the situation. The next time you are faced with a situation where you have every ‘logical’ reason to complain or criticize, try taking the initiative by finding the positive opportunity or approach, and observe what occurs.”

Stephen R. Covey

The 8th Habit: From Effectiveness to Greatness

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Help your people succeed, now and invest in your future! We are looking forward to getting in contact with you.

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