Dr. Edwards was excellent and very informative. I can use this information to discuss difficult situations.

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He has consulted for numerous public and private organizations on projects related to job analyses and test development for selection and training assessment, online employee engagement and attitude survey, conflict resolution, group dynamics to foster inclusiveness in teams and organizational change and development programs aimed at improving employee relations, attitudes, performance and customer service.

Topics Include:

- Accessing & Engaging Employees
- Managing Confrontations
- Performance Management
- Selecting Strong Talent
- Succession Planning

Dr. Bryan Edwards

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"Excellent class, very well organized and presented. Gave me new perspectives and ideas. Thank you.

**Accessing and Engaging Employees**
This framework is based upon ‘High Involvement Leadership’ which is a very effective platform for guiding discussion and keeping individuals focused on the primary issues within their particular workplace. It also provides a mechanism for long-term improvement because it opens up channels of communication between employees and all levels of management.
- Empower good decision making
- Build and develop engaged employees
- Positive relationships encourage employee engagement

**Managing Confrontations**
Learn how to effectively manage confrontation and make rapid and substantial improvements in individual, team, and organizational results. This seminar teaches a straightforward step-by-step process for identifying and resolving performance gaps, strengthening accountability, eliminating inconsistency and reducing resentment.
- Identify crucial conversations and prepare for confrontation
- Discuss Six Sources of behavioral influence
- Learn to motivate others
- Stay focused and flexible

**Performance Management**
The effective leader knows how to motivate followers with quantitative and qualitative rewards. Although when thinking of rewards we often only think of monetary compensation, recognition can be a very effective motivational tool. In this session, we will discuss rewards and several approaches to motivation including goal setting, reinforcement theory, and equity.
- Learn dimensions of employee performance
- Motivate employees
- Understand goal setting and reinforcement

**Selecting Strong Talent in Your Organization**
Selecting strong talent to meet the needs of organizations is crucial for building and maintaining a competitive advantage. With cutting edge scientifically proven methods for selection, companies can realize productivity increases with a better quality workforce, cost savings, and reduced turnover. In this workshop we will discuss best practices in selection with a particular emphasis on predictive analytics.
- Discover how to locate and evaluate selection assessments
- Learn common issues in selection
- Discuss how to use data for predictive analytics

**Succession Planning: Developing the Next Generation of Leaders**
Organizational success is highly dependent on the quality of talent employed by the organization. This program is designed to provide you information on succession planning and management (SPM). We will discuss the fundamentals of SPM and provide you a framework which your organization can use to enhance leadership development.
- Learn purpose of succession planning and management
- Understand career development
- Discuss essentials of successful succession plans