What Do Your People **REALLY** Need to Know?

I am working with an organization that is at that awkward stage: under 100 employees. They are growing fast and have all the people issues that a large organization would have but none of the HR or training infrastructure to deal with their issues.

While I am happy to step in and solve whatever the current crisis happens to be, a more sustainable long-term plan is to consider hiring a part-time HR person or persons and to make sure that your organization has a development plan to help reduce problems.

**What are the essential trainings every organization needs?** We call it the "Development Pyramid". While we always customize our programs to meet your needs, there are some matters that are predictable learning goals.

The foundational training at the bottom of the pyramid includes the session that everyone needs: "**Leading Through Respect**" which covers harassment, EEO and diversity. We recommend separate sessions for managers since they have different legal responsibilities.

Next up are the essential management skills for supervisors and managers which include performance management, coaching, challenging conversations and basic conflict management. We call these sessions "**Management 101**."
Lastly are the more advanced leadership skills for executives and high potential managers, covering emotional intelligence assessments, leading through change, values clarification and communication planning. We call these sessions "Leading With Excellence".

Where do your people rank on the Development Pyramid?
Do they have the essential skills to create powerful productivity and employee engagement? We can help design customized programs that suit your needs. In addition, the books *The Power of a Good Fight* and "We Need to Talk" - Tough Conversations with Your Employee, provide essential guidance.

FOR MORE INFORMATION ABOUT THE DEVELOPMENT PYRAMID

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For additional information on this and many other workplace related topics go to [Workplaces That Work website](http://www.workplacesthatwork.com)

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