



Train-The-Trainer Sessions

Bringing the Knowledge and Expertise In-House

Overview

As the old adage goes, to truly understand something, you must first be able to teach it. Group Harmonics offers trainer and/or expert certification for the majority of our seminars. Certified instructors are able to arrange and deliver classes within their organizations independently and on their own schedules. They are further able to link Group Harmonics content with other internal content for better integration and participant retention.

Roles and Details

Typical roles of the Group Harmonics certified instructor include:

- Serving as content expert within their own companies
- Keeping abreast of new developments and information to ensure their skills are up to date
- Conducting coaching sessions with individuals or small groups as needed
- Creating and interpreting group summary statistics for internal groups
- Maintaining active certification and continuing their learning from Group Harmonics
- Bringing expertise to their employers and teams

Other types of licensing arrangements are also possible, depending upon client need.

Individual Assessment and Coaching Packages

Making Improvements, One Person at a Time

Overview

Every team is made of people, and every person in the room makes a contribution (good or bad!). When attention is needed at the individual level, the Group Harmonics tools can be used as a platform to launch a discussion, a basis for a series of coaching sessions, or an exhaustive inventory of the current state.

Specific Applications

Possible uses of individual assessment and/or coaching packages include

- On-boarding: Bringing a new member into an existing team
- Capacity building: Increasing individual performance
- Role changing: Helping someone get productive (and comfortable) in a new role more quickly
- Leadership development: Assisting with the transition from doer to leader
- Issue resolution: Working at the individual level on a problem that impacts the group
- Career re-routing: Helping a person decide and define where he or she wants to go next

Objective information and self-knowledge are often the start of many productive conversations.