

WORKSHOP INFORMATION

Further information about our *Hire and Higher Coaching Workshops* can be found at our web site:

www.hulingsandassociates.com

To host a *Hire and Higher Coaching Workshop*, or to obtain current fee information, you can contact us in one of three ways:

Email: davidtraining@aol.com

Phone: (231) 865-1455

Address:

Hulings and Associates, L.L.C.
PO Box 244
Fruitport, MI 49415

About the presenters:

David Hulings has over 30 years experience in training, presenting and coaching organizational teams. His practical insight will provide common sense training with uncommon results.

Doug Palmer has an M.B.A. and a law degree. His practical experience in the world of H.R. combined with his extensive educational background gives him added insight as a presenter and coach.

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A workshop that coaches your management and leadership team on how to *HIRE* successful people and how to coach successful people upward to *HIGHER* success.

Sponsored by

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HIRE AND HIGHER COACHING

Organizational success is directly equivalent to the success of the organization's people. The sure way to coach your organization to higher success is to begin with successful people and to establish a sound coaching environment that enables and empowers them to continue their successful track.

The *Hire and Higher Coaching Workshop* is a one or two day training seminar where you learn the positive steps to hiring the best people and coaching them to reach peak performance in day to day productivity. Our presenters will provide you with both the theory and the practical aspects of how to hire and coach for success. You can see the topics and take-away-points of each workshop in this pamphlet or on-line at our web site under the *Hire and Higher Coaching Workshops* banner.

Hulings and Associates, L.L.C. has spent years developing teams and coaching them to fulfill their potential. Our goal is to provide you with the understanding and tools you can use and gather in an interactive workshop that will allow you to reach your own potential as a leader.

The best leaders are the best coaches. Our coaching staff will assure you leave with inspiration, application and gratification that the time you spent was not only worth the investment, but invaluable to your future leadership.

The *Hire and Higher Coaching Workshop* will enable you to focus on the balance between process improvement and product completion.

HIRE COACHING WORKSHOP

This portion of the workshop will be spent on covering the following areas of *Hiring Successful People*:

- ◆ **The Course in Hiring:** In this portion of our workshop we will soar above the hiring process for a snap shot of the big picture. From this vantage point we will view both the *starting point* and the *final destination*. Seeing the final destination will enable us to set the proper course ... plotting around the obstacles that try to sabotage our flight through the next stages of the process. Buckle up!
- ◆ **The Hiring Process:** This portion of our flight lowers to 30,000 feet and includes input, interaction and discussion on the importance of making good hiring decisions and how it affects future organizational productivity.
- ◆ **The Selection Process:** Our flight now lowers in altitude to get a closer look and provide specific tools you can take back to your work environment. Tools and resources made available for your success.
- ◆ **The Use of Assessments in Hiring:** We level off just above the process and discuss current assessments available and their practical implications for hiring.

Each participant will receive a *Hire and Higher Coaching Manual* containing handouts, backup material, resource tools and instructional/coaching forms. The MBTI® assessment will also be administered to each attendee who registers prior to the deadline date.

HIGHER COACHING WORKSHOP

This portion of the workshop will be spent on covering the following areas of coaching your people to *Higher Success*:

- ◆ **How do our personalities work in concert with our performance outcomes?** In this portion of our workshop we will introduce you to the Meyers-Briggs Type Indicator (MBTI®) and Type Theory. We will assist you in the coaching of your staff, enabling you to *talk* their specific *type* language. Communication is the key.
- ◆ **What are some specific areas that we can use as coaching strategies for our team members?** Building on Type Theory we will see how different *types* respond to motivation, goal setting, leadership and teamwork ... four areas fundamental to personal and group success.
- ◆ **What are basic elements to create a climate for success in the organization?** We will investigate four principles needed to create a positive environment for success, focusing on our agendas, our maturity level, our desire for solution orientation and our ability to recognize personal and collective achievement.