ROSE GROUP INTERNATIONAL
DRIVING YOUR ORGANIZATION FORWARD.

PROFESSIONAL DEVELOPMENT CATALOG

HELIX
BUILT FOR BUSINESS

rosegroupintl.com

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Additional Topics

This catalog represents a sampling of topics available for professional development with RGI consultants. RGI creates bespoke sessions, so even if a topic isn't listed here, one of our leadership experts can design it for you.

Common Read Programs

RGI also has curriculum for group book studies for various leadership texts. We frequently add to the list - let's talk about designing a book study to meet your leadership development objectives!

LEADERSHIP

Effective Leadership Styles

Effective leadership styles training is designed to help individuals understand and adopt various leadership approaches to maximize their impact within an organization. This type of training focuses on identifying different leadership styles, recognizing when and how to apply them, and developing the skills necessary to lead diverse teams effectively. It is crucial for current and aspiring leaders, managers, and supervisors across all industries.
The goal of Effective Leadership Style training is to enhance leadership effectiveness, develop greater team performance, help leaders become adaptable, improve communication and reduce conflict.

Session Length
8 hours

Format
Classroom
Virtual
Hybrid

Principles of Leadership

Leadership principles training is designed to impart foundational concepts and practices that underpin effective leadership. This training helps individuals understand core leadership principles and how to apply them to lead teams, drive organizational success, and foster a positive work environment. It is essential for current and aspiring leaders, managers, and supervisors across various industries.

Session Length
8 hours

Format
Classroom
Virtual
Hybrid

Goal Setting & Growth Mindset

Goal Setting and Growth Mindset training focuses on teaching individuals and teams how to establish clear, achievable goals and implement strategies for personal and professional development. This training helps participants understand the importance of goal setting, develop effective plans, and adopt a growth mindset to continuously improve and achieve their objectives. It is essential for professionals at all levels who aim to enhance their productivity and performance.

Session Length
4 hours/8 hours

Format
Classroom
Virtual
Hybrid

Adaptive Leadership Principles

Principles of Adaptive Leadership equip participants with the skills to lead through uncertainty, drive innovation, and foster resilience in their teams. Leaders will explore key concepts such as navigating complex challenges, engaging stakeholders, and balancing authority with flexibility. Participants will learn how to assess their leadership approach and adapt to diverse team dynamics. Interactive discussions and problem-solving exercises will provide practical strategies to cultivate a culture of adaptability, build trust, and enhance organizational effectiveness in ever-evolving environments.

Session Length
4 hours

Format
Classroom
Virtual
Hybrid

Strategic Thinking and Risk Assessment

Strategic Thinking and Risk Assessment training is designed to equip individuals with the skills necessary to analyze complex situations, anticipate future challenges, and make informed decisions. This type of training focuses on fostering a long-term vision, critical thinking, and the ability to identify and mitigate potential risks. It is essential for leaders, managers, and professionals who are involved in planning and decision-making processes.

Session Length
4 hours

Format
Classroom
Virtual
Hybrid

Our distinctive personality assessment, Helix®, takes a unique approach to personality assessment by delving into a person's chaos tolerance and their need for connection with others - on an individual basis and as part of a team identity. Using Helix Culture Types, leaders can also discover the best ways to lean-in to an individual's work preferences to magnify their impact and help their team work effectively together. Helix concepts help leaders understand how the team perceives each other and the organization and bridge the gap with individuals who might have different perspectives. With Helix, you gain the power to manage conflict, provide support, clarify misunderstandings, enhance team performance, and guide your team through change effectively. The Helix Assessment and Culture Types are founded on established research in the fields of psychology, sociology, and motivation, but they uniquely identify how a person prefers to work, based on a matrix measuring motivators of the team or the self and preference for order or chaos.

Introduction to Helix

This session is designed as an introductory exploration of the four Helix Culture Types and how they work together. Participants will complete the Helix Assessment and explore the resources on the Helix website and to help leverage their results in their professional and personal lives.

- Each participant will complete the Helix Assessment.
- This is a pre-requisite course to the rest of the Helix training series.

Session Length
1 hour

Format
Classroom
Virtual
Hybrid

Helix and Management

In this session, participants will focus on applying the Helix Culture Types to the way we lead and interact with our teams. By understanding the culture types of their team, a leader can more effectively leverage their preferences to accelerate progress toward their goals. In Helix and Management, leaders will explore specific ways to leverage the power of Helix in communication, negotiation, conflict management and delegation.

Session Length
6 hours

Format
Classroom
Virtual
Hybrid

Change Management with Helix

Change Management with Helix training is designed to equip individuals and organizations with the skills and knowledge necessary to effectively manage and navigate organizational change. This training focuses on using the Kurtz Change Transition Model (KCTM) to better understand the dynamics of change, implementing change initiatives, and ensuring that changes are adopted and sustained successfully. It is essential for leaders, managers, and change agents who are responsible for driving and supporting change within their organizations. KCTM brings predictability to the seemingly unpredictable world of change.

Session Length
4 hours

Format
Classroom
Virtual
Hybrid

CULTURE & LEADERSHIP

Building High-Five Cultures

Building a "High-Five Culture" in a workplace or community involves fostering an environment where recognition, appreciation, and positivity are central to daily interactions. It's about celebrating achievements, both big and small, and creating a supportive atmosphere where individuals feel valued and motivated. This culture typically encourages open communication, teamwork, and empathy among members, aiming to boost morale, productivity, and overall satisfaction. By promoting mutual respect and acknowledgment, organizations can cultivate a culture where success is shared and individuals feel empowered to contribute their best efforts.

Session Length
2 hours

Format
Classroom
Virtual
Hybrid

Motivational Leadership

Motivational Leadership training is designed to help leaders inspire and energize their teams, fostering an environment of enthusiasm, commitment, and high performance. The training focuses on developing the skills and attributes necessary to motivate others, build trust, and create a positive and productive workplace culture.
The goal of motivational leadership training is to transform leaders into inspirational figures who can drive their teams to achieve outstanding results, foster a culture of continuous improvement, and enhance overall organizational performance through motivated and engaged employees.

Session Length
4 hours/8 hours

Format
Classroom
Virtual
Hybrid

Team Management

Team Management training is designed to equip leaders and managers with the skills and strategies necessary to effectively lead and coordinate teams, fostering a collaborative and productive work environment. The training encompasses various aspects of leadership, communication, conflict resolution, and performance management, aiming to enhance team dynamics and achieve organizational goals.
The goal of team management training is to create skilled and confident leaders who can inspire their teams, manage challenges effectively, and drive the organization towards success through cohesive and motivated team efforts.

Session Length
4 hours

Format
Classroom
Virtual
Hybrid

Emotional Intelligence

Emotional Intelligence (EI) training focuses on developing the ability to understand, use, and manage emotions effectively in oneself and others. This training aims to enhance interpersonal skills, improve communication, and foster better relationships in both personal and professional settings. By cultivating emotional intelligence, individuals can improve their self-awareness, empathy, and resilience, leading to more effective leadership and teamwork.
The goal of emotional intelligence training is to help individuals enhance their emotional and social competencies, leading to better personal and professional relationships, improved performance, and a more positive and supportive work environment.

Session Length
4 hours

Format
Classroom
Virtual
Hybrid

Adaptive Leadership and Helix

This session explores Adaptive Leadership strategies and how they integrate with the Helix framework to enhance leadership effectiveness. Participants will learn to navigate complex challenges, foster collaboration, and develop problem-solving skills in dynamic environments. The Helix Assessment provides insights into individual and team behaviors, helping leaders tailor their approach to managing change, communication, and motivation. Through interactive exercises and case studies, attendees will build skills to lead with agility, drive organizational success, and strengthen team engagement.

Session Length

2 hours

Format

Classroom
Virtual
Hybrid

Perception of Self and Others

Perception of Self and Others training aims to enhance individuals' understanding of their own self-concept and how they perceive others. This training helps participants develop greater self-awareness, empathy, and interpersonal effectiveness. By exploring the dynamics of perception, individuals can improve their communication skills, build stronger relationships, and foster a more inclusive and supportive environment.

The goal of Perception of Self and Others training is to foster greater self-awareness, empathy, and interpersonal effectiveness. By understanding and improving how they perceive themselves and others, individuals can enhance their communication, build stronger relationships, and contribute to a more inclusive and supportive environment.

Session Length

2 hours

Format

Classroom
Virtual
Hybrid

The Mentor/Mentee Relationship

The Mentor/Mentee Relationship training is designed to establish and enhance effective mentorship programs by providing participants with the skills and understanding needed to build productive and supportive mentor-mentee relationships. This training focuses on fostering personal and professional growth, improving communication, and creating a structure for successful mentorship experiences.

The goal of Mentor/Mentee Relationship training is to equip both mentors and mentees with the knowledge and skills necessary to create effective, meaningful, and mutually beneficial mentorship experiences. By fostering strong mentorship relationships, organizations can enhance individual development, improve job satisfaction, and cultivate a culture of continuous learning and support.

Session Length

2 hours/4 hours

Format

Classroom
Virtual
Hybrid

Mastering Time Management

Mastering Time Management training focuses on teaching individuals and teams how to effectively manage their time to increase productivity, reduce stress, and achieve their goals. The training covers a range of techniques, tools, and strategies designed to help participants prioritize tasks, minimize distractions, and make the most of their available time.

The goal of Mastering Time Management training is to help participants develop the skills and habits necessary to manage their time more effectively, leading to greater efficiency, reduced stress, and improved work-life balance.

Session Length

2 hours

Format

Classroom
Virtual
Hybrid

COMMUNICATION

Interpersonal Communication

Interpersonal Communication training focuses on enhancing individuals' ability to communicate effectively in one-on-one and small group interactions. This training aims to improve verbal and non-verbal communication skills, foster better understanding, and build stronger relationships in both personal and professional settings. By developing these skills, participants can navigate conversations more effectively, resolve conflicts, and collaborate more efficiently. The goal of Interpersonal Communication training is to equip participants with the tools and techniques necessary to communicate more effectively, build stronger relationships, and enhance collaboration and understanding in both personal and professional contexts. By improving their communication skills, individuals can navigate interactions more successfully, reduce misunderstandings, and create a more positive and productive environment.

Session Length
2/4/8 hours

Format
Classroom
Virtual
Hybrid

Intercultural Communication

Intercultural Communication training is designed to enhance individuals' ability to interact effectively and respectfully with people from diverse cultural backgrounds. This training focuses on developing awareness, understanding, and skills necessary for successful communication across cultures. By learning to navigate cultural differences, participants can improve their interpersonal interactions, foster inclusive environments, and enhance global collaboration. The goal of Intercultural Communication training is to prepare participants to communicate more effectively and respectfully with people from various cultural backgrounds. By enhancing their intercultural competence, individuals can build stronger relationships, reduce misunderstandings, and create more inclusive and collaborative environments in both personal and professional settings.

Session Length
2 hours/4 hours

Format
Classroom
Virtual
Hybrid

Inclusion, Emotional Intelligence, and Intercultural Competence

Effective leadership requires the ability to foster inclusion, communicate across cultures, and navigate diverse team dynamics. This session connects emotional intelligence with inclusive leadership principles, helping leaders develop cultural awareness, empathy, and communication strategies that strengthen team cohesion. Participants will explore techniques for mitigating bias, adapting communication styles, and fostering an inclusive workplace that values diverse perspectives and experiences.

Session Length
2 hours/4 hours

Format
Classroom
Virtual
Hybrid

Intergenerational Communication

Effective communication is essential in today’s multigenerational workplace, where Baby Boomers, Gen X, Millennials, and Gen Z each bring distinct communication styles, preferences, and expectations. Explore how generational differences shape communication learn best practices for adapting messages, selecting the right communication channels, and navigating generational perspectives in team settings. Through interactive discussions and real-world examples, attendees will gain tools to enhance collaboration, reduce miscommunication, and create a more inclusive and connected workplace

Session Length
2 hours

Format
Classroom
Virtual
Hybrid

Conflict Management

Conflict Management training aims to equip individuals and teams with the skills and strategies necessary to effectively handle and resolve conflicts in the workplace or other settings. The training covers understanding the nature and sources of conflict, recognizing different conflict styles, and developing techniques for effective communication, negotiation, and problem-solving.
The goal of Conflict Management training is to create a more harmonious and productive environment by enabling individuals to handle disputes effectively, reduce tension, and foster positive working relationships.

Session Length
2 hours

Format
Classroom
Virtual
Hybrid

Nonverbal Communication

Nonverbal communication training focuses on enhancing the understanding and use of non-verbal cues to improve interpersonal interactions. This type of training covers various aspects, including body language, facial expressions, gestures, eye contact, posture, and tone of voice. It aims to develop skills that help individuals communicate more effectively, build rapport, and understand others' emotions and intentions beyond words.
The goal of nonverbal communication training is to improve interpersonal skills, increase confidence, enhance persuasion and influence, and build better relationships.

Session Length
2 hours/4 hours

Format
Classroom
Virtual
Hybrid

Difficult Conversations and Situations

Part of the role of leadership is to engage in conversations that may feel uncomfortable, like performance reviews, addressing employee concerns, communicating bad news, increasing buy-in, and all around managing a person that may be unhappy or disagree with your position or leadership style. Hard Conversations training focuses on developing the skills necessary to effectively navigate and manage difficult or uncomfortable discussions in the workplace or personal settings. This training aims to help individuals approach these conversations with confidence, empathy, and clarity, ultimately leading to better outcomes and healthier relationships. It is essential for professionals at all levels, especially those in leadership, management, and HR roles.

Session Length
2 hours

Format
Classroom
Virtual
Hybrid

Communication in Negotiation

Communication in Negotiation training focuses on developing the skills and strategies necessary to effectively convey and interpret messages during negotiation processes. This type of training aims to enhance participants' ability to achieve mutually beneficial outcomes by improving their communication techniques, understanding negotiation dynamics, and fostering collaborative relationships. It is essential for professionals involved in sales, procurement, conflict resolution, and any situation requiring negotiation.

Session Length
2 hours

Format
Classroom
Virtual
Hybrid

PROJECT MANAGEMENT

Project Management - Series

Project Management training is designed to provide individuals with the skills, tools, and techniques necessary to effectively plan, execute, and complete projects. This training covers the fundamentals of project management, including methodologies, best practices, and tools, enabling participants to manage projects efficiently and achieve desired outcomes. It is essential for project managers, team leaders, and professionals involved in managing projects across various industries

Session Length
6 hours/8 hours+

Format
Classroom
Virtual
Hybrid

Enterprise Program Management

Enterprise Program Management training focuses on equipping individuals and teams with the skills and knowledge necessary to oversee and coordinate multiple projects within an organization, aligning them with strategic business objectives. This training emphasizes the principles, practices, and tools needed to manage complex programs effectively, ensuring that they deliver value and contribute to organizational success. It is essential for program managers, senior leaders, and project management professionals working in large or multifaceted organizations.

Session Length
2 hours/4 hours

Format
Classroom
Virtual
Hybrid

Scope of Work Development

Scope of Work (SOW) Development training focuses on teaching individuals how to create comprehensive and effective Scope of Work documents that clearly define the deliverables, requirements, and boundaries of a project or contract. This training is crucial for project managers, contract administrators, and procurement professionals to ensure that projects are well-defined and executed according to agreed-upon terms.

Session Length
6 hours

Format
Classroom
Virtual
Hybrid

Contract Management

Contract Management training is designed to provide individuals with the skills and knowledge necessary to effectively oversee and manage contracts throughout their lifecycle. This training covers the processes of drafting, negotiating, executing, and monitoring contracts to ensure compliance, mitigate risks, and achieve desired outcomes. It is essential for contract managers, procurement professionals, legal advisors, and anyone involved in managing contracts within an organization.

Session Length
6 hours

Format
Classroom
Virtual
Hybrid

PROCESS MANAGEMENT

Process Evaluation

Process Evaluation training focuses on teaching individuals how to systematically assess the efficiency and effectiveness of a process, program, or project. This type of training equips participants with the tools and techniques needed to analyze processes, identify areas for improvement, and ensure that objectives are being met. It is crucial for professionals involved in program management, quality assurance, and organizational development. Process Evaluation training is valuable in a wide range of fields, including healthcare, education, business, government, and non-profit organizations. It is particularly beneficial for program managers, quality assurance professionals, evaluators, and anyone involved in the implementation and oversight of processes or projects.

Session Length
2 hours/4 hours

Format
Classroom
Virtual
Hybrid

Process Mapping

Process Mapping training equips individuals with the skills needed to visually represent and analyze the steps involved in a particular process. This type of training focuses on creating detailed diagrams that illustrate workflows, helping organizations identify inefficiencies, streamline operations, and improve overall performance. It is essential for professionals involved in process improvement, quality management, and business analysis. The benefits of Process Mapping training include enhanced process understanding, improved efficiency, better decision-making, increased collaboration, and continuous improvement.

Session Length
2 hours

Format
Classroom
Virtual
Hybrid

Process Improvement

Process Improvement training is designed to equip individuals and teams with the skills and methodologies necessary to enhance the efficiency, effectiveness, and quality of organizational processes. This type of training focuses on identifying, analyzing, and refining processes to achieve better outcomes and operational excellence. It is crucial for professionals involved in quality management, operations, and business analysis.

Session Length
2 hours

Format
Classroom
Virtual
Hybrid

Value Stream Mapping

Value Stream Mapping (VSM) training provides a comprehensive introduction to the technique of visualizing and analyzing the flow of materials and information required to bring a product or service from concept to customer. This training is designed to help individuals and teams understand and apply VSM to identify inefficiencies, eliminate waste, and enhance overall process performance. It is particularly valuable for professionals involved in process improvement, Lean initiatives, and operational excellence.

Session Length
2 hours

Format
Classroom
Virtual
Hybrid