

Developing Leaders



TRAINNOVATIONS

Consulting & Training

Moving Your Organization from Better to Brilliant!

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All Things Leadership

WHAT WE DO

In today's world of leading organizations, departments and teams of people to excellence, means Leadership with a capital "L"! Leaders must Inspire and motivate their employees even those not in the direct line of supervision. They must lead their organizations into the future, anticipate and respond to internal and external threats, pursue opportunities that range from money makers to risky bets, and handle crises quickly and assuredly.

WHY YOU NEED THIS!

Strong leadership fosters a shared vision, trust, and growth for the organization and its community.

GREAT LEADERS...

Mahatma Gandhi, Nelson Mandela, Winston Churchill, Martin Luther King Jr. George Washington, Mother Teresa, and Abraham Lincoln are among history's greatest leaders. They differ in personality, style, methodology, century and decade of their leadership. What they all have in common are traits, beliefs, and values they thought were so important, they were willing to battle in favor of them. They all had vision, walked the talk without wavering, and acted in accordance with the good of all, not self.

Leadership presence is cultivating focus, clarity, creativity, and compassion in the services of others. Leadership presence is a tangible quality. It requires full and complete nonjudgmental attention in the present moment.

Janice Murtano
Institute for Mindful Leadership

Leadership Academy for Executives and Directors

Building a Culture of Excellence

Learn skills to create a culture of excellence, needed to align your actions, behaviors, and values with high performance and improvement.

Conscious Leadership

Learn how to cultivate focus, clarity, creativity, and compassion in the service of others while maintaining "nonjudgmental" attention in the present moment.

Vision and Mission: Direct and Drive Your Organization

Learn how to utilize your Vision and Mission to provide direction, motivation and alignment for an organization and your community.

Values are Vital

An organization needs to define its values and priorities, which give direction and meaning to its work, team and customers. Learn how incorporating values helps you to create a positive culture.

Presenting to the Elected Officials

This workshop teaches you how to brief decision makers on the city's needs and influence their policy choices as a non-typical audience and city leaders.

Traininnovations brings longevity and innovation together. I have seen the evolution of their content and facilitation style, as the needs change in the industry. Trina and Myra keep a pulse on what is happening in the government sector so that they stay relevant, while maintaining a focus of moving organizations forward through strategic thinking and planning, training, and development.

Nicole Gasparri, CGFO, PHR
Director - Strategic Management & Professional Development
Clerk of the Circuit Court & Comptroller, Palm Beach County





HOW YOU GET THERE!

Today, supervisors and managers who were promoted because they have excellent technical skills may not be prepared for a supervisory atmosphere and circumstances of the modern local government. Managers need more than technical skills to lead a high performing team. They also need to foster a healthy work culture and adapt to changing circumstances.

Leadership Academy – From Manager to Leader

Foundations in Leading-Building Relationships

This course teaches leaders how to guide their team to achieve the organization's strategic goals by building relationships, solving problems, boosting self-esteem, and fostering trust, support and respect.

Clear and Compassionate Communication

This workshop teaches managers how to hold effective conversations with employees, even when they are uncomfortable. It covers open communication, clear and concise messages, listening skills, and non-verbal behaviors.

Alignment in Decision Making

This workshop teaches leaders how to prioritize what matters, find better options, and achieve better results with a step by step approach.

Intelligent Innovation

This session teaches leaders how to foster and assess innovation, which is both creative and useful for today's landscape.

Leadership Academy—Got Promoted, Now What? New Supervisor Skills

Setting Boundaries with Former Teammates

This workshop teaches new supervisors how to handle the challenges of becoming a boss and transition from a friend, with practical advice on communication, boundaries and expectations.

Focus on Behavior

This workshop teaches you how to have productive conversations with your team members about their performance and work habits, using a framework that helps you make decisions and involve them in problem-solving.

Conflict Resolution for Public Employees

This workshop teaches public employees how to handle and calm down conflicts with citizens who express their views through phones, social media and video. It also explains the role and responsibility of a public employee and how their response affects the public opinion.

Five Pillars of an Inclusive Workplace

This workshop teaches how to value different perspectives to create a workplace environment where employees feel comfortable coming to work to do their best.

CUSTOM SOLUTIONS

We offer tailored solutions for your specific needs instead of generic, “one size fits all” strategies. We work collaboratively with you to uncover and address challenges and opportunities facing you and your staff. We customize any program providing the greatest benefit to your team’s leadership skills development.

"Traininnovations has helped transform our management team from average to awesome with a clear path to becoming High Performing. Through thoughtful training exercises tailored to our needs, individual leadership skills have improved significantly. I especially appreciated the sessions on how to have authentic, honest dialogue and constructive conflict as a way to improve outcomes. It was not an easy or comfortable process, however, Trina, Myra and Melinda adroitly navigated the group through it. The result has been the tearing down of department silos and the significant reduction of ingrained negative behaviors and attitudes."

Michael Bornstein
Village Manager
Village of Palm Springs

ADDITIONAL TITLES

- Coaching for Performance
- Discipline – The Positive Path
- Evaluating Employees to Unlock Potential
- Giving and Receiving Feedback
- Conflict in the Internal World of Work

What it means to be your Partner

Partnering with Traininnovations is a relationship based on trust, respect, and mutual value.

- Imagine working in an engaging culture where everyone is motivated to excel and shares your principles and values.
- Imagine enjoying coming to work each day.
- Imagine a connection to a work environment where respect for others, tolerance and acceptance of diversity and experiences is the norm.
- Imagine a world of work where people find joy in what they do and like their colleagues.
- Imagine a community participating in productive discussions and healthy disagreements while treating each other with respect and dignity.

To partner with Traininnovations means to have a shared, common vision of organizational excellence in the service to our Florida communities. It means collaboration to affect positive changes in culture, strategy, and skills that impact our world of work and service delivery.



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