



CLEARWATER
CONSULTING

Course Catalog

2021



This Course Catalog includes the most popular, high impact off-the-shelf learning experiences we deliver. Our interactive virtual sessions are designed as independent modules that can also be combined to meet a variety of learning needs. Each course introduces practical concepts for participants to apply immediately in the flow of work. Customization and Train-the-Trainer options available.

To Get Started:

1. Determine the audience you want to engage
2. Identify key skills for development
3. Review virtual course offerings
4. Partner with Clearwater to determine the right course(s) and create a plan to meet your needs

Virtual Courses:

- DiSC: Effective Workplace Communication
- DiSC for Intact Teams
- 5 Behaviors of a Cohesive Team
- Feedback and Feedforward
- Develop Cultural Fluency with the Intercultural Development Inventory®
- Tackling Blind Spots
- Coaching Skills for Leaders

Here is what Clearwater clients are saying:

“I believe the virtual experience actually helped facilitate an informal environment, providing more open dialogue.”

“Fantastic job of adapting to a fully remote environment.”

“Appreciate your agility due to the pandemic and the pivot and adjustments you made.”

Course Title	Basic Description
<p>DiSC: Effective Workplace Communication</p> <p>Duration: 2 hours</p> <p>Investment: \$5,000, min 10/max 30, plus \$100 per participant per assessment</p>	<p>Improve workplace interactions, build stronger relationships, and communicate more effectively with clarity around individual preferences and tendencies based on the DiSC model. Included is a DiSC assessment, personalized report, and access to an interactive online portal to support sustained application and learning.</p> <p>Key focus areas:</p> <ul style="list-style-type: none"> • Enhance self-awareness • Adapt to different work styles • Strengthen communication • Improve collaboration • Build Influence <p>Audience: Individual Contributor, Manager, Manager of Managers (or blended)</p>
<p>DiSC for Intact Teams</p> <p>Duration: 3 hours with break or split over two days in 90-minute segments</p> <p>Investment: \$12,500, plus \$100 per participant per assessment, customization included</p>	<p>Applying basic DiSC principles, this course focuses on team communication, dynamics, and challenges. Team members gain a deeper understanding of the best way to approach, influence, provide feedback, and acknowledge each other. The result is a more engaged and collaborative team that can spark meaningful culture improvements.</p> <p>Key focus areas:</p> <ul style="list-style-type: none"> • Understand personal impact to others • Improve team cohesion • Strengthen engagement • Improve collaboration <p>Audience: All levels within an intact team</p>
<p>5 Behaviors of a Cohesive Team</p> <p>Prerequisite: <i>DiSC: Effective Workplace Communication or DiSC for Intact Teams</i></p> <p>Duration: Three 2-hour segments</p> <p>Investment: \$15,000, min 10/max 30</p>	<p>Every member of a team plays an important role in creating a team that works together to deliver shared results. Patrick Lencioni's 5 Behaviors of a Cohesive Team model introduces a simple but powerful framework that helps individuals, teams, and organizations achieve new levels of effective collaboration and teamwork.</p> <p>Key focus areas:</p> <ul style="list-style-type: none"> • Improve trust • Engage in healthy conflict • Build commitment • Strengthen accountability • Focus on achieving collective results <p>Audience: Individual Contributor, Manager, Manager of Managers (or blended) <i>Available for intact teams with customization</i></p>
<p>Feedback and Feedforward</p> <p>Duration: 2 hours</p> <p>Investment: \$5,000, min 10/max 30</p>	<p>Successful organizations recognize the value of seeking, receiving, and providing in-the-moment feedback to support the growth and development of employees at all levels. This course is designed to introduce participants to a practice that empowers individuals with skills on how to normalize feedback that is future focused, palatable, and developmental.</p> <p>Key focus areas:</p> <ul style="list-style-type: none"> • Seek, receive, and give effective feedback • Embrace growth opportunities • Own self-development • Support the development of others <p>Audience: Individual Contributor, Manager, Manager of Managers (or blended), and intact team</p>

Course Title	Basic Description
<p>Develop Cultural Fluency with the Intercultural Development Inventory®</p> <p>Duration: 2 hours</p> <p>Investment: \$7,500, min 10/max 30, plus \$400 per participant per assessment (includes a one-on-one debrief of individual results)</p>	<p>Intercultural competence is a key capability needed to effectively work across cultures and establish positive relations across cultural boundaries. Using the Intercultural Development Inventory® (IDI) assessment, participants explore their capability to shift perspective and appropriately adapt behavior to cultural differences and commonalities. An Individual Development Plan (IDP) is created for continued personal growth.</p> <p>Key focus areas:</p> <ul style="list-style-type: none"> • Develop intercultural competence • Enhance self-awareness of cultural identity and intention versus impact • Explore cultural differences and improve interaction • Build positive relations across cultural boundaries <p>Audience: Individual Contributor, Manager, Manager of Managers (or blended), and intact team</p>
<p>Tackling Blind Spots</p> <p>Duration: 3 hours with break or split over two days in 90-minute segments</p> <p>Investment: \$7,500, min 10/max 30</p>	<p>We all have blind spots. During this session, explore unconscious bias — how our implicit bias impacts our thinking, decisions, choices, and behavior. Participants will become more aware of their own biases, understand the role bias plays in decision making, and the potential impact. We will explore ways to interrupt unconscious bias with actionable personal commitments to self-manage for better outcomes.</p> <p>Key focus areas:</p> <ul style="list-style-type: none"> • Increase awareness of blind spots • Broaden perspective • Value diversity and difference • Postpone judgment • Improve decision making <p>Audience: Individual Contributor, Manager, Manager of Managers (or blended), and intact team</p>
<p>Coaching Skills for Leaders</p> <p>Duration: 3 hours with break or split over two days in 90-minute segments</p> <p>Investment: \$7,500, min 10/max 30</p>	<p>This highly interactive course is specifically designed for managers to practice key skills such as asking powerful questions and active listening. Participants will learn and apply the GROW model to have more productive coaching conversations that empower and inspire action.</p> <p>Key focus areas:</p> <ul style="list-style-type: none"> • Empower others • Develop people • Build accountability • Engage in powerful conversations <p>Audience: Managers at all levels</p>

Customization costs:

- \$2,500 for minor customization to course materials (e.g., editing terminology)
- \$5,000 and up for major customization to course materials (e.g., blending two courses into one course, building content from scratch, etc.).
- Train-the-Trainer option available for select courses

Are you ready?

Let's talk to determine the right course(s) to meet your needs.



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