

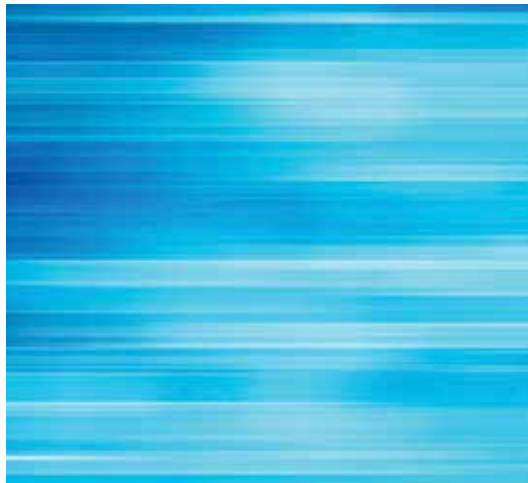
CALIPER | University



The fast track for employee development.



“For learning to be truly effective and have long-lasting results, it needs to build upon the potential of each individual. That is the only way to bring about real change.”





CALIPER | University



A Fast Track

for Success.

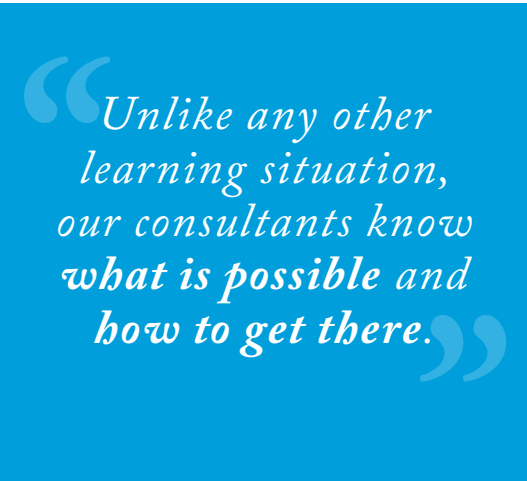
At Caliper, we understand potential.

For over a half-century, we have been the premiere talent assessment firm, helping companies around the world hire and develop top performers.

Our approach is powered by the *Caliper Profile*, our proprietary, in-depth personality assessment, which enables our consultants to tailor our learning approach so that it is customized to your unique situation.

In a workshop setting (*which can be either in person or virtual*), our consultants are able to combine the efficiency of team learning with the personalization of individual coaching – creating a real and sustainable impact.

Ultimately, everyone in the class comes away with a clear understanding of his or her unique potential and a learning plan that provides a roadmap for reaching their next destination – *fast-tracking the entire team to achieve your business goals.*



“Unlike any other learning situation, our consultants know what is possible and how to get there.”

*We have developed an approach to learning
that creates real results.*



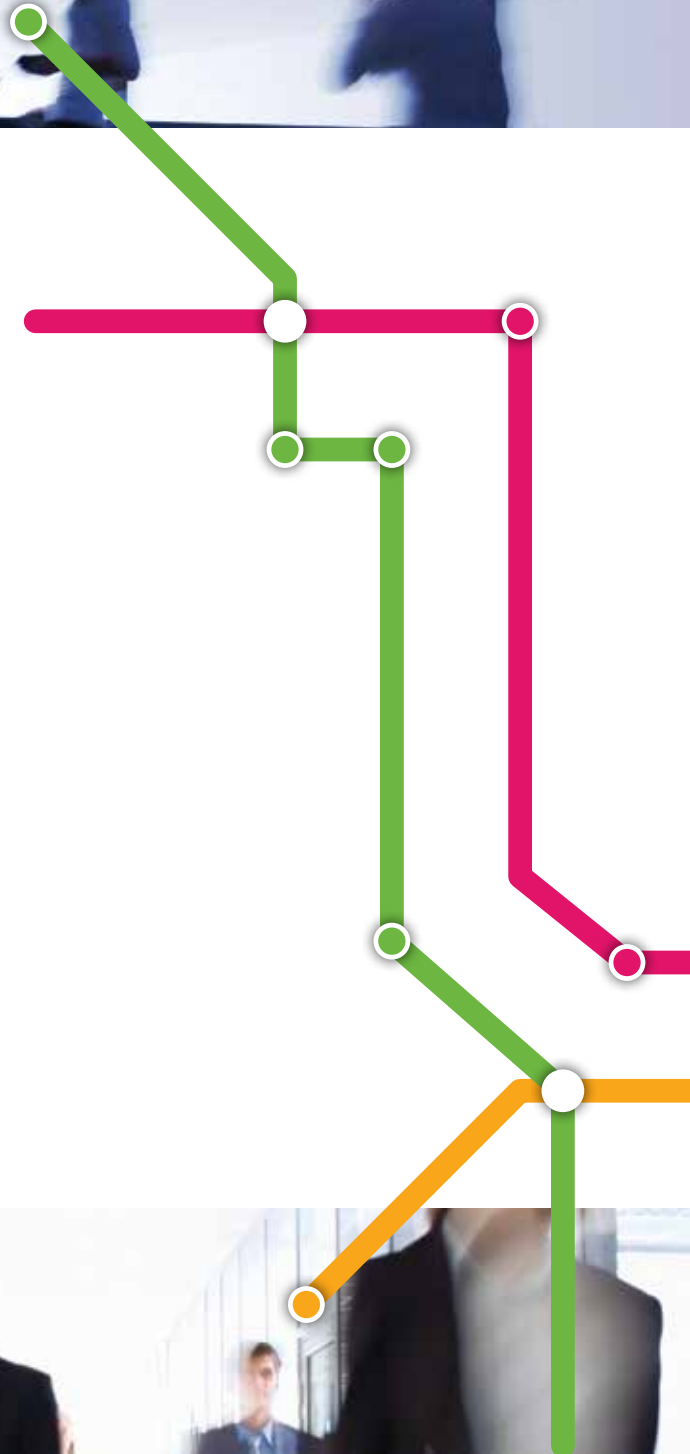
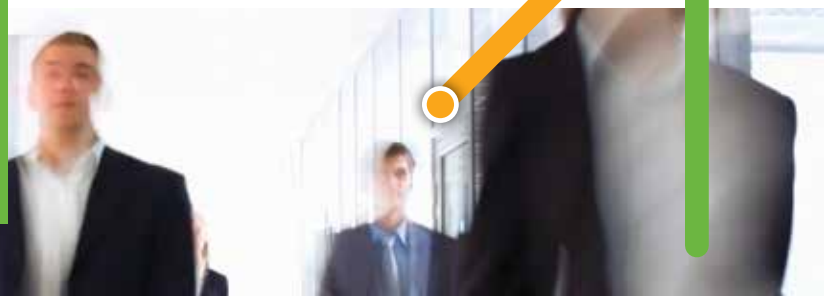
Leadership Path

Leading within an organization requires vision, authenticity, and the ability to collaborate and inspire. The Leadership Path of Caliper University is designed to enhance the capabilities of current leaders and support the development of new leaders so that your organization is better prepared to face challenges and recognize opportunities – for today and tomorrow.



Professional Development Path

Encouraging your employees' professional development creates engagement, loyalty, and success – for them and your company. The Professional Development Path of Caliper University offers courses to help individuals communicate more effectively, collaborate productively, and maximize their overall potential.



We start with a clear understanding of each individual's strengths, motivations, and developmental opportunities. And we end with your goals being achieved. In between, each participant becomes engaged in his or her own development and fully committed to achieving your team's objectives.

Our approach is engaging and interactive. Unlike any other learning approach, we have discovered a way that combines the best of both worlds – personalized learning in a workshop setting.

Regardless of how long individuals have been in their roles, they will all leave with important insights, tools, and resources to enhance their performance. Whatever your business objectives, Caliper University can be customized to meet your needs.



“Now you can accelerate the development of each of your employees.”



Management Path

Managers face unique challenges as they balance strategic direction with day-to-day oversight of their teams. The Management Path of Caliper University is designed to provide managers with the tools they need to communicate more effectively, improve their ability to make important decisions, and obtain all of the competencies needed to manage their team in the best way possible.



Sales Path

The best salespeople today create opportunities by being trusted advisors, identifying new possibilities for your company and your customers. The Sales Path of Caliper University is designed to enhance negotiation skills, resolve conflicts, and build relationships so that your sales team can work with their clients much more effectively, ultimately improving your bottom line.

Speed is combined with customization in a way that was never before possible.

Whether on-site or in a virtual setting, Caliper consultants will engage your team in a fully interactive workshop, including activities that are designed to reinforce learning and provide tools for retaining information.



90-Minute Webinars and *2-Hour Workshops* are designed to provide learners with key information and tangible next steps, all in an efficient time frame. Caliper consultants will provide opportunities for one-on-one interaction and deliver learning material in real time, around your schedule.

Half-Day and *Full-Day Workshops* are our most robust options for learning and offer a more in-depth approach to each course topic and more one-on-one interaction between learners and Caliper consultants.



90-Minute Webinars



2-Hour Workshops



Half-Day Workshops



Full-Day Workshops



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Courses and Learning Paths

Leadership Path

Management Path

Sales Path

Professional Development Path



	L	M	S	P
Building an Accountable Team	●			
Communicating to Achieve Results	●	●	●	●
Developing Caliper-Based Interviewing Skills	●	●		
Identifying & Improving Team Dynamics	●	●		
Improving Decision-Making Skills	●	●	●	●
Influencing Effectively	●	●	●	●
Leading a Team Through Change	●	●		
Leading Effective Meetings	●	●	●	
Managing Time and Priorities	●	●	●	●
Managing Virtual or Remote Teams	●	●		
Moving from Difficult to High-Impact Conversations	●	●	●	●
Negotiating for Maximum Outcome	●	●	●	●
Onboarding and Accelerating Performance of New Employees	●	●		
Recognizing the Role of the Leader	●	●	●	
Resolving Conflict Masterfully	●	●	●	●
Understanding Emotional Intelligence in the Workplace	●	●	●	●
Understanding Performance Management	●	●		
Understanding the Caliper Profile	●	●	●	●
Understanding the Leader as Coach	●	●	●	
Using Delegation as a Development Tool	●			
Using Reflective Inquiry as a Leadership Tool	●	●		

Building an Accountable Team

Key Concepts:

- Emphasizing the importance of accountability
- Employing methods of measurement and follow-up to foster accountability
- Building accountability into team dynamics for greater effectiveness and productivity

 90-min webinar  2-hr workshop

Communicating to Achieve Results

Key Concepts:

- Incorporating the personality styles of self and others into communication to enhance effectiveness
- Building collaborative interactions that emphasize trust and respect
- Eliminating roadblocks for effective communication in challenging situations

 90-min webinar  2-hr workshop

Developing Caliper-Based Interviewing Skills

Key Concepts:


- Creating and using behaviorally based questions in the interview process
- Establishing and achieving consistency
- Avoiding interviewing errors, ensuring legal compliance, and maintaining alignment with organizational culture

 90-min webinar  2-hr workshop

Identifying & Improving Team Dynamics

Key Concepts:

- Practicing techniques for identifying and improving self-awareness
- Understanding individual roles and attributes and how they define the personality of the team
- Identifying ways of moving to a higher level of effectiveness

 90-min webinar  2-hr workshop

Improving Decision-Making Skills

Key Concepts:

- Identifying stakeholders, their needs, and to what degree they should be involved in decisions
- Learning a rational decision-making process that fits the type of decision needed
- Involving a team, addressing resistance, and building ownership of decisions

 90-min webinar  2-hr workshop

Influencing Effectively

Key Concepts:

- Designing your communication message for optimal impact
- Understanding how your message is being received
- Increasing span of influence by adapting communication styles

 90-min webinar  2-hr workshop  1/2 day workshop

Leading a Team through Change

Key Concepts:

- Developing techniques and skills necessary to plan and execute business-aligned change management initiatives
- Reviewing change management “best practices” to drive a current organization change initiative to desired results
- Establishing individual action plans to develop skills for leading change
- Understanding how to assess organizational readiness to accept change

 90-min webinar  2-hr workshop

Leading Effective Meetings

Key Concepts:

- Establishing guidelines to determine the necessity, objective, and structure of planned meetings
- Creating an effective agenda
- Defining tools for improved decision making and conflict resolution
- Guiding the process through skillful facilitation

 90-min webinar  2-hr workshop

Managing Time and Priorities

Key Concepts:

- Developing a sustainable plan for addressing interruptions, accounting for others’ priorities, and achieving goals
- Prioritizing based on importance in the current schedule
- Setting goals that are consistent with leadership values and current relationships

 90-min webinar  2-hr workshop  1/2 day workshop

Managing Virtual or Remote Teams

Key Concepts:

- Discussing distinctions that differentiate face-to-face from virtual teams
- Identifying and overcoming the challenges of leading geographically dispersed teams
- Using technology to enhance collaboration, address conflict, and deliver results

 90-min webinar  2-hr workshop

Moving from Difficult to High-Impact Conversations

Key Concepts:


- Shifting the focus of difficult conversations for a win-win outcome
- Creating conversational safety and moving toward desired action
- Reframing information to achieve more positive outcomes

 90-min webinar  2-hr workshop  1/2 day workshop

Negotiating for Maximum Outcome

Key Concepts:


- Establishing skills to prepare for negotiating
- Identifying tangible and intangible motivators
- Creating alternatives in place of emotionally driven fixed positions
- Developing effective communication techniques to enable win-win negotiations

 90-min webinar  2-hr workshop

Onboarding and Accelerating Performance of New Employees

Key Concepts:

- Developing mutually understood work styles in order to work together more effectively
- Designing clear expectations for 30, 60, and 90-day milestones
- Creating measurable action plans that set new employees up for success

 90-min webinar  2-hr workshop

Recognizing the Role of the Leader

Key Concepts:

- Reviewing core leadership essentials and how they differ from management
- Defining leadership styles and knowing when and how to adapt styles
- Aligning leadership outcomes to the organization's goals, culture, and strategy

 90-min webinar  2-hr workshop

Resolving Conflict Masterfully

Key Concepts:

- Identifying sources of conflict and depressurizing conflict situations
- Using listening as a conflict-management tool
- Learning conflict resolution methods and techniques

 90-min webinar  2-hr workshop

Understanding Emotional Intelligence in the Workplace

Key Concepts:

- Perceiving emotions and the information they contain about self, others, and the environment
- Using emotions to facilitate thoughts and actions
- Creating, enhancing, or managing emotions to achieve positive outcomes

 2-hr workshop  1/2 day workshop

Understanding Performance Management

Key Concepts:

- Setting clear job expectations in line with the organization's culture and team objectives
- Developing techniques for giving regular performance feedback
- Establishing steps for improving team members' performance
- Learning techniques for rewarding and recognizing employees

 90-min webinar  2-hr workshop

Understanding the Caliper Profile

Key Concepts:

- Interpreting the Caliper Profile, including Caliper traits and combinations
- Leveraging strengths and mitigating challenges as discovered through the Profile
- Applying the information contained in the Caliper Profile for multiple purposes

 90-min webinar  2-hr workshop

Understanding the Leader as Coach

Key Concepts:

- Understanding how coaching differs from mentoring and performance feedback
- Learning how to have coaching conversations with team members
- Using contextual listening and questioning techniques to move employees toward solutions
- Bringing ownership and accountability to the action-planning process

 2-hr workshop  1/2 day workshop  full-day workshop

Using Delegation as a Development Tool

Key Concepts:

- Delegating the right task to the right person
- Understanding how to best support each employee, task, and environment
- Defining success and measuring progress

 90-min webinar  2-hr workshop

Using Reflective Inquiry as a Leadership Tool

Key Concepts:

- Discussing why 21st century leaders must know how to ask vs. tell
- Using powerful questions to build group dialogue and cohesiveness, generate innovative thinking, and identify potential pathways for solutions
- Transforming thinking, actions, and results through strategic and skillful questions

 90-min webinar  2-hr workshop

*We help people improve their performance
in real, measurable ways.*

If you are committed to the professional journey of your employees, **we should talk.**

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www.calipercorp.com/university