

Learning and Development:

Tailored Programming Aligned with Your Objectives

Parrish Partners serves customers by building trusted relationships and facilitating growth, transformation change, and unprecedented results. We offer a full range of products and services, including executive coaching, executive search, leadership and management training, technology and transaction services. Customize a flexible and scalable plan for your organization.

In this challenging time of global travel restrictions, limited "live" interpersonal group meeting size, and employee expectations for ongoing support, Parrish Partners has invested in designing and developing a curriculum designed to meet today's needs. Whether training in person or virtually, our clients have come to expect nothing short of world-class experiences aligned to corporate objectives.

Our development approach utilizes a unique, time-tested formula. Drawing from our team's global corporate experience, Fortune 500 tenure, and world-class education, we share practices, policies, and procedures that have proven to work in the most challenging business environment.

Our proprietary approach blends training, coaching, and consulting to produce superior results. Increased productivity, collaboration, engagement, and operational excellence are just a few of the results you can expect to see from investing in our programs. Our core courses drive organization performance and can be customized to address your specific organizational challenges. Whatever your development needs, we can customize a flexible and scalable plan for your organization.

***"In the end, we retain from our studies only that
which we practically apply."***



B.M.O.R.E.® Leadership:

Leaders are challenged more than ever to develop and grow beyond their current limitations. Being an effective leader effectively is the crucial prerequisite to leading others with excellence. B.M.O.R.E.® is a memorable and effective leadership model that is rooted in neuroscience and social intelligence. This workshop inspires and shifts leaders in new directions. This workshop encourages leaders to explore new leadership models and lead in new directions.

Change Readiness & Change Management:

Studies show that 75% of change initiatives fail. Those that succeed have many critical elements in common. What are these elements? How do we dramatically improve the odds of sustainable change? The essential ingredients are covered in this core class for creating positive, cost-effective, and sustainable growth at an organizational level.

Building Cultures of Commitment®:

One of our most effective breakthrough programs addresses today's most pressing issue: "Building Cultures of Commitment®: The Science Behind the Art of Leadership," In this engaging and timely course, the idea of creative obsolescence weaves through the program. Enterprises learn how to create an organizational culture that, if it existed previously, would put all competitors out of business.

Coaching Culture Design & Implementation:

A coaching culture enables the organization to accelerate learning and change. Learn the critical elements of a coaching culture and grow coaching skills that empower, engage, and excite the organization. Consciously creating a coaching culture is one of the most effective ways to enable organizational excellence.



Communicating with Excellence:

Communications serve as a foundation for culture and climate. Learn what mediums to use when, how to share information with different behavioral styles, tips, and tricks for more efficient communications, and when to slow down and make face-to-face communication a priority. Communication affects every corner of the organization, and getting the tone, tenor, and medium correct are essential to employee engagement and productivity.

Conflict Management:

Conflict is a natural and common occurrence in organizations. Studies estimate that we are in some level of conflict 75% of the time. Conflict can be debilitating for an individual, team, or organization, especially if it goes unresolved and leads to communication or teamwork breakdowns. Learn to navigate conflict and transform it into meaningful lessons that can make the workplace stronger and more resilient.

DISC for Hiring, Sales, and Teambuilding:

The DISC assessment is commonly used to increase self-awareness resulting in improved communications while building teamwork in organizations. DISC can be used at any level and in every team and organization to bridge communication gaps, build sales skills, assess candidate behavioral style fit for a job, and more. DISC is a classic business tool for all to know and leverage. Each class participant receives an individual DISC assessment.

Feedback & Performance Management:

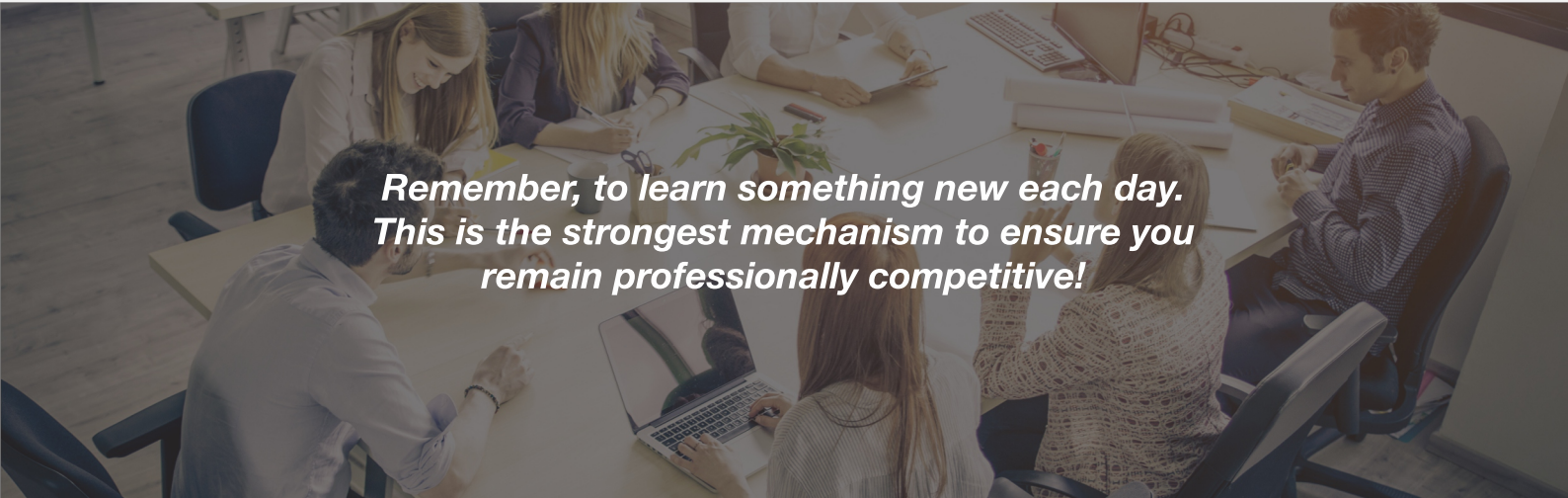
What is diversity? Why is it important? We explore critical questions by first creating a safe environment and then building upon it by inspiring curiosity. Making distinctions between diversity, inclusion, and belonging helps to solidify understanding of how to leverage each in creating an engaged and committed workforce.

Diversity, Inclusion, & Belonging:

What is diversity? Why is it important? We explore critical questions by first creating a safe environment and then building upon it by inspiring curiosity. Making distinctions between diversity, inclusion, and belonging helps to solidify understanding of how to leverage each in creating an engaged and committed workforce.

Emotional Intelligence (EQ):

Today's leaders are challenged more than ever to navigate volatility, uncertainty, change, and ambiguity (VUCA). Emotional intelligence can be and should be learned to maximize collaboration and productivity. This course enables leaders to measure their EQ and implement strategies to improve self-awareness, selfregulation, social awareness, social regulation, and even motivation. Each class participant receives an individual EQ assessment.



***Remember, to learn something new each day.
This is the strongest mechanism to ensure you
remain professionally competitive!***

Time, Energy, and Attitude Management (TEAMs):

Do your people report feeling overwhelmed and burned out? Learn simple and effective strategies and tools to manage "overwhelm" and stay focused on what matters most. This course tackles every leader's struggles from establishing smart goals to prioritizing, energizing, and choosing attitude, yet only a few master. Leave empowered and armed to make the most of every minute of the day.