



LINKED:HR CONSULTING

Our Consulting Services

We are passionate about engagement. We strongly believe that everyone has the right and the responsibility to feel valued and to offer strong contributions to their organizations and communities. We also believe that organizations must strive to develop a culture of engagement, promoting meaningfulness, psychological safety, a sense of fit, and the resources employees need to do their best work.

Training & Development

We design and facilitate customized training programs all over the world, especially in the areas of leadership development, employee engagement, diversity, and team building. While serious and content-rich, our programs are also lively and engaging, including memorable simulations and group discussions.

Keynote Speaking

Dr. Cris Wildermuth, SHRM-SCP, SPHR, Linked:HR's Community Chair, is available to speak at your event or conference. Her favorite topics are Conversity® (a connections-based approach to diversity and inclusion), employee engagement, and leadership ethics. Please visit the page <https://www.linkedhr.com/keynote-speaking.html> for additional topics

Consulting & Research

We can help you with consulting assignments involving data collection - for instance, Needs Analysis and Evaluation projects, employee engagement research, or personality validity studies for personnel selection (i.e., identification of personality traits connected to optimum fit to certain jobs).

Personality Diversity

Personality training can help optimize workplace relationships by giving people a neutral language to address differing strengths and tendencies. Such training can also increase the leader's ability to develop and influence his or her team. We have particular expertise in the Five Factor Model of personality, the most respected personality model among personality researchers and experts.

Select List of Training Programs

Slow Down: Leadership and Ethics

Ethical decisions may be trickier than we think. First, engaging leaders must demonstrate both fairness and compassion. Sometimes, these two critical demands clash. Second, leaders may feel closer to some employees than to others. Closeness tends to change the way we reason as we make ethical decisions. This workshop gives leaders the chance to consider their own moral dilemmas and draft a personal code of ethics. Participants gain clearer tools to make ethical decisions and a greater awareness of invisible ethical threats.

Objectives: Possible objectives include defining moral dilemmas, identifying workplace dilemmas, discussing the role of values in ethical decision-making, drafting a personal code of ethics, reviewing the "Circle of Ethics" model (an explanation of how and why our closeness to people involved in a dilemma impacts our thinking patterns and ultimate decisions), the role of personality, and a six-step moral decision-making model.

Five Factors of Strength: Personality and Leadership

Leaders operate in the "people business." It is vital that they understand the basics of human psychology and become aware of their own challenges and opportunities for success. Personality colors the lenses through which we see, judge, and relate to others. It gives us a special language – a language that only those who share key pieces of our personality puzzle can understand. Even though personality is often not excluded from diversity training initiatives, it is a highly significant, albeit invisible, source of bias and conflict in the workplace. This workshop introduces participants to personality diversity and helps them plan to incorporate this important topic in their diversity initiatives. It is also available for individual contributors and teams.

Objectives: Possible objectives include enhancing self-awareness; assessing the personality make-up of a team; connecting personality, competency development, and team members' comfort with specific tasks; optimizing team effectiveness; and tailoring the leaders' strategies to the team member's personality tendencies. A certification program allowing participants to purchase and use at work the Narrative Big Five assessment are also available.

Conversity®

Conversity® is an innovative approach to diversity development focusing on human connections. A key word summarizing our Conversity® solutions is effectiveness. Above all, we want our interventions to help you build strong and synergistic teams. When we develop Conversity® solutions, we work with human nature rather than against it. We recommend starting the process with a baseline assessment (the Intercultural Development Inventory or IDI®) exploring participants' current levels of intercultural comfort and providing individual coaching, as needed.

Objectives: Possible objectives include experiencing the challenges and opportunities of intercultural contact, exploring our own cultural programming, identifying connection points, and building an intercultural competency development plan.

The Meaningful Leader®

This program introduces leaders to key competencies related to employee engagement: building connections, developing others, and inspiring meaning. We recommend adding to the program personality and 180-degree competency assessments including engagement questions or combine it with an employee engagement survey.

Objectives: The program objectives depend on the time available. At a minimum, participants will define engagement, reflect on the importance of the phenomenon, and discuss the impact of leadership on employees' feelings of meaningfulness and psychological safety at work.

Notes: Most programs may be run as short keynote presentations or as longer (2-6 hour) workshops. The Meaningful Leader® may be taught in a series of web-based programs followed by online discussion sessions. Additional programs and assessments (for instance, assessments on engagement and personality, 360 assessments for leaders, and other tools) are available and described at <https://www.linkedhr.com/training.html>

For additional information, contact
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Dr. Cris Wildermuth

Dr. Cristina Wildermuth is Linked:HR's Community Chair. An experienced OD consultant and facilitator, Dr. Cris Wildermuth is an Associate Professor at Drake University, where she leads the Master of Science in Leadership Development and teaches courses in global leadership, change leadership, ethics, instructional design, and human resource development.

Dr. Wildermuth is fluent in English, Spanish, and Portuguese, and has facilitated leadership, team development, and intercultural relations programs in the United States, Latin America, and Europe.

Passionate about teaching, Dr. Wildermuth brings to her graduate classes the excitement and entrepreneurial spirit of "real world" OD consulting: Her students work on their own organizational change cases, develop practical instructional design and research projects for real clients, and engage in lively leadership and ethics simulations.

Dr. Wildermuth is the author of "Diversity Training," published by the national American Society for Training and Development (ASTD), has had articles published by various peer reviewed journals, and frequently speaks at national and international conferences. She has a strong expertise on the topics of employee engagement, the five factors of personality, and building leadership capacity. Her next projects include research on toxic leadership and "the moment of disengagement" and writing a book on The Meaningful Leader®

Blog: <https://www.linkedhr.com/drwildermuthblog>

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