Maximize your training dollars by joining the Washington County Business Partners Training Consortium.

Kirkwood Training & Outreach Services is partnering with Main Street Washington, Washington Economic Development Group and the Washington Chamber of Commerce to bring a collaborative, high quality, training opportunity to the Washington area.

By joining the Washington County Business Partners Consortium, you are able to:
- Maximize training dollars by bringing experienced trainers to Washington
- Network and share ideas with other participating local companies
- Provide flexible training for your employees

How do you become a partner? To join the consortium, you simply invest in a “season pass” for the 2015 training sessions. Your seats can be filled with different staff members based on the content of each individual training session.

Facilitators:
- Jay Bonefas, Production Manager at ESP International, 2013-14 Participant
- Jay Benefield, Production Manager at ESP International, 2013-14 Participant

Getting On the Same Page: Accountability Conversations

Accountability is a key part of any business. In this session you’ll learn how to define-and-explain the need for constructive feedback, how to examine the excuses we give for lack of accountability, and how to maintain a spirit of openness and mutual respect in accountability discussions. You’ll also take away an understanding of the difference between feedback and conflict discussions, examine techniques for giving and receiving constructive feedback, and learn to assist others in creating an accountable workplace.

Thursday, June 25, 2015, 1-5pm | Facilitator: Terry Whiteman

Attitude, Professionalism, and Ethics – The Mindset of a Leader

Today’s leader must be able to think forward, assess from multiple perspectives, and create the setting for others to do their best work. This session will examine the range of best practices leaders must engage in to be effective. Based on everyday people leader responsibilities, we’ll practice tools and techniques to help encourage leaders to make a positive difference in daily situations, even some of the most difficult situations. By the end of the session, you should be able to examine best leadership practices, assess various leadership situations and apply questioning techniques for results, compare and contrast a range of situations for daily ethical decision making, and apply a range of leadership tools and techniques immediately back on the job.

Wednesday, July 29, 2015, 1-5pm | Facilitator: Dr. Celia Pearson

Facebook and Blogging for Business

Facebook and blogging are two different entities of social media marketing, yet they can work together hand-in-hand if the content you put out is valuable, educational, and interesting. In this session you will learn the best practices for utilizing your Facebook page. You will be introduced to interacting and engaging with potential customers, as well as content marketing ideas to get you thinking out of the box. Having a blog is a great way to communicate with people who are or may be interested in what you do. You will explore the mechanics of blogging, the how-tos and tools to develop ideas on what to write, how to write it, and how to get people to read your blog. Finally, you’ll learn about combining your Facebook page and your blog to help you get the word out about your business.

Wednesday, August 26, 2015, 12-4pm | Facilitator: Shara Rahim

Communication and Fierce Conversations

During this interactive, hands-on session, we’ll explore the impact of our communication on our relationships, our teams, and our outcomes. You’ll learn how to listen better, hear more, build trust, and create powerful dialogue through what you say and what you don’t say. You’ll leave with a set of concrete, actionable tools to begin using immediately.

Wednesday, September 23, 2015, 1-5pm | Facilitator: Sarah Young

Team Building

Seventy percent of employees in the United States are disengaged at the workplace. Team building is a simple yet essential way to engage employees as it promotes productivity, increases motivation, aids in accountability, and inspires creativity. This interactive workshop will examine the five stages of team development and provide guidance on how to harness the strengths of each team member to build the best team possible. Participants will walk away with the understanding of how a team develops, suggestions for how to communicate and best use each member of a team, and ideas for how to motivate and foster team spirit. Participants will also leave with a number of resources to conduct their own team-building activities, many of which will be demonstrated during this workshop. Anyone who leads a team or is part of a team would benefit from this fun session.

Wednesday, October 28, 2015, 1-5pm | Facilitator: Allison Pau

Negotiating for Success

This interactive session presents a proven system for negotiating “win-win” results. This easy to understand system for negotiating is presented by an experienced negotiator who has used this method for many successful business arrangements. Learn why collaboration, rather than compromise, is the preferred result and what it means to focus on interests instead of positions. Hands-on exercises, practice scenarios, and class discussions will be used to illustrate the negotiation process.

Tuesday, November 10, 2015, 1-5pm | Facilitator: George Hollins

How to Become a Person of Influence

A “person of influence” is someone who wants to change the behavior of others for a desired purpose. You must be seen as a credible person that people are willing to look up to and respect in order to influence others. In this session, you will learn what the “be” characteristics are of an influential person. You will also learn the process of how to help others find their “pain” or “gaps” in their existing behaviors. Various forms of inputs and feedback processes will be reviewed. You will learn how to help someone learn what is important to them and start doing the things that will allow them to live the life they want. You will also learn how to motivate by applying social pressure through inclusion of other people’s influence, as well as creating incentives and accountability for making changes.

Wednesday, December 16, 2015, 1-5pm | Facilitator: KP Perven
Terry Whitson is an independent training and development consultant with over 25 years of experience in corporate training. She earned a Masters in Training and Development from Drake University and an undergraduate degree in business with a marketing emphasis from the University of Iowa. Terry has been an adjunct faculty member at Kirkwood Community College since 1988 and Mt. Mercy University since 2010. She has worked as a training manager and corporate trainer for several large companies. She also gained valuable insight into customer communications from her early work experience as a customer service manager.

Dr. Celina Peerman is a trainer and instructional designer specializing in organizational behavior and human resource management-related topics. Her experience includes senior leadership roles in profit and non-profit organizations. Her work in Southeast Asia and Canada further developed her strong international interests. For 20 years, Celina has facilitated discussions on workplace behavior for local, state and national audiences. Celina’s passion is for how people behave at work, the good, the bad and the worst. Her style has been described as dynamic noting the ability to draw in even the most resistant attendees through real life examples and humor.

Shuva Rahim has been teaching businesses in eastern Iowa and western Illinois about social media marketing and blogging since 2009. As an on-location photographer in the region, she has seen firsthand how using social media effectively as a marketing tool has heightened awareness about her art and generated business. Shuva is passionate about teaching other businesses the same principles she uses. Shuva has taught continuing education business classes on Facebook, Twitter, LinkedIn and blogging through the Eastern Iowa Community College District, and currently teaches many of those same courses through Kirkwood Community College in Iowa City and Cedar Rapids. She also has presented in several groups about social media marketing and was featured on the QuadCities TV show Paula Sands Live in 2012 about her social media classes. Shuva has taught several different project management courses as an independent trainer and as an adjunct faculty member at St. Ambrose University and the University of Iowa. George has served as the university business manager, the director for design and construction, and associate business manager for the University of Iowa. Before moving to Iowa City, George was the associate director for business and finance for the Iowa Board of Regents and city engineer for West Des Moines. He has undergraduate degrees in engineering and business and a Master of Organizational Leadership degree. He has earned a professional certificate in project management from North Carolina State University and project management professional certification from the Project Management Institute.

Sarah Young is the founder of Zing Coaching, a leadership-focused change management and coaching company. Sarah empowers teams and organizations to get to the heart of their leadership-related matters by facilitating fierce conversations, powerful retreats and workshops, and impactful trainings. Through her 1:1 coaching practice, she works with a select group of committed clients who are serious about living a purpose-driven, meaningful life. On the weekends, you’ll find her somewhere in nature, on a mini-road trip exploring somewhere new, or hanging out with her favorite two-legged and four-legged companions.

Dr. Allison Poss is a licensed psychologist who also has a doctorate in Interdisciplinary Leadership Studies. She researches how leaders influence the creative culture of teams and organizations. Allison is the founder of Axle Rev, LLC, a boutique organizational development firm that specializes in unlocking the creative potential of employees and cultivating an environment that amplifies innovation. Allison is passionate about generating fresh, new ideas. You can connect with Allison at www.axlerev.com or tweet her @AxleRev. She is always up for a cup of coffee and chatting about making the workplace more engaging and inspiring place.

George M. Hollins, P.E., PMP is president of On-Track, LLC, a Coralville based business consulting firm specializing in project management, leadership, and strategic planning. George has been responsible for the management of over a billion dollars in project value in his 30 year career. George has extensive experience in developing and implementing organizational strategic plans, physical master plans, and capital improvement programs. He has taught several different project management and leadership courses as an independent trainer and as an adjunct faculty member at St. Ambrose University and the University of Iowa. George has served as the university business manager, the director for design and construction, and associate business manager for the University of Iowa. Before moving to Iowa City, George was the associate director for business and finance for the Iowa Board of Regents and city engineer for West Des Moines. He has undergraduate degrees in engineering and business and a Master of Organizational Leadership degree. He has earned a professional certificate in project management from North Carolina State University and project management professional certification from the Project Management Institute.

KP Persaud has worked in a variety of businesses for 38 years, focusing on roles as general manager/president, entrepreneur and business coach for the past 26 years. KP has found success in growing business, increasing profits and cash flow, reducing capital investments, and developing leaders in business. KP has a BSE in Industrial Engineering from the University of Michigan, and a Bachelor of Laws from the University of the West Indies. KP is a Meyers Briggs Type Indicator certified trainer and a certified business coach. ActionCOACH KP views leadership as your ability to intentionally influence others in ways that lead to positive behavior change, getting you and your influenced closer to accomplishing your respective goals.

Sarah Sands is an independent training and development consultant specializing in organizational behavior and human resource management-related topics. Her experience includes senior leadership roles in profit and non-profit organizations. Her work in Southeast Asia and Canada further developed her strong international interests. For 20 years, Sarah has facilitated discussions on workplace behavior for local, state and national audiences. Sarah’s passion is for how people behave at work, the good, the bad and the worst. Her style has been described as dynamic noting the ability to draw in even the most resistant attendees through real life examples and humor.