



RED PEPPER CONSULTING & FOWLER TRAINING



Analysis • Safety Training • Development • Safety Audits • Leadership Assessment • Compliance

PERFORMANCE ANALYSIS

Performance Analysis is based on the science of Human Performance Technology (HPT). Consulting based on HPT is systematic, systemic, and grounded in scientifically derived theories and empirical evidence. Performance analysis is fast and results in solutions aligned with your organization, needs, and goals.

ONSITE CONSULTING/ SAFETY AUDITS

You may not know if your locations are safe or compliant. Perhaps you've seen an increase in accidents or injuries, or maybe you'd simply like to avoid surprises. We'll visit your locations and assess them with your concerns in mind. We'll document our findings and present recommendations and solutions.

SAFETY LEADERSHIP TRAINING SERIES

Your leaders are probably some of the best performers from each area of your organization. Unfortunately, good performance does not mean they've developed the skills necessary to lead a group to be high performers. That's why leadership training is so important. We offer leadership training that is tailored to industries where safety is a chief concern. Our Safety Leadership series builds on each seminar for continued development.

INDIVIDUAL ASSESSMENTS

Assessments form a baseline for development needs and future training. Assessments can be personality-based, knowledge-based, or behavioral (360).

- **Personality Assessments** serve two purposes – they form a behavioral self-portrait for further development, and they provide a baseline to improve skills. Assessments offered include Meyers Briggs, Thurstone Test of Mental Alertness, 16 PF (16 personality traits for personal growth plan), FIRO B, and DISC.
- **360 Assessments** form a snapshot of actual performance based on observed behaviors and show areas needing coaching. Assessments include EDGE 360 for Leaders, 360 for Leads, 360 for Sales Professionals, 360 for Executives, and 360 for Financials.
- **Knowledge Assessments** help to create the proper training target, because they show how much an individual knows about a particular area. Outcomes show areas needing formal training opportunities. Assessments include Knowledge for Leaders, Knowledge for Leads, Leatherman Leadership Questionnaire, Knowledge for Teams, Knowledge for Decision Makers (Basic and Advanced), Knowledge for Sales, and Knowledge for Financials.

CUSTOM DEVELOPMENT/ INSTRUCTIONAL DESIGN

Whether you need a custom seminar, course materials, or online learning or testing, we create materials based on your needs, performance analysis, assessment results, and performance goals using instructional systems design to ensure results.



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TRAINING COURSES

- **Introduction to Leadership** (2 days) –designed for employees moving into management. Participants receive the 16 PF Personality Questionnaire and the Thurstone Test of Mental Alertness to aid in the development of base line information for future hiring and development.
- **Leadership II** (3 days) – individual-level training offered in a group setting. Although the setting is “group training,” each participant receives individual attention and coaching. The course includes effective communication techniques, persuasion, decision making, development of assertive behavior, and vision-thinking based on role-plays, individual and group presentations, additional behavioral assessment through the use of the FIRO B and MBTI, and personal action planning.
- **Leadership III** (4 ½ days) - intense training with emphasis on one-on-one coaching. This seminar focuses on accountability and fine-tuning. Addresses problem solving, client-relations, goal-setting, interpersonal strengths, action planning, and performance analysis is some of what is addressed during this extended instruction.
- **Confined Space** – for Attendants and Entrants.
- **Fall Protection** – for Awareness, User (8 Hours), User (2 Days), and Competent Person (4 Day).
- **Rescue** – choose between or both From Heights or From Confined Spaces.
- **Management** – choose from Safety Leadership/ Personal Responsibility, Team Building, Interviewing Skills for Hiring Effective Employees, Effective Communication, or Intervention/Mentoring/Coaching.
- **Equipment Inspection Training** (4 hours) – awareness, maintenance record keeping, hard and soft inspection criteria, and quiz.
- Facilitated, video-based workshops that align with 360 and knowledge assessments:
 - **Adaptability & Innovation** – including conflict resolution and communicating.
 - **Coaching & Counseling**- presents three processes for coaching your employees.
 - **Communication Skills** – communicate for success and connecting in 90 seconds.
 - **Conflict Resolution** – includes conflict resolution and conflict strategies.
 - **Customer Service** – includes The Guest, Difficult Guest, Customer Discrimination, Service Essentials, Give Em a Pickle, and more.
 - **Diversity** – includes the respectful workplace and appreciating diversity.
 - **Harassment** – choice of several respect and harassment topics.
 - **Leadership & Management** – new supervisors, motivating and retaining employees, positive thinking, problem resolution, and others.
 - **Legal Issues** - how to give deposition testimony in variety of civil case types.
 - **Performance Management** – giving effective appraisals and written action plans.
 - **Workplace Violence** – managing high risk situations and preventing violence.
- **Performance Appraisals workshop** - designed to help participants understand and practice how to write goals and objectives that are aligned and effectively support their business unit and the company as a whole.