

Workshop Catalog

Effective Management & Leadership Development

The following workshops are designed for frontline and mid-level managers - the leaders closest to the work and often most underserved by traditional development programs. Workshops are facilitated by consultants who have led teams in Fortune 500 companies and have real-world corporate experience.

All workshops are designed to be delivered in 1.5 to 2.5 hours. Topics can be expanded for longer engagements or condensed into a 45-minute keynote format. Duration is always discussed and confirmed in advance.

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Performance Conversations: From Avoidance to Impact

Most managers avoid performance conversations - not because they don't care, but because nobody ever taught them how to have one. The result: Feedback that's so cushioned it never lands, or no conversation at all until the situation becomes a crisis.

This workshop starts where performance conversations actually begin: With clear, agreed-upon goals. Without them, feedback is arbitrary. With them, a performance conversation becomes what it should be - a straightforward, respectful discussion about impact.

By the end of the workshop, participants will be able to:

- Examine their current approach to goal setting and apply a clear framework that makes performance conversations fair and actionable
- Separate the person from the performance - and why that's an act of respect, not harshness
- Deliver direct, honest feedback that the other person truly hears
- Leave every performance conversation with clear next steps and shared accountability

Best suited for:

Frontline and mid-level managers who are responsible for team performance but haven't had formal training in how to have these conversations.

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Delegation & Empowerment: From Player to Leader

Many of the strongest individual contributors make the weakest first-time managers - not because they lack talent, but because the skills that made them successful are also the same ones that hold them back from leading. They know they can do the work better than anyone, so they hold onto it. Their team waits. Their own work piles up. And nobody grows.

This workshop addresses delegation at the root: The mindset shift from doing to leading. Getting work done through people isn't a compromise - it's the job.

By the end of the workshop, participants will be able to:

- Analyze their own tendencies as a former individual contributor and apply a leadership mindset that prioritizes getting work done through others
- Identify what's underneath their resistance to delegating - and how to move past it
- Learn the mechanics of a clean handoff: Context, clarity, and the right check-in cadence
- Reframe all three outcomes of delegation - success, same, or miss - as opportunities for team development

Best suited for:

Frontline and mid-level managers, particularly those promoted from high-performing individual contributor roles.

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Psychological Safety & Trust-Building: The Outcome of Great Management

“Psychological safety” is one of the most misunderstood concepts in the modern workplace. Some leaders overcorrect - creating environments so free of consequence that accountability disappears. Others dismiss it as corporate fluff. And some newer managers confuse it entirely with mental health support, making it the top priority above everything else.

Here’s the reality: Psychological safety isn’t a culture initiative you launch. It’s the outcome of doing the fundamentals of management well. This workshop cuts through the noise and gives managers a clear, practical definition - and the tools to build it intentionally, without tipping too far in either direction.

By the end of the workshop, participants will be able to:

- Distinguish between productive psychological safety and overcorrection - and diagnose where their team currently sits
- Apply specific techniques that encourage team members to speak up, take risks, and contribute fully - including tools borrowed from the world of improv
- Examine their own unconscious biases and demonstrate inclusive behaviors that make every team member feel respected and heard
- Connect the dots between clear goals, consistent feedback, and psychological safety as a natural outcome of good management

Best suited for:

Frontline and mid-level managers at all experience levels - whether they’ve never heard the term or think they already know what it means.

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The Manager's Toolkit: Feedback, Coaching, Mentoring & Sponsorship

Most managers give feedback the same way they were given feedback - inconsistently, uncomfortably, and usually only when something goes wrong. They confuse coaching with feedback, mentoring with coaching, and have never once thought about sponsorship. The result: A team that doesn't know where they stand, doesn't grow, and doesn't feel invested in.

This workshop gives managers a clear, practical framework for four distinct tools - and the confidence to use each one deliberately.

By the end of the workshop, participants will be able to:

- Distinguish between feedback, coaching, mentoring, and sponsorship - and select the right tool for the right situation
- Apply a repeatable framework for initiating difficult feedback conversations - including the "tricky" ones that most managers tend to avoid
- Demonstrate awareness of the body's natural reactions to feedback - both their own and their team members' - and manage those reactions in the moment
- Use coaching techniques that develop team members' problem-solving independence rather than creating dependency on the manager
- Differentiate between mentoring models - traditional, peer, reverse, and circle - and actively sponsor talent by advocating for them when they're not in the room

Best suited for:

Frontline and mid-level managers who give and receive feedback regularly but have never had a framework for doing it well.

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Time Management & Prioritization: Leading with Intention

When you become a manager, your work should look different. The doing that made you successful as an individual contributor is no longer the job - leading people is. And yet most managers default back to the comfort of doing, because it's familiar, it's measurable, and nobody taught them what the alternative looks like in practice.

Most time management training teaches people how to organize their tasks. That's useful - but it misses the real problem for managers. The issue isn't that managers don't know how to make a to-do list. It's that they never made a conscious decision about what their job actually is now.

By the end of the workshop, participants will be able to:

- Articulate how a manager's relationship with time must shift as they move from individual contributor to leader - and why defaulting to "doing" is the most common trap
- Audit their current use of time and identify where leadership activity is being crowded out by operational noise
- Build a planning practice that deliberately reserves time for people - individual development, team dynamics, and proactive communication
- Apply a prioritization framework that distinguishes between what is urgent, what is important, and what is neither - and make conscious choices accordingly
- Design a weekly rhythm that creates space for strategic thinking, not just task completion

Best suited for:

Frontline and mid-level managers - especially those who have recently moved into leadership roles or who manage other managers for the first time.

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Career Compass: Supporting Career Development - A Manager's Guide

Most managers want to support their team members' career growth. The problem is they don't know what that means in practice. So they either make vague promises they can't keep, give stretch assignments when the employee wanted a promotion, or avoid the conversation entirely because it feels like opening a door they can't close.

This workshop gives managers a clear, honest framework for career development conversations - one built on practical expectations, real coaching skills, and a working understanding of what their organization can feasibly offer. Not every employee will get the promotion they want, but a great manager knows how to have that conversation and still keep the person engaged and developing.

By the end of the workshop, participants will be able to:

- Apply the Skill/Will Matrix to assess each team member's capability and motivation - and match their leadership approach accordingly
- Distinguish between development, progression, advancement, and promotion - and explain why aligning on language early in a career conversation can make or break it
- Conduct a career development kick-off conversation using a structured approach that clarifies employee aspirations without making promises the organization can't keep
- Use coaching models to guide employees toward their own solutions rather than defaulting to directives
- Deliver specific, behaviorally grounded feedback using models that set employees up to develop - not just to comply

Best suited for:

Frontline and mid-level managers who have direct reports with career development expectations and want to handle those conversations with both candor and skill.

A companion workshop - Career Compass: Managing Your Career - addresses the same topic from the employee's perspective and is available as a separate offering.

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Career Compass: Managing Your Career - From Aspiration to Action

Most employees say they want to grow - but when someone asks them where they want to be in three years, they go blank. Not because they lack ambition, but because nobody ever taught them how to think about their own career deliberately. They wait for their manager to tell them what's next, or they assume "career development" means promotion and get frustrated when it doesn't happen fast enough.

This workshop hands the wheel back to the employee. Career development is not something that happens to you - it's something you drive. This session gives participants the tools to know where they are, decide where they want to go, close the gap between the two, and put a plan on paper that's specific enough to realistically follow.

By the end of the workshop, participants will be able to:

- Conduct an honest self-assessment of their current strengths, skills, values, and workplace tendencies - and articulate what kind of work energizes them
- Distinguish between ladder, lattice, and expansive career paths - and identify which type of growth aligns with who they are, not just what the org chart suggests
- Conduct a gap analysis that maps their current capabilities against the role or opportunity they're targeting
- Set SMART development goals that are specific enough to measure and ambitious enough to matter - not aspirations dressed up as plans
- Design a development plan that draws on all three sources of learning: On-the-job experience, relationships, and formal training - rather than defaulting to "take a course"

Best suited for:

Individual contributors and emerging leaders at any level who want to take real ownership of their career development - and be better prepared for career conversations with their manager.

A companion workshop - Career Compass: Supporting Career Development - addresses the same topic from the manager's perspective and is available as a separate offering.

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