BCG
BINION CONSULTING GROUP

CORPORATE TRAINING CATALOG

Leadership, Management and Professional Development
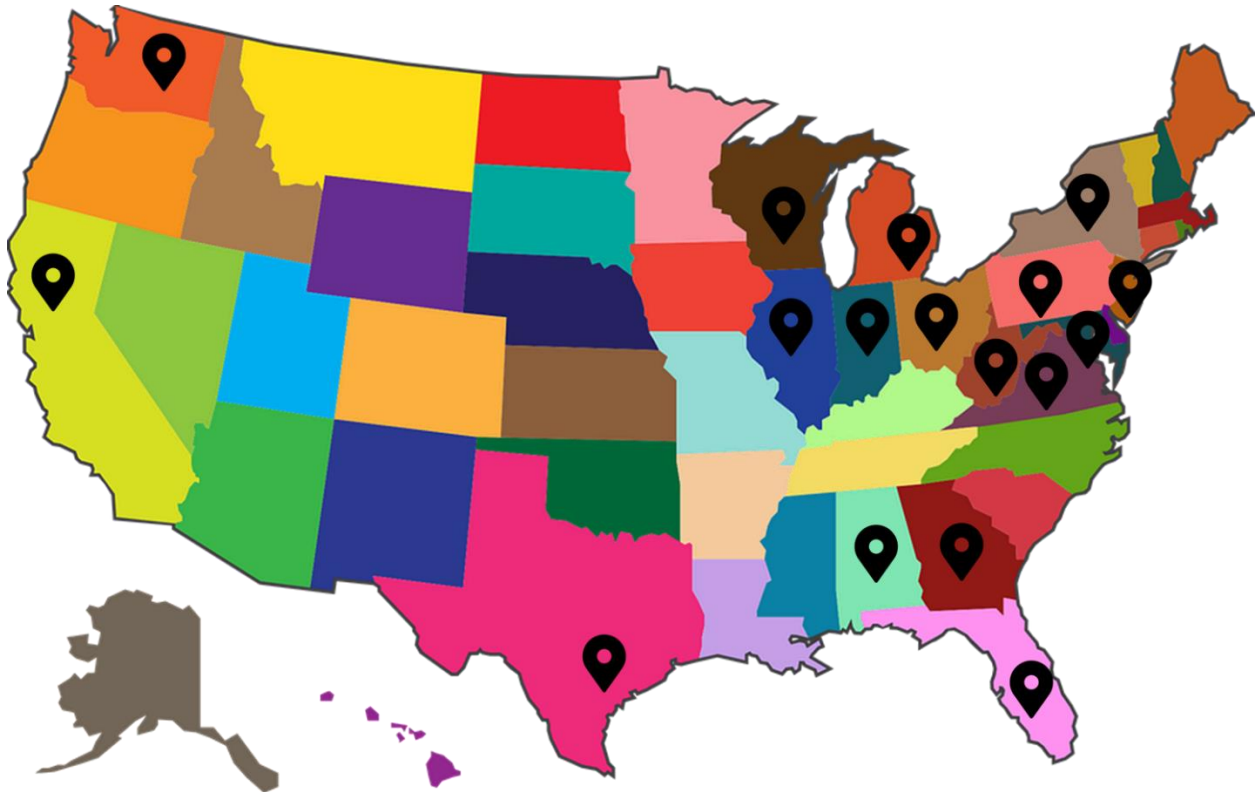
2024

Bcgexcel.com/training

INSIGHT

KNOWLEDGE

SKILLS

STRATEGY

LMA
LEADERSHIP MANAGEMENT APPLICATIONS

In-Person Workshop and Seminar Locations

Cities

Houston, TX	Providence, RI	Atlanta, GA
New York, NY	Seattle, WA	Baltimore, MD
Washington, DC	Tuscaloosa, AL	Orlando, FL
Rochester, NY	Sarasota, FL	Ft. Wayne, IN
Dayton, OH	Prichard, WV	Grand Rapids, MI
Mt. Laurel, NJ	Union, NJ	Silver Springs, MD
Flint, MI	South Bend, IN	Kansas City, KS
Dallas, TX	Chicago, IL	Sandy Springs, GA
San Jose, CA	Los Angeles, CA	San Diego, CA

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For the last 22 years, the Binion Consulting Group has helped leaders find solutions for many challenges in the workplace. We have helped develop policies, assisted in identifying top talent, helped to improve corporate cultures, and transformed average leaders into star performers. Our training workshops and seminars create a learning experience that gives leaders the tools needed to build high performing teams. We also give keys to unlocking hidden potential in leaders and managers. We allow professionals to interact and engage with their peers in person or online. Our primary goal is to provide the best knowledge and insight available to build teams of excellence.

Inside…

The world has changed.

No one knew the effects that a plague would have on the marketplace over the last four years. Values and standards of business leaders have changed. Priorities have changed. I spoke with an employee from the local state department who informed me their department will never return to the office.
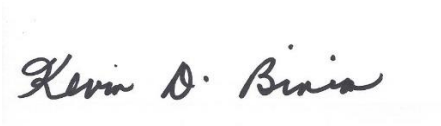
These changes have transformed businesses into a futuristic model many of us watched as children. The Jetson's cartoon of the 60's predicted innovations and conveniences we enjoy today. From the smart phone, video chat, robots, and self-driving cars, our world is rapidly moving toward a society dependent upon technology and artificial intelligence.

Businesses must retool leadership, management, and support teams to adapt to this new business world. This retooling involves creating a new culture driven by autonomous workers who prefer and demand employment on their terms. However, the basic principles of leadership and management needed for building successful corporations will not change.

Leaders must have vision. Managers must know how to delegate. Employees must know how to prioritize. Goals must be set to ensure profitability. These cornerstones of successful business must remain part of a corporate foundation and communicated regularly through the company mission, vision, and core values.

As we embrace this new way of doing business, the Binion Consulting Group remains committed to its business core, helping companies brand the business of excellence. We look forward to collaborating with your company and leadership to assist you in transitioning to a bigger, better, and brighter future.

Thank you for entrusting us with your corporate training needs.

Kevin D. Binion
President & CEO
The Binion Consulting Group

A Look at BCG Workshops

Our training modules will elevate your leadership, management, and professional development skills.

Focused Training Modules

The Binion Consulting Group offers three levels of training and development, strategy & leadership, talent acquisition & people, engagement & workplace culture. The Modules in each level strengthen understanding of leadership. Modules in each Level are interchangeable, tailored to company training needs. The descriptions in our catalog provide a brief overview of the module content. Each module lasts approximately one hour.

Once we meet with you, we will discuss a customized training program based on observations within your company structure and culture. We are committed to providing your company with solutions that work. We also want an ongoing business relationship with you and are certain we can satisfy your training needs.

BCG Training Workshops Will:

- Help your employees evaluate their professional skill competencies.
- Provide current and relevant information on workplace trends.
- Assist employees in understanding their roles and assignments within the company.
- Teach the importance of strategic partnership regarding the future of the workforce.

Services We Provide

Offsite/Onsite

Our in-person training workshops are conducted at corporate offices or collaborative locations throughout the country.

Live Online

Our live, online sessions are scheduled quarterly. Check our website for online training topics and dates. Our offsite and onsite workshops are also offered online.

STRATEGY & LEADERSHIP

Many corporations struggle to find talented people who understand the basic principles of leadership. This training provides leaders with the skills and tools they need to successfully capitalize on the events that shape their world, allowing them to become architects of the future within their area of responsibility. Leaders learn how to position their business (function, department, or team) by understanding their unique style that aligns with and supports the organization's mission and vision.

Today's ever-changing technologies call for upskilling on a regular basis. Training and development programs provide that opportunity. These efforts encourage innovation and a willingness to take risks to improve processes — with less need for supervision.

Build excellent teams by offering training in the following areas:

- Leadership tools and strategies
- Coaching and mentoring
- Building team and workplace culture
- Effective workplace communication
- Organizational design & effectiveness
- Building leadership support & buy-in
- Workforce planning & implementation

- Strategic goals & priorities
- Managing employee performance
- Communicating & measuring change
- Addressing implicit bias
- Having difficult conversations
- Giving effective feedback
- Creating a culture of resilience

Module Code	Module Title	Module Summary
11210	**The Foundation of Leadership**	Learn the basic principles of leadership, including the thirteen tests every leader must pass.
11212	**Crisis Management**	Understand the importance of creating solutions, not impacting problems.
11213	**The Employee Experience**	Learn how to value feedback from your key leaders to advance organizational strategy.
11215	**Releasing the Power of Trust**	Learn the difference between personality and character and its importance to leadership.
11216	**Your Leadership Culture**	Learn how to identify the broken areas of leadership and how to repair them.
11217	**Understanding Executive Leadership**	Understand the role of executive leadership, the qualities, and attributes now required for effective corporate growth.
11219	**Organizational Leadership**	Learn how to organize your company through its mission, vision, and core values.
11220	**Responsible Delegation**	Learn how to assign roles, responsibilities, and direction to your teams.
11221	**Strategic Leadership, Planning & Advantage**	Understand how to develop a strategic plan for long-term growth and advancement.
11222	**Managing Your Markets**	Know the factors that influence change and how to adapt to market variables.
11223	**Coaching, Mentoring, & Succession Planning**	Learn how to create a succession plan and realize the timing for implementation.
11235	**Communicating Strategy & Growth**	Learn how to effectively communicate future building and growth with your leadership.
11236	**Global Leadership**	Understand the importance of being a brand ambassador of your organization across countries and cultures.
11238 NEW	**AI and the Future of Leadership**	Understand how AI platforms such as ChatGBT are changing leadership dynamics.

Training Description:
Great leaders know how to apply principles and strategies for unique management situations. Each module of this training will equip leaders and managers to understand people on their teams and how to connect with them.

Training Objectives:
- Assess leadership capacity and competency.
- Understand leadership styles and their effectiveness.
- Understand the principles of leadership and management.
- Learn how to effectively communicate mission, vision, and purpose.
- Learn how to empower team members with leadership confidence.
- Understand how to effectively assign leadership roles and responsibilities.

Intended Audience:
Individuals in midlevel to senior-level positions involved in strategic planning and organizational development.

Knowledge:
Strategic planning & leadership

Competencies:
Basics of leading and managing leaders
Principles of communication
Assignment strategy
Leadership team building

Course Offering:
1 – Week In-person
2 – Day In-person
2 – Day Live Online

Pricing:
Individual: $1,095.00
Group: $945.00

Scan the QR code or go to www.bcgexcel.com/training

PEOPLE & TALENT ACQUISITION

The strength of any organization is its people. People want their contributions to an organization to be respected, appreciated, and valued. This training is designed to provide leaders with the framework needed to enable teams to thrive. Leaders will explore their roles in leadership as a visionary, designer, coach, coalition builder, and ambassador.

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55% of employees say they need additional training to perform better in their roles.

Source: SHRM & Talent LMS 2022 Workplace Learning & Development Trends Research Report

Build excellent teams by offering training in the following areas:

- How to become a professional employee
- Becoming an employee in demand
- Building better relationships with your supervision
- How to community orally and in writing
- Becoming a credible influence
- Critical thinking and decision-making
- Understanding the power of influence
- Learning and understanding authority

- Performance evaluation and reward
- Building your professional knowledge base
- Adjusting to new leadership
- Growing with your organization
- How to create team assignments
- Managing work-life balance
- Developing professional discipline
- Researching problems and asking for help

Module Code	Module Title	Module Summary
22121	**Building an Exceptional Customer Service Team**	Understand the relationship between the internal, external customer and company growth.
22122	**Talent Acquisition & Retention**	Learn how to identify and select the best talent for your organization.
22123	**Building Dynamic and Efficient Teams**	Learn how to identify department needs and assimilate high performing teams.
22722	**Leading and Managing People**	Learn the principles needed to manage people in their roles and assignments**. *Recommended for fist time managers and supervisors**.
22230	**Identifying and Solving Problems**	How to study the root causes of problems and how to implement the best solutions.
22231 NEW	**Finding Your Number 2**	Understand the key attributes of promotion and succession planning.
22232	**Evaluating Team Performance**	Learn how to develop an evaluation tool for performance metrics.
22338	**Leadership & Management Styles**	Learn the 10 styles of leadership and how to adapt to your team or organization.
22340	**Building Leadership Capacity**	Understand how to develop leaders of strength through emotional intelligence.
22021	**Accountable Leadership**	Understand the importance of transparency and accountability.
22025	**Business Strategy and Decision Making**	Learning how to think through critical business and decision-making processes.
22077	**Coaching & Mentoring**	Learn the role of an influencer and how to build character strength in your team.
22234	**Goal Setting and Reporting**	Learn how to set proactive goals for your team, report and track goals accurately.
22046	**Communicating with Credibility**	Learn communication methods and strategies to share information, thoughts, and ideas.
22052	**Coaching Up**	Learn how to motivate employees to be proactive in their assignments.

Training Description:
This program provides leaders with the skills needed to understand team behavior and group dynamics. Leaders will learn techniques for leading teams regardless of functional area, organizational level, geography, or industry.

Training Objectives:
- Understand effective communication processes.
- Learn how to lead, facilitate, and contribute to effective work groups and teams.
- Learn how to manage dispersed work groups (virtual teams).
- Create a shared vision and mobilize energy toward goal achievement.
- Learn how to manage organizational change and resistance to change.
- Understand the importance of goal setting, implementation, and follow up.

Intended Audience:
People leaders
People managers
People in new management roles
Individuals involved in implementation of workplace initiatives.

Knowledge:
Planning & development

Competencies:
Basics of leading and managing people
Team building dynamics
Acquisition and assignment strategy

Course Offering:
2 – Day In-person
2 – Day Live Online
1 – Day In-person
1 – Day Live Online

Pricing:
Individual: $895.00
Group: $695.00

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Scan the QR code or go to www.bcgexcel.com/training

ENGAGEMENT & WORKPLACE CULTURE

The purpose of any professional development training is to empower leaders to function effectively, competently, and influentially. Good training assists in organizing and synthesizing complex ideas into a tapestry of words and images. It aids in improving the visioning process, understanding the past, respecting the present, and exploring options to craft a clear future.

Effective engagement creates a better work culture, reduces staff turnover, increases productivity, builds better work and customer relationships, and impacts company profits.

Build excellent teams by offering training in the following areas:

- Avoiding distractions and maintaining focus
- Taking ownership of leadership roles
- Facing challenges with courage
- Confrontation without chaos
- Creating a team atmosphere
- Respecting people, beliefs, and values
- Diversity, equity, and inclusion (DE&I)
- Communicating boundaries

- Effective presentations and delivery
- Understanding policy and procedure
- Aligning business operations
- Planning your career path.
- Managing change
- Empathy in the workplace
- Conflict resolution
- Professionalism in the workplace

Module Code	Module Title	Module Description
46774	**Knowing Your Organization**	Understanding the purpose of your business and how to align yourself with its mission.
46775	**Strategy & Management**	Evaluate your leadership skills and learn how to become a strategic partner in your organization.
46783	**Critical Thinking & Conflict Resolution**	Learn how to properly assess work dilemmas and create the correct solutions.
46784	**Business Professionalism**	Learn how to be a professional in the workplace and build business relationships.
46799	**Time Management & Project Planning**	Understand the key objectives in project planning, design, implementation, and completion.
46235	**Negotiation Strategy**	Learn the tools of negotiation, winning bids, and remaining competitive with suppliers and customers.
46011	**Professional Presentations**	Learn how to create effective PowerPoint presentations for leadership and groups.
46034	**Employee Relations**	Learn the tools for becoming a team player with valuable assets to your company.
46044	**Balancing Life and Work**	Learn how to manage stress while managing family and work commitments.
46082	**Becoming a Leader of Influence**	Learn principles and concepts of influence and how to bring a positive impact to others.
46084	**Managing Change**	Learn how to cope with corporate change and adapt to new environments.
46113 NEW	**Organizational Development**	Learn how to understand talent gaps, organizational structure, and business models.
46203	**Essentials of Human Interaction**	Learn how to properly engage and relate with people of all backgrounds.
46244	**A Team of One**	Learn how to remain efficient and productive in remote office settings.
46335	**Preparing for Promotion**	Learn how to score high on performance evaluations leading to advancement.

Training Description:
This program targets five key areas of professional development; focus, prioritizing, planning, inspiring, and delegating. Leaders will become aware of challenges facing the internal and external customer, develop resilience to overcome such challenges, and develop confidence in meeting expectations and achieving goals.

Training Objectives:
- Learn the value of systems thinking as an essential practice for leaders.
- Discover how assumptions and beliefs (mental models) play a significant role in what we see, hear, and how this affects organizational systems.
- Learn how to create inspirational work environments and to overcome structural barriers to achieve results.
- Learn to write an outcome-based strategy for your team that is aligned with your organization.
- Learn what is required when complexity increases, external conditions shift, and systems/structures do not support company mission and vision.

Intended Audience:
Decision-makers
People leaders
People managers
Strategic leaders

Knowledge:
Management
Organization
People

Competencies:
Business knowledge
Business organization
Professional development

Course Offering:
1 – Day In-person
1 – Day Live Online

Pricing:
Individual: $795.00
Group: $695.00

Scan the QR code or go to www.bcgexcel.com/training

Build high-performing teams and skilled leadership professionals through our training and materials designed with our **Leadership Management Applications.**

In today's dynamic and competitive world, it's the **confidence** that enables us to showcase our strengths, what we are good at and what helps us stand out in a sea of individuals sharing the same passion.

The Binion Consulting Group provides excellent content. Our LMAs are designed to assist leaders and managers in the following areas:

Effective Communication

Employee Engagement

Organizational Analysis

Team Building & Equipping

Give your leadership the tools they need to excel confidently and successfully.

Learn more at bcgexcel.com

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Are your employees filling gaps or creating them?

The pace of employee turnover is forecast to be **50–75% higher** than companies have experienced previously. The issue is compounded by it taking **18% longer** to fill roles than pre-pandemic.

Harvard Business Review

Providing training support for your employees does the following for your organization:

- Builds competence and confidence needed to add stability to teams.
- Increases sustainability and improves the flow of processes and procedures.
- Increases retention and assists in securing top talent.
- Improves morale, inspires teamwork, and positive work relationships.
- Builds the knowledge base and expands knowledge sharing.
- Fosters innovation and creates a stronger brand.
- Increases employee performance, boosts motivation and engagement.

Top workplaces are companies with the best training programs. They outshine the competition, leading with people-first cultures. Training eliminates skill gaps, teaches new technologies, and helps employees become product experts. Training has a positive impact on performance, innovation, and customer service.

How to Register for a Workshop or Seminar:

1. Review the catalog and determine which modules are desired for your team. Group discounts for multiple workshops are available.

2. Scan the QR Code to go to the website page for additional information on workshop registration.

3. Review the workshops and determine if you want in person or live online training.

If you need additional information or wish to speak to someone on our customer experience team, call (313) 368-0240 or visit www.bcgexcel.com.

Engaging our Company

The Binion Consulting Group provides training for our clients in many geographical locations. Our fees are competitive with the top training consulting firms. We are flexible and will work with our clients based on their training needs and budgets. If you would like a detailed Module description or proposal, we will send you an overview with a summary of the training content.

Scan the QR Code or learn more at bcgexcel.com/contact.

Corporate Discounts

The Binion Consulting Group offers enterprise solutions plans for your team members. We will create a workplace training program for your company to help support your organizational goals. If you have a training budget, we will customize training to meet your needs and provide you the professional development solutions you desire.

Scan the QR code or learn more at bcgexcel.com.

Recommended Training Programs

The following training programs are suggested modules to be implemented in professional development for the training year.

STRATEGY & LEADERSHIP

11210, The Foundation of Leadership
11215, Releasing the Power of Trust
11216, Rebuilding Your Corporate Culture
11219, Organizational Leadership
11238, Ai and the Future of Leadership

TALENT ACQUISITION & PEOPLE

22121, Diversity, Equity and inclusion
48772, Leading and Managing People
22231, Business Communication
22232, Evaluative Team Performance
36021, Developing a Collaborative Mindset
46779, Finding Your Number 2

ENGAGEMENT & WORKPLACE CULTURE

46774, Knowing Your Organization
46783, Critical Thinking and Problem Solving
46778, Business Writing
46799, Time Management & Project Planning
46203, Essentials of Human Interaction

PROFESSIONAL DEVELOPMENT

SP – True Colors Personality Assessment
36044, Balancing Life and Work
11222, Change Management
22338, Leadership and Management Styles
22344, Goal Setting and Reporting
46800, Management and Accountability

Scan the QR code or visit bcgexcel/training.

Need Something Else?

Call our office and speak to one of our training experts to help you customize your training needs and provide solutions to help your employees grow and mature as professionals.

Have your training experiences given you the outcomes you desire?

Does your team learn better in person, interacting with fellow employees and peers? Do your team members enjoy the flexibility of live online virtual programs in the convenience of their home or other location?

The Binion Consulting Group will provide the solutions you need to address the topics most relevant to your business or industry. We will accommodate your team with flexible scheduling and programming that meets your needs. Call us today and let's plan a successful training program for 2024 and beyond!

Become a Powerful and Proficient Professional
Bcgexcel.com