COURSE CATALOG

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We've spent the last two decades developing leaders and building highly engaged, high-performing teams within various industries from academia to fast-growing start-ups to established Fortune 500 companies.

The Mars Hill Group partners with organizational leaders to discover pathways to higher achievement and greater organizational impact. Our clients understand that their people are their greatest asset, and investing in that asset always results in better long-term performance. Whether through one on one coaching, team development or company-wide culture development, our focus is on building leadership competencies, team skills, and organizational behaviors that drive business results.

And we can help you do the same.

Leadership

Leadership Development
Leadership development is one of the most critical components to a thriving company culture. Developing the talent that exists within an organization is the key to retention and workforce planning. The Mars Hill Group offers an array of leadership development programs. These programs are customized to our clients' individual workforces and cultures. From new leader bootcamp to executive and board training programs, we'll develop a leadership development framework to fit your needs. Please contact for more information.

Coaching for Peak Performance
Coaching is a necessary skill for effective leadership. Through coaching, leaders can have a powerful, positive impact on their team's performance, engagement, and development. Participants will learn: the role of a coach in employee development, the skill of asking powerful questions for empowerment and self-discovery, how to provide support for team members to achieve peak performance. 4 hours

Building a High Performance Team
Hiring the right people is essential to any team's success. Learn how to avoid common biases during the interview process and hire top talent that will help achieve team objectives. This session will help participants hire with confidence, know what to look for in potential new hires, learn behavior based interview strategies, and interview structure tips to ensure consistency and objectivity. 2 hours

Closing Top Talent
In today's job market, knowing how to sell your organization to new hires is more important than ever before. Now that you've identified the right hire, how do you close them? This course will help strengthen your closing skills to land the best candidates, understand compensation philosophy and value proposition, how to navigate counter offers, and how to ensure your candidates stay enthusiastic throughout the hiring process. 2 hours

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Leadership

Change Management
The primary goal of change management is to successfully implement change while minimizing negative outcomes. Effective change management starts with the understanding that change is stressful for employees. It goes beyond project management and technical tasks and helps employees transition successfully. Participants will learn how to create change readiness, identify barriers to change, how to model the way, and how to navigate resistance. 2 hours

Giving and Receiving Feedback
No matter which end of the feedback continuum we're on, it can feel difficult. Learning how to effective give feedback and receive is an invaluable life skill that can benefit us in our work and personal relationships. Participants will learn the basics of planning a feedback session, how to ask for genuine feedback (and receive it), and how to leverage feedback to improve performance. 2 hours

Leading with Empathy
Today's leaders inspire, motivate, influence, and build high performance teams. Research suggests that empathy is the most critical leadership skill. Some people are naturally empathetic while others have to learn this vital skill. Empathy speaks to how we connect with others. Participants will learn the power of empathy and its role in successful leadership, how empathy builds psychological safety, and how to effectively practice empathy as a leader. 2 hours.

Teamwork

The Five Behaviors of a Cohesive Team
Building a team that is functional and cohesive requires courage and discipline. Learn how to identify and avoid common team dysfunctions, how to create trust, identify and understand healthy vs unhealthy conflict (and why health conflict is necessary), and how to create buy-in to get winning results. 4 hours

DiSC Profiles
DiSC is designed to help team members discover their strengths and bring awareness to the way personality impacts behavior. Participants will receive individual personality profile reports based on a their personal assessments. This course helps participants understand how they work and how their team members work. This knowledge provides a framework for more effective communication in our professional (and personal) relationships. 2-4 hours

Strengthfinders
Utilizing Gallup's Strengthfinders tool participants will receive personalized personality reports based on their individual assessments. This report will reveal each participants unique traits, enabling them to apply their strengths in all areas of their lives, and leverage them for greater success in and out of the workplace. As a team, this can lead to improved communication, synergy, and exceptional performance outcomes. 2-4 hours

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Communication

Foundations of Communication
Effective communication is a foundational skill that is overlooked by many. Having good listening skills can come natural to some, but in most cases it's a skill that needs to be cultivated. Great communication skills lead to stronger relationships, greater satisfaction, more productivity with fewer mistakes, and increased understanding. This course focuses on strategies to minimize misunderstandings, how to identify and correct bad listening habits, and the dangers of making assumptions. 4 hours

Crucial Conversations
Backed by 30+ years of social science, the Crucial Conversation methodology is considered the gold standard in managing effective dialogue and working through disagreement to achieve positive outcomes. Participants will learn time-proven strategies for having effective dialogue with anyone about anything. Varies

Accountability Conversations
Accountability is not simply taking the blame when something goes wrong. It is about delivering on a commitment. Having responsibility for an outcome, rather than a set of tasks. Accountability means taking initiative with thoughtful, strategic follow-through. Participants will learn the principles of accountability, how to recognize when an accountability conversation is needed, and how to approach/execute this type of dialogue with optimal outcomes. 2 hours

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Productivity

Time Management
The concept of time management is about more than just managing our time, it's about managing ourselves in relation to time. This session will help participants rethink task management by learning skills that will enable them to attain goals. Learn to plan and prioritize activities, align daily activities to support near and long term goals, manage interruptions and delegate. 2-4 hours

Getting to Yes
We all negotiate every day, though few do it well. This session imparts a straightforward, universally applicable method for negotiating that will help reduce anxiety and sharpen negotiation skills. Participants will understand the principled negotiation approach to satisfy their interests and the interests of others, preserve and strengthen relationships during negotiations, and how to develop mutually beneficial agreements. 2-4 hours

Better Decision-making
We make thousands of decisions each day. These decisions have a wide range of value, impact, and importance. From everyday choices to strategic workplace decisions, effective decision-making is critical to achieving goals. Participants will learn the four methods of decision-making, and when to use them, understand the RAPID model for decision-making, and how to gain buy in and put decisions into action. 2 hours

Effective Meetings & Email Etiquette
Productivity starts with the basics. This course focuses on two things that can get in the way of productivity: meetings and email. Research shows that employees spend between 6-20 hours per week in meetings. However, meetings do not have to consume so much time. Participants will learn why we have meetings, how to optimize them, how to replace meetings with more time-effective methods, and proper email etiquette. 2 hours

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Other

Enhancing Emotional Intelligence
Emotional intelligence (EQ) is the ability to identify, use, understand, and manage emotions in positive ways to relieve stress, communicate effectively, empathize with others, overcome challenges, and defuse conflict. Emotional intelligence impacts the way we behave and interact with others. Participants will understand the connection between EQ and success, learn the 4 core skills of emotional intelligence and how to improve each area, and how to leverage EQ to improve personal and professional relationships. 2 hours

Workplace Stress & Burnout
Burnout is defined by WHO as "a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed." This language acknowledges that burnout is more than just an employee problem; it's an organizational problem that requires an organizational solution. Participants will learn how stress differs from burnout, what causes burnout and how to identify it in ourselves and others, strategies for mitigating stress and burnout, and how to respond to others who are struggling. 2 hours

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Diversity, Equity, & Inclusion

Inclusive Leadership (2 hours)

Companies increasingly rely on diverse, multidisciplinary teams that combine the collective capabilities of people of different genders, cultural heritages, races, generations, and abilities. Inclusive leaders cultivate an environment where all their employees feel welcomed, valued, respected, and heard. These leaders experience better engagement, retention and performance from their teams.

- Identify and foster an inclusive culture
- Types and dimensions of diversity
- Overcoming common workplace biases
- Improving cultural competency
- Emotionally intelligent coaching.

Building a Diverse & Inclusive Culture (2 hours)

This introductory training will establish a shared meaning and focus on foundational concepts and strategies to foster a more diverse, equitable, and inclusive culture.

- Foundations: diversity, equity, and inclusion awareness
- The why of DEI
- DEI strategies and initiatives
- How to foster a diverse and inclusive culture

Unconscious Bias Training (2 hours)

There are many different forms of bias, both conscious and unconscious. Research has shown that everyone has unconscious biases, it's the way our human brains process information. If left unchecked, these biases can have unintended consequences. This training assists individuals in the process of self-discovery, a foundational steppingstone toward building an inclusive culture.

- Learn several types of biases that are common to all
- Understand the impact of unconscious/implicit bias in the workplace
- Promote self-awareness in a safe, non-judgmental environment
- Identify actionable strategies to reduce our biases and their potentially harmful effects on the organization and the customers you serve

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Diversity, Equity, & Inclusion

Courageous Conversations (2 hours)

Being able to comfortably engage each other and our teams is an important skill to cultivate. Many of us hesitate to have these conversations out of fear of offense. This session will offer strategies to help ensure these conversations are healthy and productive.

- Strategies for facilitating difficult conversations
- How to examine motives & intent
- Understand healthy conflict
- Foster productive relationships through dialogue

Antiracism (2 hours)

Creating a people-first workplace means understanding and dismantling barriers that exist for certain people groups. This training will define antiracism and unpack foundational strategies we can use to positively foster equality.

- Examine the spectrum of racism from personal to systemic
- Explore self-awareness strategies
- Identifying barriers to change
- How to leverage your influence for the good of all

Allyship (2 hours)

Allyship occurs when a person from a non-marginalized group actively re-evaluates their own thought patterns and seeks to operate in solidarity with marginalized people groups to advocate for equal rights and fair treatment. Allyship is not an identity, but rather a lifelong endeavor.

- Understand what an ally is
- Learn how to be an ally
- Distinguish the types of allies
- Learn how to use your voice for good

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Diversity, Equity, & Inclusion

Inclusive Language (2 hours)

Words matter. Language has the ability to build relationships and forge connections, but equally it can form barriers, and even create wounds. Using inclusive language promotes a sense of belonging and allows us to connect with everyone in our audience. Studies show that when employees feel a sense of belonging at work, they're more likely to feel motivated and engaged, which results in higher performance, better retention and even increased customer satisfaction.

- How to communicate with respect
- Identify preconceptions and what to do with them
- How to trust intent and acknowledge impact
- The importance of safety and how to create it

Neurodiversity (2 hours)

The diversity of human brains and variation in how we process information is one of the keys to unlock understanding, relatability, and empathy. This understanding enhances teamwork and enables leaders to leverage and develop the strengths of their individual team members.

- to explore their own unique brain processes
- which diagnostic labels are typically considered neurodivergent
- how to leverage neurodiversity

Bystander Awareness (2 hours)

Bystander awareness and intervention is an important step in preventing harassment and discrimination, and promoting a respectful, inclusive work culture. While nearly all people express a desire to intervene in situations of harm, most are not confident in their skills to take action. This training will empower employees by providing tools they can use in and out of the office.

- Understand how bystander intervention can protect others
- Explore approaches for intervention (disrupting, supporting, confronting, and reporting)
- Understand how and when to get involved

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The efficacy of diversity initiatives relies upon ongoing programming to educate, inspire, and align employees. These micro learning sessions will help weave DEI into the organization's culture and values.

Inclusive Language
Words matter. Language has the ability to build relationships and forge connections, but equally it can form barriers, and even create wounds. Inclusive language avoids words that express biases toward groups of people. Using inclusive language promotes a sense of belonging and allows us to connect with everyone in our audience. Studies show that when employees feel a sense of belonging at work, they're more likely to feel motivated and engaged, which results in higher performance, better retention and even increased customer satisfaction.

Allyship
Allyship occurs when a person from a non-marginalized group actively re-evaluates their own thought patterns and seeks to operate in solidarity with marginalized people groups to advocate for equal rights and fair treatment. Allyship is not an identity, but rather a lifelong endeavor. Explore the different types of allies and how you can be one.

Microaggressions: How to avoid offense
Even those with the best intentions can offend and harm others. Find out what everyday verbal and non-verbal messages you're sending. Learn how to avoid trigger statements and topics and explore stereotype sensitivities.

Generational Diversity
We exist in a multigenerational workforce. Together we'll explore ways to build bridges of understanding between the five generations that make up our current workforce. In this session we'll explore the complexities of multigenerational teams and learn strategies for meeting goals together.

Examining Privilege
For many, the word "privilege" conjures up emotion. A privilege is simply a right or benefit enjoyed by a person who is a member of a particular group or identity. The term "white privilege" has been popularized, but what does it really mean? Together we'll explore what this term means and why it can sting, unpack the "invisible knapsack" for a peak into an unprivileged worldview, expand the concept of privilege beyond race, and learn how each of us can use our privilege for good.

Understanding Critical Race Theory
What is Critical Race Theory? It's a term that has been gaining popularity over the last few years and is even being welded as a political weapon in some arenas, yet few know what it actually is. This session will define CRT and explore what it is, and maybe more importantly, what it is not.

All Racism isn't Alike
What is racial identity? What's the difference between Individual, interpersonal, institutional, structural racism? This session will answer these questions and help participants develop an understanding of racism.

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Combating Stereotypes

Stereotypes impact us all. They are exaggerated mental pictures that we hold about members of a particular group. These beliefs do not take into account individual differences and are often not rooted in truth. In fact, when confronted with information that is contrary to our stereotypes, we tend to discard facts in favor of our own often erroneous beliefs. Join us as we explore types of stereotypes, how they're formed, how they harm, and how we can overcome them.

Understanding Gender Identity*

Join guest speaker, Nick, as he defines gender identity and related terminology and takes participants through the misconceptions around sexuality, transgender and non-binary people. Through the use of the "Genderbread Person" model. Participants will explore the difference between gender identity, gender expression, and anatomical sex. Q&A is encouraged.

Supporting Your LGBTQ+ Workforce (& clients)*

Join guest speaker, Nick, as he teaches us from a first person perspective, how we can support our LGBTQ+ employees (and clients). A healthy company culture relies on the psychological safety and well-being of the people who work and do business there. Learn terminology and misconceptions around the LGBTQ+ community. Learn how to defuse and eliminate inappropriate behavior, and how to create an atmosphere of accountability and allyship.

Transitioning in the Workplace*

Join guest speaker, Nick as he shares his transition story, and learn how we can best support those around us. Through Nick's storytelling style participants will hear how he came out to his boss and coworkers, and the challenges he faced as he transitioned from a gay woman to a man in the corporate setting. Before thinking, "we don't have anyone in our workplace who is transitioning or part of the LGBTQA+ community", please consider that the workplace is rarely the first to know. You may also have parents, siblings, or grandparents who need this training.

Mental Health in the Workplace

The typical workplace promotes physical health, many even offer fitness classes, gym discounts, and even health-based incentive programs, but when it comes to mental health: silence. Let's normalize talking about and promoting mental wellness in the workplace. Built on the premise that mental illness is not a weakness, but a challenge, this session will explore how mental health conversations can build understanding, empathy, and inclusivity. When we acknowledge our mental health, we understand ourselves better and become more authentic coworkers and leaders. This authenticity at work leads to increased performance, engagement, and retention.

Overcoming Imposter Syndrome

Imposter syndrome is a concept that describes high-achieving individuals who experience difficulty internalizing their accomplishments and face a persistent fear of not measuring up, or even being exposed as a "fraud". Many people have experienced imposter syndrome at one time or another, and some people struggle with it almost constantly. Overcoming imposter syndrome is a journey that starts with understanding it. This course is designed to help strengthen participants' understanding of imposter syndrome, and will better equip them to manage these feelings in their own lives, or in the lives of those they work with or support.

*LEAD BY GUEST FACILITATOR

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