



IDHR
CONSULTING

INTENTIONALLY DIFFERENT | A JTS Affiliate

Training Catalog

Compliance • Employee Learning • Leadership • Wellness



Our Training Philosophy

At IDHR Consulting, we partner with organizations to strengthen compliance, leadership, and employee wellbeing through practical and engaging training solutions. Our programs are tailored to your goals and designed to build the skills, awareness, and behaviors necessary to support a healthy, high-performing workplace. **We collaborate with clients to deliver customized leadership development, compliance education, and wellness initiatives.**

IDHR Consulting is a certified SHRM Recertification provider.

Leadership Training Courses

LEADERSHIP FOUNDATIONS & EFFECTIVENESS

- **Leadership In The 21st Century**
Explores modern leadership expectations, adaptability, and strategies for leading today's evolving workforce.
- **New Supervisor: How To Be Effective In Your Role**
Provides new supervisors with essential skills for delegation, accountability, and team leadership.
- **Performance Management**
Covers goal setting, feedback, coaching, and evaluation techniques to drive performance and engagement.
- **Retaining Talent**
Focuses on engagement, motivation, and retention strategies to reduce turnover and strengthen teams.
- **Leading with Emotional Intelligence**
How to master your own emotions and understanding the emotions on your team.
- **Leadership Strengths & Leadership Style**
When we understand our behavior strengths, we can maximize our effectiveness. Using your strengths, combined with the appropriate leadership style, helps to create the best work experience for you and your team.
- **What NOT to Do as a Leader**
Learn the top mistakes new leaders make and how you can avoid them.

COMMUNICATION, COLLABORATION & TEAM DYNAMICS

- **Death By Meeting**
Identifies common meeting pitfalls and provides strategies to run efficient, results-driven meetings.
- **Effective Communication For Leaders**
Builds skills to communicate clearly, confidently, and strategically with teams and stakeholders.
- **Five Dysfunctions Of A Team**
Examines barriers to effective teamwork and offers tools to build trust and accountability.
- **Navigating Difficult Conversations**
Provides frameworks and practice for addressing challenging discussions with confidence and empathy.
- **Successful Conflict Management**
Teaches practical approaches to resolving conflict constructively while maintaining productive relationships.
- **Leading Multi-Generational Team**
Understand the generational difference in the workforce and learn to manage strategies for different needs and expectations.
- **Developing a Growth Mindset**
Unlock your teams' capacity to grow, learn, and thrive.



CULTURE, INCLUSION & PROFESSIONALISM

- **People, Personalities, & Perspectives Sensitivity Training**

Increases awareness of individual differences to foster belonging and respectful collaboration.

- **Professionalism In The Workplace**

Reinforces workplace conduct, communication standards, and professional expectations.

- **Stress Management In The Workplace For Leaders**

Equips leaders with tools to manage stress, prevent burnout, and support employee wellbeing.

COMPLIANCE & RISK MANAGEMENT

- **AI In The Workplace**

Examines responsible AI use, compliance considerations, and emerging workplace risks.

- **Discrimination, Harassment, & Bullying**

Reviews legal obligations and best practices for preventing and addressing inappropriate conduct.

- **Employee Misconduct**

Provides guidance on identifying, documenting, and responding to employee behavior issues.

- **Essential OSHA Responsibilities**

Covers employer and supervisor responsibilities related to workplace safety compliance.

- **FMLA, ADA, Pregnancy Accommodation & Other Leaves: What You Need To Know**

Clarifies leave laws, accommodations, and employer obligations.

- **Handling A Corporate Restructuring Or Reduction In Force**

Addresses legal, communication, and planning considerations during organizational change.

- **Hot Topics In Employment Law & Compliance**

Highlights emerging trends and recent updates impacting employers.

- **How To Interview & Hire Employees**

Reviews compliant hiring practices to reduce risk and support fair selection.

- **Managing Unemployment Claims**

Practical guidance including documentation requirements and ways to reduce risk, control costs, and remain compliant.

- **OSHA Recording & Recordkeeping**

A comprehensive review of OSHA recording and recordkeeping requirements

- **Providing A Safe Workplace, Including Managing Workplace Violence & Active Shooter Events**

Focuses on prevention, preparedness, and response planning.

- **Wage & Hour Compliance**

Explains classification, pay practices, and compliance requirements under wage and hour laws.

- **Worker's Compensation Law & Best Practices**

Reviews claims management, employer responsibilities, and injury prevention strategies.

CUSTOM LEADERSHIP PROGRAMS

Custom Content – By Request

Tailored leadership and compliance training designed to meet your organization's unique needs.

Employee E-Learning Training Courses

COMMUNICATION & INTERPERSONAL SKILLS

- **Communication Fundamentals**
Introduces essential workplace communication principles for clarity and effectiveness.
- **How To Work Effectively With Different Communication Styles**
Helps employees adapt communication approaches to diverse personalities.
- **Improve Your Business Writing Skills**
Strengthens professional writing skills for emails, reports, and documentation.
- **Master The Art Of Verbal Communication**
Builds confidence and clarity in spoken workplace communication.
- **Workplace Communication Basics**
Covers everyday communication expectations in a professional environment.

PROFESSIONAL DEVELOPMENT & PERSONAL EFFECTIVENESS

- **Creating A Growth Mindset**
Encourages adaptability, learning, and resilience in the workplace.
- **How To Build Better Relationships With Your Boss & Coworkers**
Focuses on collaboration, trust, and positive working relationships.
- **How To Improve Your Focus At Work**
Provides strategies to minimize distractions and increase productivity.
- **Overcoming Procrastination**
Teaches practical techniques to manage time and tasks more effectively.
- **Problem-Solving Fundamentals**
Introduces structured approaches to identifying and solving workplace challenges.
- **Resolving Conflict With Coworkers**
Provides tools to address and resolve conflict constructively.
- **The Complete Guide For New Professionals**
Supports early-career employees with foundational workplace skills.
- **Time Management**
Covers prioritization, planning, and efficiency strategies.



94% of employees would stay longer if employers invested in learning.

— *LinkedIn Workplace Learning Report*



WORKPLACE CULTURE & PROFESSIONALISM

- **A Guide To Empathy At Work**
Builds emotional intelligence and understanding in professional interactions.
- **A Guide To Workplace Professionalism**
Reinforces expectations for conduct, communication, and accountability.

COMPLIANCE

- **Sexual Harassment Prevention Training**
Reviews legal requirements and practical strategies for preventing harassment.





Employee Health & Wellbeing

FOUNDATIONAL WELLNESS & HEALTHY HABITS

- **10 Ways To Prioritize Your Wellness**
Practical strategies to support physical, mental, and emotional health.
- **Habits Are The Path To Change**
Explores behavior science and how to create sustainable healthy habits.
- **Healthy Holiday Living**
Strategies to maintain wellness during busy seasons.
- **Healthy Lifestyles**
Covers core wellness principles for long-term health and wellbeing.
- **Positive Social Wellbeing**
Highlights the role of relationships, connection, and community in overall health.

NUTRITION & PREVENTIVE HEALTH

- **Eating For Healthy Living**
Introduces nutrition basics for balanced, sustainable eating.
- **Healthy Living & Eating With Diabetes**
Provides guidance for managing diabetes through nutrition and lifestyle choices.
- **Know Your Numbers**
Explains key health indicators and the importance of preventive screenings.

MENTAL HEALTH, STRESS & RESILIENCE

- **Mental Wellness In The Workplace**
Addresses stress management, burnout prevention, and resilience.
- **Mental Wellness In The Workplace For Leaders**
Helps leaders support employee wellbeing and manage workplace stress.
- **Mindfulness**
Introduces mindfulness practices to improve focus and reduce stress.
- **Healthy Sleep**
Shares strategies to improve sleep quality and daily energy.

TIME, ENERGY & PRODUCTIVITY

- **Managing Your Time Wisely**
Practical approaches to reduce overwhelm and increase efficiency.
- **Maintaining Your Goals Throughout The Year**
Techniques to stay motivated and accountable.



SAFETY, ERGONOMICS & WORKPLACE HEALTH

- **Ergonomics & Preventing Slips, Trips, & Falls**

Best practices for reducing injury risk and improving workplace ergonomics.

POPULATION-SPECIFIC WELLNESS

- **Men's Health Throughout The Lifespan**

Preventive care and common health considerations for men.

- **Supporting Employees Experiencing Menopause**

Compliance considerations and supportive workplace practices.

- **Wellness For First Responders**

Wellness strategies for high-stress, frontline roles.

- **Women's Health Throughout The Lifespan**

Preventive care and health topics across life stages.



Employees supported in wellbeing are three times more engaged.




— *Gallup, Workplace Wellbeing Research*



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