services offered:

talent management
- recruitment & retention
- effective performance reviews
- succession planning
- talent development

aging workforce
- flexible work options
- safety & health considerations

leadership
- coaching & mentoring
- emotional intelligence
- 360-degree assessments & feedback

flexible workplace practices
- assessing workplace flexibility
- effective management strategies
- implementation solutions

employee engagement
- employee engagement surveys
- drivers of engagement
- building the business case
- strategies to enhance engagement

conflict management
- conflict management assessment
- approaches to conflict
- effectively managing conflict

strategic human resource planning
- organization & HR strategic alignment
- identifying HR priorities
- HR strategy implementation

change management
- organizational culture change
- change & transition strategies
- leadership skills & behaviors

team building
- enhanced communication skills
- conflict management
- supervisor/management skill building

organizational wellness
- organizational health assessments
- health promotion strategies and metrics
- stress management

diversity & inclusion
- dimensions, drivers, and the business case
- leveraging generational diversity
- work-life strategies

assessment & surveys
- innovative employer assessment
- employee engagement surveys
- customer satisfaction surveys
- 360-degree assessments and feedback
- focus groups

communication
- conflict management
- DISC profiles
- skills enhancement
- crucial conversations

more on back...

our model

iwin’s employer engagement activities are informed by its Innovative Workplace Model. Research demonstrates that the model’s eight dimensions are critical to attract, engage and retain top talent. This model serves as the framework for iwin’s research and informs the consulting services, trainings and workshops we conduct.

The workplace think tank.
powered by UNIVERSITY OF KENTUCKY®
iwin offers a range of workshops and trainings to assist organizations in becoming “employers-of-choice.” The following offerings can be adapted and scaled to fit your organization’s unique needs.

**why iwin?**

iwin offers over 80 years of combined professional and research experience with Fortune 500 companies, research organizations, educational institutions, government sectors, non-profits organizations and some of the most progressive companies in Kentucky through our various Roundtable activities.

**change management**
This workshop assists employees and managers whose roles, careers, and lives are being impacted by change by providing insight into how to react to change.

**communication skills**
This workshop provides insight into one’s own communication style and how to better communicate with others.

**conflict management**
Conflict within an organization can impact morale, productivity and engagement. This workshop is designed to help leaders and employees deal with conflict in healthy ways.

**diversity & inclusion**
Explore where your organization is on the “culture of inclusion continuum,” and what forward-thinking organizations are doing to create environments that attract, retain and engage their talent.

**employee engagement**
This workshop seeks to help leaders understand why engagement is an important tool using iwin’s Innovative Workplace Model.

**flexibility as a strategic business tool**
Participants will engage in activities designed to assess where their organization is on the flexibility spectrum and learn about effective strategies and solutions for developing, planning, implementing and evaluating workplace flexibility initiatives.

**creating generational synergy in the workplace**
This interactive full-day workshop provides businesses with tools and resources to capitalize on the benefits and opportunities that multiple generations present for the workplace.

**performance evaluation/management**
While incorporating facilitated discussions using case studies of both effective and problem performance situations, this workshop highlights effective evaluations providing the foundation and structure for employee performance by serving as a means of feedback.

**stress management**
Comprehensive health and wellness programs educate and engage employees in their personal healthcare including stress management. Learn what individuals and organizations can do to improve health and reduce costs.

**team building**
How to create and sustain effective teams is a challenge in every organization. This workshop will teach the characteristics of highly cohesive teams, effective team formations and phases, the importance of diverse strengths and styles, and how to define roles and responsibilities within team.

_for more information, visit iwin.uky.edu_or call Lynn Bertsch, Director of Employer Engagement at 859.323.0581_