

LEARNING & ORGANIZATIONAL DEVELOPMENT

CREATING A LEARNING CULTURE THAT IS ON "PAR"



PEOPLE

The SHAPE of our company must engage our employees

Strategic
Human
Asset
Planning
Engagement



ADAM'S EQUITY THEORY

Stakeholders of the organization feel their value is equal to their worth



RETENTION

The 5 "P's" that influence an employee's commitment:

Pay
Potential
Proximity
People
Purpose

LEADERSHIP SERIES 2022-2023

STRATEGIC LEADERSHIP

A program for leaders of leaders, the SLS delivers project and operations management development focused on:

- ADM
- Insurance
- Indemnity
- Marketing
- Change Mgmt
- Contracts & Risks
- Financial Mgmt
- Building/Managing a Team



EMERGENT LEADERSHIP

For those who are purpose-driven, servant leaders, the ELS offers opportunities of foundational guidance and growth utilizing:

- Gallup Strengths
- "TEAM" Approach
- Pursuit Leadership
- Problem Solving & Decision Making
- Ethics & Selfcare
- Influence
- Change Mgmt
- The Presentation Experience



FRONTLINE LEADERSHIP

For the leaders of our "boots on the ground", the FLS provides essential supervisory and interpersonal training centered on:

- Health & Safety
- Tough Talks
- Leader vs. Boss
- Intentional Interviewing
- Coaching & Mentoring
- HR Bootcamp
- Conflict
- Project Mgmt 101
- Delegation & Accountability



SHARED EXPERIENCES LEADERSHIP

Experiences envisioned for all leaders, SELS builds bridges of commonality, encouraging colleagues to strengthen connections through:

- Communication
- MBTI
- EQi
- IT Workshops
- CSMT
- VUCA



LEARNING & ORGANIZATIONAL DEVELOPMENT

LEADERSHIP DEVELOPMENT PATHWAYS



Current and future leaders mature in their roles through experience and opportunity. The Strategic Leadership Series offers leaders of leaders a comprehensive perspective of management and mentorship through the broader lens of the organization's overarching goals and mission. Leaders of our workforce experience the Frontline Leadership Series where practical and proactive approaches provide guidance and tactics to supervision and direction. The Emergent Leadership Series identifies servant leaders who are maturing, recognized for their capabilities, and delivers concepts balanced in purpose and organizational objectives. Finally, leadership is a shared experience and through this series, all leaders will grow in the depth of their interpersonal communications, self-awareness, and service opportunities.

EXECUTIVE COACHING



Centered in both professional and personal development, Korn Ferry's Leadership Architect serves as the model for our coaching methodology. Utilizing a 360 assessment, feedback is gathered from individuals interpersonally connected to the participant through various associations. From this feedback, coupled to the participant's own perspective, a constructive course is planned, implemented, and reassessed over time.

THE "TEAM" APPROACH



Together, **E**veryone **A**dds **M**eaning to all that we can accomplish. Our strategy towards diversity and inclusion begins with our "TEAM" approach. This transparent human capital integration is an open and welcoming connection, both interpersonally and professionally with our colleagues. Recognizing and respecting our differences stimulates a healthy balance of perspectives in the workforce. Embracing these perspectives creates a sense of respect and support, unlocking and fueling our potential. And through these efforts, Volkert's mission and goals are better when together, everyone adds meaning.

COMMUNICATION



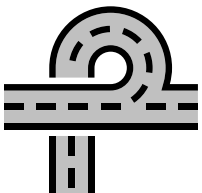
Productive communication is vital to every organization's success. Conflict, collaboration, and compromise are all essential elements of interpersonal exchanges in the workplace. With a behavioral understanding of ourselves and others, our approach to communication removes barriers leading to failure, while building value-added relations for success.

ANNUAL COMPLIANCE



Annual compliance training plays an integral role in our firm's adherence to regulations, standards and practices. These development programs include anti-harassment, health and safety initiatives, cybersecurity, and our TEAM approach to transparent human capital integration. Annual compliance is launched each spring within the Volkert Vault, our learning management system (LMS), providing flexibility and efficiency with training modules completed online.

CAREER PATHING AND SUCCESSION PLANNING



Performance often drives the desire for advancement. A career path is valuable to the employee, and insightful for the company. This path stimulates the employee's passion and commitment to their work. For Volkert, the path provides perspective on future opportunities where a plan for succession prepares the us for inevitable changes in the workforce dynamic.