

THE HUMPHREY/ GROUP



The Humphrey Group

Solutions Guide

We develop leaders who inspire.

Because when you're inspired, you go out and inspire others. And the outcome is leadership. Inspired communication energizes people, ignites action, sparks connection, and unleashes human potential.

At **The Humphrey Group**, we empower professionals to inspire through communication. Our research-backed approach, **mindset+toolset=skillset**, equips leaders with the skills to strengthen alignment, increase engagement, and drive enduring organizational success.



We chose The Humphrey Group to be our global partner for leadership communication training. They have worked hard to understand how we want our leaders to communicate, and then they tailored programs to meet our specific needs for those skills.

- Kelly, Chief Human Resource Officer, Multinational Financial Institution

Communication is the key to unlocking leadership potential.

When leaders communicate effectively, your organization and employees benefit.



/ Enhanced Engagement

Effective communication helps employees understand goals and roles and gives them a voice.

/ Increased morale

Increased engagement also leads to happier employees and higher overall job satisfaction.

/ Fewer Conflicts

Better communication leads to better understanding and clarity.

/ Reduced Turnover

Happier, more engaged, better-connected employees are less likely to leave.

/ Better Collaboration

Improved communication can foster increased trust, mutual respect, and better working relationships.

/ Higher Productivity

When employees have clear direction, higher engagement, and less conflict, they have more time to focus on the work that matters.



A woman with long, wavy brown hair is the central figure, looking directly at the camera with a slight smile. She is wearing a black turtleneck top under a white, ribbed cardigan. She holds a tablet in her hands, which displays a line graph. On her left wrist, she wears a light-colored watch. The background is a blurred office environment with other people working at desks, creating a professional and collaborative atmosphere.

**THE
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Our Solutions

Solutions for All Your Leadership Communication Training Needs

Our leadership communication training solutions can help you solve a variety of challenges. We can help your leaders with the following needs:



Communicating
with Confidence



Presentation
Skills



Exchanging
Feedback



Developing a
Leadership Brand



Delegating
Effectively



Executive Vision,
Presence, & Brand



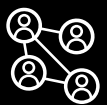
Fostering Inclusive
Communication



Navigating Difficult
Conversations



Inspiring through
Storytelling



Scaling Training
Throughout Your
Organization



Our Solutions

Our learning experiences empower leaders and people in the workplace to inspire through better communication skills and habits.



Leadership Communication Training

Inspiring communication is the key that unlocks the leadership potential in all of us. Our leadership communication solutions equip leaders with the knowledge, tools, and confidence to communicate with clarity and inspire action.

- Research-backed approach – Our *Mindset+Toolset=Skillset* framework transforms the way leaders communicate by shifting their mindset and providing practical tools to help them develop exceptional communication skills.



Specialized Audience Communication Training

Leaders thrive when they develop communication skills in ways that reflect their day-to-day realities. Our solutions provide focused learning experiences that help leaders communicate with confidence in the contexts that matter most to them.

- Industry-Specific Training – Tailored learning designed to help leaders navigate the communication demands of their unique industry.
- Audience-Based Training – Tailored learning designed to provide leaders with targeted skills and strategies that reflect their lived experiences, helping them navigate challenges and lead with confidence.



Leadership Communication Training



Signature Learning Experiences

Each of our proven Signature Learning Experiences is an interactive, engaging learning environment that provides participants with simple, replicable tools and models they can implement right away.

Frontline Workers

New Leader Communication™

Coming soon!—Equip new leaders with a toolbox of essential communication skills to effectively delegate, give constructive feedback, and lead teams with confidence while developing their leadership identity.

Middle Management

The Art of the Conversation™

Coming soon!—Master the art of meaningful dialogue by turning conversations into action, choosing words that inspire, and balancing speaking with strategic listening.

Authentic Leadership™

Enable your leaders to build an authentic leadership brand when they clarify their core convictions and learn to adapt communication, so it aligns with their values and the needs of their audience.

Inclusive Leadership™

Foster a culture of belonging when you give your leaders the knowledge and tools to develop an authentic commitment to building inclusive environments through their words and actions.

Inspiring Feedback™

Fuel a performance-based culture where motivated employees thrive when leaders learn to use a structured model for giving and receiving feedback.

The Power of Stories™

Every leader has stories to tell. Master the art of sharing yours and learn how to harness the power of storytelling to build trust, foster authentic relationships, and inspire action.

Presenting with Impact™

Leaders learn to craft and deliver powerful presentations by blending an audience centered message with engaging delivery and meaningful supporting visuals.

Speaking as a Leader®

Motivate, inspire, and align teams when leaders learn to leverage the power of the spoken word. Leaders will gain the ability to speak with clarity and confidence in any situation.

Senior Leaders

Executive Edge™

Exceptional leadership begins with exceptional communication. Senior leaders develop the critical skills to foster engagement and drive results in every interaction.

Specialized Audience Communication Training



Signature Learning Experiences

Each of our proven Signature Learning Experiences is an interactive, engaging learning environment that provides participants with simple, replicable tools and models they can implement right away.

Audience-Based Solutions

Taking the Stage®

Address the common challenges facing women leaders today in this purpose-built space for women to develop their leadership and communication skills together.

Turning Stories into Sales™

Coming soon!—Move beyond facts and features. Use the power of stories to connect with customers and highlight the true value of your product or service. Turn conversations into sales by building trust, addressing pain points, and inspiring action.

Proud to Lead®

A purpose-built development space for LGBTQ2+ leaders to cultivate their leadership brand, amplify their voice, and build a network of support while leading with confidence.

Enabling Leaders™

A purpose-built development space for leaders with disabilities to develop their leadership brand, refine the presence, and communicate with impact while fostering a strong support network.

Visible Leadership™

A purpose-built development space for BIPOC leaders to strengthen their voice, build confidence, and develop the communication skills to lead with impact and authenticity.

Industry-Specific Solutions

Presenting with Impact: Life Sciences

Empower your leaders to turn complex scientific information into clear, compelling messages. Through hands-on learning, they'll develop the confidence to engage regulatory and scientific audiences and deliver high-stakes presentations.

Presenting with Impact: Oil & Gas

Turn technical expertise into powerful communication. Leaders learn to simplify key insights for diverse stakeholders, tailor messages for regulatory and investor audiences, and deliver presentations that drive action.

Presenting with Impact: Finance

Coming soon!—Master the art of communicating financial information. Learn to simplify complex financial data, craft compelling narratives, and deliver presentations that engage stakeholders and drive strategic decisions.

Presenting with Impact: Real Estate

Coming soon!—Communicate with confidence in the fast-paced world of real estate. Turn market trends, property valuations, and investment insights into clear, compelling presentations that engage clients and drive decisions.

Spark the Learning with Tailored Add-On Modules

We make it easy to tailor any of our learning experiences to your specific needs with our Spark Add-On Modules. Each module can be easily added to a Signature or Customized Learning Experience to enhance your leaders' learning experience.



+ Listening Edge

Unlock the power of active listening to build connections and communicate with impact.

+ Seize the Moment

Develop the skills to communicate in the moment with intention and impact.

+ Leadership Presence

Learn how to harness your unique charisma to connect with any audience.

+ Communicating as an Ally

Learn how and when to stand up for others and bring them into the spotlight.

+ Bridging the Communication Gap

Learn techniques to tailor communication styles across a mediums and audiences.

+ Resolve Conflict with CARE

Transform conflict into collaboration by learning how to CARE during moments of friction.

+ Simple Story Framework

Learn a practical framework for crafting stories that motivate and inspire any audience.

+ Lead with Vision

Align your team around a compelling vision by learning how to clearly articulate where you're going.

+ Q&A Playbook

Overcome the fear of the unknown and learn how to navigate Q&A sessions with ease.

+ Speak to Inspire

Craft messages that captivate audiences, drive engagement, and inspire action.

+ Visual Mastery

Apply simple principles to create clear, beautiful, supporting visuals that enhance your presentations.



Flexible Options for Every Need

Multiple delivery options enable you to meet the needs of every leader, from the C-Suite to the mid-level, down to the front-lines.

Here's How:

We deliver	You deliver	Self-directed
<p>Training program: Our expert facilitators deliver training through our Signature Learning Experiences and tailored add-on Spark modules.</p> <p>Coaching: 1:1 and group coaching pair leaders with a member of our network of experienced coaches to create a highly personalized development experience, targeted to leaders' specific needs.</p>	<p>Licensing: Many of our Signature Learning Experiences are available as Enterprise Learning Experiences. Program content and designs are licensed for delivery by your in-house facilitators.</p>	<p>Self-Paced Learning: Highly interactive eLearning modules provide engaging, on-demand learning. Designed for easy integration into your LMS, these modules empower employees to build critical skills at their own pace or as part of a targeted development plan.</p>



Terrific communication training! Regardless of your experience or role, you will find something to take away from this course that will make you a better leader.

- Bill, Senior Manager, Energy Industry

Executive Communication Coaching

Executive Communication Coaching is a highly personalized process that pairs your leaders with one of our experienced coaches to address specific challenges. We offer coaching solutions for individuals and teams.



Personalized Coaching Journey

A highly personalized experience, ideal for leaders who need hands-on partnership and support developing their leadership communication skills. Every coaching journey is tailored to the unique needs of the coachee, but a typical journey includes goal setting, assessments, and conversations with the direct manager, in addition to 1:1 coaching sessions throughout. The entire process is dedicated to setting and reaching attainable goals that drive significant impact.



On-Demand Coaching Bank

For groups and teams seeking hands-on leadership communication support, a coaching bank provides a number of hours that members can leverage on an as-needed basis. Whether team members need 1:1 support to prepare for an important speaking engagement, advice on how to improve specific skills, or help adjusting behaviors that aren't serving them, a coach is always willing to help.



Trusted by Top Organizations of All Sizes.



Teleflex®



Walmart*



CBRE

PHILIPS

BLACKROCK



The Humphrey Group Difference

- More than 35 years of experience
- Interactive, hands-on learning
- Feedback-rich development
- Flexible delivery options
- Access to self-directed sustainment
- Seamless experience through digital learning platform
- **An approach** that combines mindset + toolset to develop exceptional leadership communication skills



About The Humphrey Group

We are the Leadership Communication Experts

Our singular focus on leadership communication guarantees a depth of expertise unmatched in the market. For over 35 years, The Humphrey Group has developed leaders to be better, more inspiring communicators, increasing their ability to drive action, build trust, and create alignment across the organization. We are passionate about our purpose to teach and promote inspiring communication. When you're inspired, you inspire others, and the outcome is greater engagement, stronger results and enduring organizational success.

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