



## PROFESSIONAL DEVELOPMENT

### WEBINARS/WORKSHOPS

HACE delivers informational, impactful, and culturally sensitive learning content to small and large corporate groups to empower Latinx employees to become better leaders at work, home, and in their communities. Each session is customizable for a Lunch & Learn session or half-a-day intensive workshops. All are now VIRTUAL and conducted as webinars with possible break out sessions.

### COURAGEOUS LEADERSHIP | \$3,995

Like all leaders, you face conflicts and uncertain or risky situations in which you need courage to take the right action. Sometimes—when you advocate for people or issues, or take a risk—you need the courage to say yes. At other times, such as when there’s an ethical breach, you need the courage to say no.

You may also face circumstances in which you need to help people find their courage. As individuals take on more responsibility, they encounter situations in which they must make difficult choices. You have an opportunity to offer your support and be a sounding board.

### SOCIAL INTELLIGENCE | \$3,995

Social Intelligence is about understanding your environment and having a positive influence. Participants will become more confident in their social situations by learning how to express and interpret social cues. They will create positive connections and increase their influence during social situations. Increasing Social Intelligence will provide benefits throughout attendees’ professional and personal lives – “people skills” are a fantastic tool for coaching and development.

Improving social skills through active listening, understanding body language, and being more empathetic will give participants the advantage in their interactions. Social interactions are a two way street: know the rules of the road!

### LATINO DIVERSITY SEMINAR | \$5,000

This session provides an overview on Latino demographics, highlights the diversity of the community, traditional cultural values and norms, and includes data on the HACE annual pulse© survey of Latinx career trends/preferences. This session may be customized to include Latino talent management strategies and best practices.

### BUILDING EFFECTIVE PARTNERSHIPS & NETWORKS | \$3,995

This workshop provides the tools and resources for participants to establish effective relationships and networks, both in their careers and personal lives. Participants are introduced to tools and resources to expand networking capabilities and develop mentoring strategies.

### INSIGHTS® DISCOVERY LEADERSHIP ASSESSMENT & SELF AWARENESS | \$5,000

This session helps individuals walk through the self-discovery process to understand how to become effective as a manager, leader, or contributor. Participants will learn about their individual strengths, possible blind-spots, and best communication practices, all of which will help them perform at their highest level. Participants will learn how to manifest and maximize their leadership capabilities: results leadership, visionary leadership, relationship leadership, and centered leadership. An additional \$250 per person for assessment tool.

### POWER UP COMMUNICATION | \$3,995

Learning successful techniques to manage verbal and written communication will advantageously position participants as they practice them during the program. They will learn tips to manage e-mail, write for impact, and communicate ideas effectively and articulately to all levels in their organization.

### STRENGTHENING YOUR NEGOTIATION & INFLUENCE SKILLS | \$3,995

This workshop is a new session that gives the participants the tools to effectively communicate and influence ideas, practices personal career salary and trajectory, helping to drive career success via this critical business practice.

### DEVELOPING YOUR PERSONAL BRAND | \$3,995

This workshop guides participants towards gaining a competitive advantage by differentiating themselves based off their strengths. Participants will gain an understanding of the foundations of branding, nature of perceptions, how to manage perceptions, and how to communicate a clear and consistent brand message.

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## PRICING: \$3,995 - \$5,000

In-person development workshops available. Inquire about availability and rates.



**PRACTICING EFFECTIVE ALLYSHIP | \$5,000**

In an increasingly diverse, multi-cultural and multi-racial workplace, it is critical for leaders to learn how to become an effective ally. Allyship is an active, consistent, and ongoing practice in which a person holding power or privilege seeks to help in solidarity with a group who may not have the same power or privilege. Allyship is a lifelong process that requires awareness of privilege, bias, consistent action, and striving for equity and inclusion as one's own. This interactive session creates awareness on allyship and key strategies for being an effective ally, including how to build trust with their teams, peers, and supervisors and by challenging participants to broaden their individual perspectives, improve their cultural awareness and scan their environment for opportunities to embrace allyship.

**LEADING WITH AN INTERSECTIONAL LENS | \$5,000**

This session provides an understanding of the intentional impact of leading Diversity, Equity, and Inclusion with an intersectional lens. Latinos, for example, are also part of the LGBTQ+ community, Black community, among others; and the Latinx community represents 27 countries of origin, and each individual has a preference in terms of how they identify in terms of race, gender, culture, ethnicity, terminology, etc., and research shows that these identities provide additional oppression or discrimination, or privilege. Through data, scenarios, and discussion, this session will help create awareness on intersectionality and our role in an increasingly intersectional workplace and society.

**AN INTRODUCTION TO UNCONSCIOUS BIAS | \$5,000**

This introductory session will provide an overview on both positive and negative implicit/unconscious biases, showcase examples in which it may negatively impact the workplace, and how to identify them. The session provides examples of how to counteract unconscious bias by providing points of reflection, tools, and resources. By the end, participants commit to one action towards building their own personal plan to address and prevent the negative impact of unconscious bias.