



CENTAUR
CONSULTING GROUP

TRAININGS

Course Title	Course Description	Course Length	Minimum Participants	Maximum Participants	Unit of Order: LIST Prices per Course
Anti-Harassment Training	<p>This course will deliver training sessions for Supervisors and/or for Non-supervisory staff on all elements related to Anti-Harassment.</p> <p>Objectives include:</p> <ul style="list-style-type: none"> - Familiarize supervisors on Anti-Harassment Policy (AHP) including its definition of harassment, procedures for reporting, investigating and enforcing AHP violations, and its anti-retaliation provision. - Address roles and responsibilities under the AHP with a focus on employee responsibilities. - Discuss what an employee should do if they observe harassment, or it is reported to them. - Encourage employees to think before they communicate or act to ensure compliance with the AHP. - Address what employees can do to foster a work environment of mutual respect. 	3 hours	15	30	\$4,800.0
Focus Group/Needs Assessment Training	<p>The objective of this course is to provide leadership and engagement training based on targeted data through interviews, focus groups, and 360-degree surveys to help managers gain insight about their leadership skills, practices, and strengths. These surveys are a powerful tool to help leaders to gain awareness about the impact and effectiveness of their day-to-day leadership practices on their teams, co-workers, supervisors, and direct reports. This includes helping managers and executives understand the tool, make sense of the feedback, and implementation of a plan for responding to what they are learning about their leadership and engagement style.</p>	6 hours	15	30	\$7,200.0
Diversity, Equity, Inclusion, and Accessibility (DEIA) Training	<p>This course will help to develop a plan to:</p> <ul style="list-style-type: none"> - Understand the value-proposition of DEIA to the overall mission and vision of the organization. - Develop recruiting, onboarding, and career development strategies to close gaps in underrepresented populations. - Create an inclusive environment that inspires teamwork along with unique contributions, talents, and perspectives by individuals. - Promotes equitable opportunities for all employees to achieve key career, advancement, and developmental goals - Fosters a sense of belonging throughout the organization. 	3 hours	15	30	\$6,000.0
Leadership Boot Camp	<p>Leadership Bootcamp - These bootcamps can be designed and developed for multiple work areas such as: Innovation, Leadership, Creative Thinking, and Diversity and Inclusion of the workforce.</p> <p>The leadership bootcamp utilizes two (2) facilitators delivering the training along with presentations, break out groups, individual discussion, and panel discussions on previous work experiences which provides guidance on training topics and leadership responsibilities. The three main elements of the leadership bootcamp are self as a leader, supervisor and leader of a team and future leader of organization. Training products for attendees include individual leadership development plans and pilot project teams. The skills address throughout the training included: Emotional Intelligence, Communication (within teams), Decision Making, Building a Team of Accountability & Support, Interpersonal management, Motivating Others, Tailored Leadership, Delegation, Intentionally Developing Others, Leading Diverse Teams, Valuing Others' Opinions/ Assets, Communication (outside of teams - with the public, companies, higher ups, etc.), Risk Management (paired with decision making), Building a Case for Support, Strategic Planning & AMP, Negotiation and Leading (Informal Settlement Conference), Leading in Times of Crisis, and Planning Your Career Intentionally. Training course can be tailor to specific clients leadership job functions/responsibilities.</p>	5 days	20	40	\$30,000.0

Leadership Assessment Center Training	<p>The objective of this course is to recommend a broad range of developmental opportunities for participants by utilizing interactive exercises and scenarios that are proven to be particularly effective and can be refined for specific organizational needs.</p> <p>Assessment Centers (ACs) utilize 3-4 facilitators, are highly interactive and should be conduct in person. ACs are week-long workshop experiences that involve participants--executives, managers, or staff members--to work through a series of simulations and receive detailed, objective feedback on their leadership skills, both strengths and areas for development. To be effective in eliciting participants' interest and drawing out their skills so that meaningful feedback can be developed, ACs rely on realistic challenges--simulations--that participants work through. Those challenges, for example are, issues gathered from a former employee's inbox, or a problem that is solved in a videotaped group exercise, must be realistic and set in a realistic, simulated organization.</p> <p>To be effective in eliciting participants' interest and drawing feedback. For each AC, we provide:</p> <ul style="list-style-type: none"> - Background information on the assignment and the simulated organization - A simulated set of issues from a predecessor's inbox and instructions to administer the exercise - Background information and task materials for a group exercise and administrative instructions - Participant handbook - Leadership skills training - Assessor inbox interview template - Assessor group exercise report - Assessor feedback template - Assessor handbook 	5 days	15	30	\$30,000.0
Leadership Skills Assessment	<p>All leaders bring meaningful strengths and skills to their roles- developing a better understanding of those strengths helps people in many different roles lead more competently and confidently and identify opportunities for further development. This training gives participants a chance to learn about themselves and their leadership skills through a series of interesting experiential learning activities and assessments. Participants are helped to see and appreciate what core leadership skills are, why they are important, and how they can be strengthened. They work through two simulations, one interpersonal and one on their own, and get feedback on their skills. They take, score, and discuss two self-insight instruments, and work in teams on learning projects that help them explore key leadership practices in some depth. The exercises, feedback, and the course overall are designed to reinforce the skills participants already have and to help them see how to develop their skills further.</p> <p>Price for the Leadership Skills Assessment is \$18,500 for the instruction, plus \$60.00/person as we use the StrengthsFinder Tool.</p> <p>NOTE - This session cannot be conducted without the StrengthsFinder assessment tool.</p>	2 days	15	30	\$22,200, plus \$72.00/student
Leadership and Communication Skills	<p>This course explores essential leadership skills that will support your professional growth and success. Through practical strategies and real-world applications, you'll learn how to lead with confidence, communicate effectively, and inspire collaboration. Key topics include setting clear expectations, establishing goals, delegating responsibilities, and using purposeful communication to drive results. Whether you're leading a team or contributing to one, this course will help you build the tools to influence and lead effectively</p>	8 days	15	30	\$20,040.3
Leadership Skills and Techniques	<p>This course explores the core traits and behaviors that define effective leadership and how they can be developed over the course of your career. You'll gain insight into key leadership skills such as engaging and motivating others, coaching for growth, and driving performance. Through discussion and practical application, you'll discover how these abilities contribute to long-term leadership success in any role or industry.</p>	8 hours	15	30	\$20,032.6
Leadership and Management Skills for Non-Managers	<p>This course is designed to equip non-managers with foundational leadership and management skills. You'll learn that leadership isn't defined by a title, but by your ability to influence, communicate effectively, and drive positive outcomes. The course emphasizes the importance of emotional intelligence, accountability, and strategic communication in contributing to team and organizational success, regardless of your position.</p>	8 hours	15	30	\$18,869.0
Project Leadership and Communication	<p>This course examines various project leadership styles and how to apply them effectively to achieve optimal outcomes. You'll explore how leadership approaches can be adapted based on project scope, complexity, and team dynamics. While smaller projects may be led by a single manager, larger initiatives often involve cross-functional teams and multiple stakeholders. This course will help you understand how to lead successfully in diverse project environments.</p>	8 hours	15	30	\$33,934.9

Women in Leadership	Designed for professional women, this course offers a supportive space to explore the unique challenges women encounter in the workplace, along with the valuable perspectives they bring to leadership roles. Through interactive discussions and collaborative learning, you'll connect with peers, expand your professional network, and deepen your understanding of your personal leadership style. This course empowers you to navigate your career with confidence, authenticity, and a strong leadership mindset.	8 hours	15	30	\$13,338.2
Emotional Intelligence	Emotional intelligence is more important to an individual's success than IQ. This seminar provides an overview of Emotional intelligence (EI), the four domains of EI, and why EI matters. Students learn techniques for improving EI and using self-coaching techniques to create effective workplace relationships and facilitate productivity.	2 hours	15	30	\$2,400.0
Time Management	Managing time effectively increases performance and reduces stress. This seminar teaches basic concepts of time management, tips for improving time management, and a list system that helps ensure obligations are met. Students develop time management goals and an improvement plan.	2 hours	15	30	\$2,400.0
Decision Making	Effective decision-making is a core management skill that impacts every level of an organization. This course introduces practical tools and frameworks for making sound decisions, solving problems, and addressing potential challenges with clarity and confidence. Participants will learn how to assess the urgency and complexity of a situation to choose the appropriate decision-making approach—whether it's structured problem solving, data-driven analysis, or design thinking. Through real-world scenarios, group discussions, and hands-on exercises, participants will practice applying these tools to decisions relevant to their roles. By the end of the course, they will be equipped with a versatile set of strategies to make more informed, effective decisions in the workplace	3 hours	15	30	\$4,800.0
Crucial Conversations	Avoiding hard conversations can create issues, allow problems to fester, and impact performance. This course teaches the concepts of crucial conversations, a method to improve communication skills in high stakes conversations that are emotionally charged. Students learn methods to prepare for high impact conversations and improve confidence in difficult situations. Other topics include communicating up, down, and across organizations, and effective leadership communication and behavior.	2 hours	15	30	\$2,400.0
Managing Conflict	Engaged workers and managers have strong opinions, and conflict is inevitable. Further, conflict, when handled well, is healthy for teams; conflict ensures that teams don't fall into group think or deferring to the loudest or person with the most power and authority. However, many of us struggle to understand our conflict styles and engage in conflict effectively, creating inefficiencies and emotional issues. This course explores the dynamics of healthy versus unhealthy conflict and provides practical strategies for managing and resolving workplace disagreements. Participants will learn how to navigate complex situations, improve communication, and lead effectively through conflict. Key topics include identifying appropriate times to confront issues, choosing the most effective approaches, and using tools to prevent conflict from escalating. The course also covers techniques for understanding complexity and leading complex projects with clarity and confidence. Participants will complete an assessment of conflict style and engage in discussions that are applicable for day-to-day engagement with coworkers.	3 hours	15	30	\$6000, plus \$36.00/student
Networking	Agencies and programs are stronger when employees can establish and cultivate professional relationships that promote long-term or overall goals and interests. This course is designed to strengthen staff's ability to build strong, strategic networks and to use their influence as advocates to help advance the organization's mission. Other topics include managing critical relationships, building networks and maximizing your relationships, and high impact communications.	3 hours	15	30	\$3,600.0
Project Management	This course explores the five steps of Project Management including 1) defining the problem; 2) planning the project – identifying the tasks; 3) implementing the plan; 4) monitoring and controlling progress; and 5) closing the project. It also has a focus on the role of the project manager in establishing a positive climate in which others can work productively.	3 hours	15	30	\$3,600.0
Legal Aspects of Workplace Harassment	The training addresses "Hostile Work Environment" and "Quid Pro Quo" harassment under Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act and the Americans with Disabilities Act. It will empower supervisors at all levels, of either the victim or the harasser, as well as coworkers, or other bystanders, to effectively address the harassing conduct they observe.	3 hours	15	30	\$4,200.0
Legal Aspects of Personnel Management	This training program aims to equip managers with the practical knowledge and skills to navigate employment law complexities and avoid common legal pitfalls. It focuses on areas like Equal Employment Opportunity, labor relations, employment law, whistleblowing, and other legal perspectives. The program aims to help managers understand and apply these legal principles to their daily operations, potentially minimizing legal risks and promoting a compliant workplace	8 hours	15	30	\$7,200.0

Employee Engagement (Short)	This course focuses on what makes work exciting and engaging and what supervisors can do to create that kind of work experience for their employees. Drawing on research by the Gallup Organization (the Gallup Q-12) and Daniel Pink (Drive: The Surprising Truth about what Motivates Us) as well as the experience of Google and other organizations, the training shows how high impact employee engagement strategies are not prohibitively expensive but rather common-sense practices that make work more engaging for employees and supervisors alike. This highly interactive training brings the research to life through short learning activities, including two team exercises and small group discussions.	3 hours	15	30	\$4,800.0
Employee Engagement (Long)	This course focuses on what makes work exciting and engaging and what supervisors can do to create that kind of work experience for their employees. Drawing on research by the Gallup Organization (the Gallup Q-12) and Daniel Pink (Drive: The Surprising Truth about what Motivates Us) as well as the experience of Google and other organizations, the training shows how high impact employee engagement strategies are not prohibitively expensive but rather common-sense practices that make work more engaging for employees and supervisors alike. This highly interactive training brings the research to life through a series of learning activities, including individual and team projects, small group discussions, and back home planning.	8 hours	15	30	\$11,400.0
Employee Development (Short)	There is widespread agreement among scholars and consultants that most people want to learn and grow at work and that workplaces are more productive where there are opportunities for employees to develop. In this course, supervisors will define, explore the value of, and receive tools for coaching, mentoring, and developmental planning. Participants will complete an individual development plan, and leave with templates and step-by-step guidance and practice in how to use them, giving them tools to support the development of their employees and teams.	3 hours	15	30	\$4,800.0
Employee Development (Long)	There is widespread agreement among scholars and consultants that most people want to learn and grow at work and that workplaces are more productive where there are opportunities for employees to develop. In this course, supervisors learn about and practice simple but effective no- and low-cost job-based staff development including: <ul style="list-style-type: none"> • Three conversations every supervisor should have with each employee • Developmental planning • Coaching and mentoring • Positive, objective feedback • Developmental work assignments The course provides participants with templates and step-by-step guidance, practice in how to use them, and feedback from peers, making it possible for them to leave the training with a follow up action plan and the knowledge and tools to carry it out.	8 hours	15	30	\$11,400.0
Leading Organizational Change [Short]	This course will offer a framework for understanding the key challenges in leading organizational change and build participants' strategies and tools for creating a vision of a new structures or processes, bringing leaders and the workforce along, and managing internal and external pressures affecting organizational change. Participants will learn about overarching principles of leading effective change and develop key skills to engaging others in transformation. Other topics include, driving and influencing change, and adapting to change while maintaining accountability.	3 hours	15	30	\$4,800.0
Succession Planning Workshop	This course provides the knowledge and tools needed to develop and implement an effective succession plan. You'll learn how to prepare your organization for leadership transitions and ensure continuity in the face of high-level changes. By proactively identifying and developing future leaders, you'll help safeguard your organization's mission, stability, and long-term success.	8 hours	15	30	\$7,200.0
Resiliency in the Workplace	In this course, you'll explore how to adjust work behaviors and responsibilities to better navigate change and uncertainty. Through a combination of individual and group learning activities, you'll discover practical strategies and approaches that promote resilience, adaptability, and personal growth in challenging situations.	8 hours	15	30	\$7,200.0

Leading People	<p>Three courses—Employee Engagement, Developing Others, and Organizational Change—are offered in a combined course that builds participants' appreciation and skills for leading an organization. The emphasis is on facilitative leadership, with its reduced reliance on rank and authority and increased focus on relationships and development as drivers of organizational productivity.</p> <p>Employee Engagement An interactive examination of the motivation to work and offers supervisors at every level simple, no- and low-cost strategies for creating a workplace that inspires employees to approach their work with interest and enthusiasm.</p> <p>Employee Development Participants learn about the link between employees' opportunities to learn and grow at work and their motivation to perform well in their jobs. The training defines, explores the value of, and provides tools for coaching, mentoring, and developmental planning.</p> <p>Organizational Change A framework for understanding the key challenges in leading organizational change and offers strategies and tools for creating a vision of a new structures or processes, bringing leaders and the workforce along, and managing internal and external pressures affecting organizational change.</p>	8 hours	15	30	\$7,200.0
Training of Facilitators	In this course, participants learn techniques for designing and running interesting and productive meetings. The focus is on an active and supportive role for facilitators, and the importance of good meeting design and preparation.	3 hours	15	30	\$3,600.0
Training of Trainers	This course is designed for participants with a wide range of experience levels, from people with little or no experience to people who have been training for years. The course models the active learning approach by providing hands on practice and opportunities for learning by doing.	3 hours	15	30	\$3,600.0
Strategic Thinking	Research from the Harvard Business School shows that leaders consistently name strategic thinking as an essential leadership skill; they also consistently share that they have little or no time to implement strategic thinking in their day-to-day roles. This training helps participants strengthen their ability to recognize strategic thinking, appreciate its value in their work, and use tools to ensure that their thinking and that of others focuses at the strategic level. Participants will practice using strategic thinking and planning tools to address a critical issue in their teams and will deepen their understanding of how to think strategically and help others on their teams do the same.	3 hours	15	30	\$4,800.0
Critical Thinking	In this course, participants will learn what critical thinking is, why it is important, and why it is so difficult for human beings to engage in critical thinking on a consistent basis. Research shows that people make up to 35,000 decisions each day, meaning that there is an unmanageable amount of input and information that people need to sort through, prioritize, and analyze to make sound choices. Building critical thinking skills helps leaders think, decide, and act more efficiently and effectively. During the training, participants will be introduced to useful tools and complete an exercise useful to identify, understand, and overcome critical thinking traps on the job.	3 hours	15	40	\$4,800.0
Creative Thinking and Innovation	This training is both fun and illuminating as participants develop appreciation for the benefits of creative thinking for themselves and within their organizations. Many of the challenges leaders face today are ongoing and deeply rooted in the culture and practices of their organizations. Creative thinking skills are needed to address long standing issues in new ways, innovate, and adopt a growth mindset. During this course, participants will engage in a variety of exercises and discussions that inspire creativity and generate ideas to incorporate more creativity on the job.	3 hours	15	40	\$4,800.0

Leadership Thinking	<p>Three courses—Strategic Thinking, Critical Thinking, and Thinking Creatively—are offered in combination to build participants' awareness of, and skills for the kind of high-level thinking that is so important to effectiveness at senior levels.</p> <p>Strategic Thinking This training helps participants strengthen their ability to recognize strategic thinking, appreciate its value in their work, and use tools to ensure that their thinking and that of others focuses at the strategic level when that's what's needed.</p> <p>Critical Thinking In this course, participants learn what critical thinking is, why it is important, and why it's so difficult for human beings to engage in it consistently. Participants are introduced to a number of useful tools to help them and people they work with think more critically.</p> <p>Creative Thinking This training is both fun and illuminating as participants develop appreciation for the benefits of creative thinking for themselves and within their organizations.</p>	8 hours	15	30	\$7,200.0
Job Interviewing	This course helps participants prepare for and do well in interviews for jobs at the next level. It provides information, ideas, tools, and interview practice to gain both confidence and skills.	3 hours	15	30	\$3,600.0
Team Building (Long)	Participants in this course learn how and why teams are cultivated in successful organizations and how they can be helped to become as productive as they can be. The class is interactive and fun while at the same time providing practical tools and practices for strengthening teams and team performance. Participants work through a team simulation developed by NASA and are helped to understand how to support teams at each point in the well-known but rarely well managed sequence of forming, storming, norming, and ultimately performing. They complete a team charter for a real-life team in their organization and explore its value in clarifying what's expected of a team, planning the team's work, and holding themselves accountable for getting things done.	8 hours	15	30	\$11,400, plus \$84.00/student
Team Building (Short)	<p>Great teams start with human-focused leaders. During this three-session course, participants will learn about the skills and strategies needed to build and cultivate trust, psychological safety, and effective collaboration, foundational elements of productive and engaged teams. This class is interactive and will include simulation exercises, assessments of team culture and impact, and exercises and discussions that can be directly applied in leaders' day to day teams. Each day will be focused on a different theme</p> <ul style="list-style-type: none"> • Day One: Creating Psychologically Safe Teams • Day Two: Building Trust Across Teams • Day Three: Enhancing Team Collaboration <p>Participants will leave this course with resources and tools to reference, applicable exercises, and deeper knowledge and capacity to enact skills critical to building healthy teams.</p>	6 hours. (3 2-hour sessions)	15	40	\$9000, plus \$84.00/student
Introduction to Supervision	<p>Supervision is a critical leadership skill; unfortunately, many people are promoted to supervisory roles, not for their interpersonal management skills, but for their capacity to excel in their previous technical positions. This course will help new and established supervisors gain necessary skills to manage, develop, and invest in the success of those they supervise so that they can feel confident in their capacity to navigate the often challenging role of supervision. The three-session course will be highly interactive and include discussions, exercises, and assessments to help supervisors better understand their strengths and styles, adopt effective skills and practices, and learn about evidence-based strategies for managing others. Session topics will cover</p> <ul style="list-style-type: none"> • Session One: Models of performance management • Session Two: Situational leadership • Session Three: Emotional intelligence in communication and listening 	9 hours (Split into 3 sessions)	15	40	\$13,800.0
Briefing and Presentation Skills	In this course, you will gain the skills and knowledge to deliver compelling briefings and presentations that connect with audiences of any size. Effective presentations go beyond simply speaking; they require careful organization of ideas and techniques to maintain audience engagement, ensuring your message leaves a lasting impact.	8 hours	15	30	\$7,200.0
Buisness Writing	This course offers practical guidance in technical writing, outlining standards for producing clear, logical, and professional documents. You'll learn best practices for structuring content and gain a step-by-step understanding of how to create effective technical documentation that meets organizational and audience needs.	8 hours	15	30	\$7,200.0

Myers Briggs Type Indicator Assessment: Personality Matters	This one-day elective course is designed for professionals seeking to enhance their communication, teamwork, and leadership skills through a deeper understanding of personality differences. By recognizing and adapting to various personality types, participants will learn how to foster stronger collaboration and lead more effectively in diverse work environments.	8 hours	15	30	\$7,200.0
Custom 1 Day Course	General one-day course: CENPEC will deliver a training program featuring customized content tailored to the client's specific needs.	8 hours	15	30	\$14,400.0
Custom 2 Day Course	General two-day course: CENPEC will deliver a training program featuring customized content tailored to the client's specific needs.	2 days	15	30	\$18,000.0
Custom 3 Day Course	General three-day course: CENPEC will deliver a training program featuring customized content tailored to the client's specific needs.	3 days	15	30	\$21,600.0
Custom 4 Day Course	General four-day course: CENPEC will deliver a training program featuring customized content tailored to the client's specific needs.	4 days	15	30	\$26,400.0
Custom 5 Day Course	General five-day course: CENPEC will deliver a training program featuring customized content tailored to the client's specific needs.	5 days	15	30	\$32,400.0