

Talent Development Workshops for Life Science Companies



Life science companies are increasingly looking to initiate talent development programs that are flexible and accessible for employees in today's hybrid/remote work environment. In response to this need, Danforth offers customizable talent development workshops to help clients improve collaboration and productivity. We have partnered with the Center for Creative Leadership (CCL), backed by over 50 years of research, to deliver scalable programs that are tailored for life science organizations at all stages.

The programs may be implemented company-wide, for small teams, or for selected individuals focused on specific skills. Our HR consultants can facilitate the various workshops or assist clients' internal HR staff in rolling out the programs. Sessions may be conducted online or in person.



Why Danforth?

Talent development built specifically for life science companies.

- ✓ Our program facilitators are highly skilled HR professionals with experience inside hundreds of biotech companies and a real understanding of effective training
- ✓ We customize training topics to align with life science company stages and requirements
- ✓ Workshops complement our flexible, accessible consulting model, adapting to and evolving with your company's development stage and business priorities



Get started:

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Workshop Kits

What's Included in the Participant Kits

All modules can be presented digitally or in person and include the following digital materials:

- PDF Participant Workbook with content and guided practice
- Guidebook via eReader with 1-year access and self-assessments, if applicable
- Topic-related application tools

All courses are designed as 4-hour blocks but may be adapted to your specific needs.

Boundary Spanning Leadership Workshop

The Boundary Spanning Leadership will equip individuals and teams to increase collaboration, tear down organizational silos, and spark new levels of productivity, efficiency, and innovation.

Creating Accountability Workshop

The Creating Accountability workshop focuses on developing intellectual awareness of accountability and providing tools and skills to make stepping up to ownership easier.

Delegating Effectively Workshop

The Delegating Effectively workshop focuses on creating an environment based on trust and establishing a rapport with colleagues to delegate successfully.

Direction, Alignment, Commitment Workshop

The Direction, Alignment, Commitment workshop focuses on a framework that enables individuals to work together as a cohesive group to produce collective results – results they could never achieve working as individuals.

Feedback Workshop

The Feedback That Works workshop teaches our simple, powerful, and effective feedback model that enables your employees to give and receive focused, productive feedback.

Influence Workshop

The Influence workshop helps leaders quickly grasp the fundamental principles of effective influence, build their self-awareness, and become equipped with the tactics to do so.

Leading People Through Change Workshop

The Leading People Through Change workshop focuses on developing communication, collaboration, and commitment strategies that help leaders align their team, peers, boss, and organization with their change efforts

Learning Agility Workshop

The Learning Agility workshop provides tools and skills to become more learning agile, putting participants on the path to making the most of their experiences and positioning themselves to succeed when faced with new, challenging situations.

Listen to Understand Workshop

The Listen to Understand workshop provides tools and skills to learn and practice effective listening, which leads to fewer misunderstandings, resolves more conflicts, and wastes less time.

Step Up to Conflict Workshop

The Step up to Conflict workshop teaches how to recognize and understand our own conflict “triggers” and understand how different values may contribute to conflict. It allows us to practice active and passive positive responses to conflict in the workplace and apply the strategies to a workplace conflict situation.

Talent Conversations Workshop

The Talent Conversations workshop equips leaders with the knowledge, skills, and tools to effectively deliver talent conversations that engage both leaders and employees.