



Do It Right, Do It Now!

Services from The Grange

Training Services

Expert Training Without the Fulltime Commitment

When small companies need to train their employees or leadership teams they don't always know who to turn to without obligating themselves to a long-term expense, they can turn to The Grange. Customizable solutions that align with your Vision, Mission, and Values are critical to successful training. The Grange is ready to help.

The Grange Strategic HR Consulting offers several types of training that help companies grow and achieve their goals. All of these services are customizable, are available in person or virtually, and are conducted by professionals with decades of experience.

Each training can be scaled to your needs. From a basic onetime, meeting that is generic but covers all the bases for a small group, to a highly customized presentation for hundreds, you choose the tier that suites your situation.

Training Services Offered

- Anti-Harassment Training
- Leadership and Management 101
- Recruiting
- Candidate Interviewing
- Conducting Performance Reviews That Build Engagement
- Recruiting in the AC (After Covid) World.



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Anti-Harassment Training

When employees complain of harassment, they often use words they have heard in the media, but don't fully understand. The Grange believes that educating employees on the legal definition of what is and isn't harassment can change the nature of complaints. This approach encourages employees to report issues sooner (before they technically become harassment), report situations without using "magic words" they don't understand, legally protects the company, and takes the stigma out of reporting issues. Employees should both care about their co-workers AND want to protect the company. Help your employees understand and protect your company by calling The Grange Strategic HR Consulting today.

Anti-Harassment Training Includes

- The Legal definition of Discrimination.
- An introduction to "Protected Classes" and why they protect everybody, not just minorities.
- A Legal understanding of why Harassment is a form of discrimination.
- The kinds of harassment, and how to identify them when they happen.
- Why report them sooner rather than later.
- Real life examples to make the training concrete.
- A Brief overview for leaders on what to do when harassment is reported.

Anti-Harassment Training

Tiered Training

Customizable Tiers

Whether you're looking for a one-time quick training that teaches the basics for a small group, or a very in depth, customized presentation for a very large group, The Grange can help.

- **Basic Colonial Tier - \$400 + Expenses**
 - One-time 45 minute presentation for groups of 30 or less.
 - Interactive, in person presentation.
 - Legal definitions of Discrimination (two types of Discrimination), Harassment (two types of harassment).
 - How and when employees should report
 - 10 minute presentation to leaders on how to handle reports/complaints.
 - Q&A
- **Hamilton Tier - \$800 + Expenses**
 - Includes all Basic Colonial Tier information
 - One-time 50 minute presentation for groups up to 80 participants.
 - Customized to client's Vision, Mission, Values, and internal policy. With up to two hours of consultation/prep work.
 - Up to 30 minutes of training with leaders.
 - Basic HR training for leaders on how to conduct investigations.
- **Madison Tier - \$1,100 + Expenses**
 - Includes all Hamilton Tier Information and Services
 - One-time 50 minute presentation for groups up to 110 participants (may be divided into two groups)
 - Revised and customized, compliant policies to be included with company's employee handbook.
 - Up to 4 hours of strategic consulting, evaluating company culture, current issues, and recommendations for solutions.
- **Washington Tier - \$ 2,500 + Expenses**
 - Includes all Madison Tier Information and Services
 - One-time 60 minute presentation for groups of 110 plus participants (Divided into unlimited sessions).
 - Up to 8 Hours of strategic consulting within 60 days of the presentation.
 - "Quick call" consulting for three months for serious issues that arise.
 - One hour of advanced investigation training.

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In the Grange: About Us

The Grange Strategic HR Consulting was founded with the vision of bringing the incredible power of value-driven cultures to small businesses. In an increasingly complex business environment, American companies can no longer rely on brilliant managers alone to solve every problem. Too many decisions need to be made too quickly for a small group of leaders to handle it all. Every employee must be a problem solver, capable of evaluating opportunities and finding the best path forward for the company. In short, every employee must contribute to the company's sustained growth.

In the early 2000s, CEOs of companies of all sizes depended on HR professionals to keep them compliant with the ever-growing regulatory landscape. But by 2010, mere compliance was no longer enough. Companies that only stayed within the boundaries of the law were falling behind their competitors.

By 2016, it became clear that companies with dynamic, problem-solving, and engaged cultures were outperforming others. Industry leaders like Google, Zappos, Qualtrics, and BambooHR raised the bar for cultural performance, integrating new generations of employees with ease while their competitors struggled to keep up.

As Tony Benjamin worked in the HR profession, he saw small employers struggling to integrate Millennials, and later Gen Z, into outdated business practices that hindered even the most forward-thinking companies. He also noticed that HR professionals were being increasingly sidelined by their more technical colleagues, growing dissatisfied with their roles as cost centers within organizations. HR was tolerated, but rarely valued, and professionals in the field were tired of reading articles like *"Why We Hate HR"* in *Fast Company*. They wanted a seat at the table.

Encouraged by a few visionary thinkers in the HR field, Tony began to develop a way for small companies to cultivate the same kind of innovative cultures driving some of the world's most successful companies. He realized that the key starts with defining the vision behind every great company and recognizing that policies, procedures, benefits, and perks are simply tools in the hands of skilled leaders.

The Grange is named after Alexander Hamilton's home in New York. It was from the Grange that most of his best ideas bloomed, took shape, and took flight. The Grange's vision is to "Create Prosperity by revolutionizing the Human Resources function in American Business."



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Call us at **(435) 817-7695**



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Get to know us by listening to The HR Life Podcast on Apple, Spotify, Amazon Music, your favorite podcast app or at:
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