

# Development Resources Consulting

*"Professional Training, Contagious Enthusiasm"*



Tammy Nodland, President of Development Resources Consulting, LLC has provided professional level training and development opportunities to those in corporate, non-profit and government sectors for the last 14 years. Her work with Hennepin County (population one million) in the development and implementation of their nationally recognized Welfare to Work training program has been lauded by community, government and faith-based organizations as a leader in welfare reform initiatives. Having worked in the corporate sector, Tammy recognizes that bottom line factors include needs assessment



Tammy Nodland

and success. Her comprehensive work prior to training assures high success rates, retention of materials and concepts. Based on common sense and strong organization, Tammy is the "trainer's trainer"; her methods are thorough, innovative and imaginative. With years of experience providing comprehensive, high content training, Tammy's style combines professional presentation and personal zeal for learning!

## More Information

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## Subscribe to Our Client List

Email us and we'll advise you of our new programs and schedules. Simply [click here](#) and send.

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## *A Sampling of* **Our Training Opportunities**

### **Nonverbal Communication: It's Beyond Words!**

If only 7% of what we say is actually heard when we deliver a message, what are we doing with the other 93%? In this class you will learn the secrets of encoding, decoding and how to improve your communication. Actions speak louder than words and so does perfume or cologne, clothes, environment and tone of voice. In this class you will learn principles that you can put into practice immediately to improve your success as a communicator, an employee, a friend, a spouse, or a parent.

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*"Tammy demonstrates a strong understanding of management and interpersonal communication skills. She is bright, articulate and a pleasure to work with."*

*Department Director  
United Way of Minneapolis Area*

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### **Generations in the Workplace: Wazzup with All of Them!?**

Having four generations currently in the same work environment can be both a blessing and a curse. Learn the significance and values of each generation, how they might merge or collide in the workplace and ways to gain productivity and respect for each other

in the office or work environment. This is a fun and insightful class as participants recognize the characteristics of themselves, their parents, their children and learn ways to make work enjoyable.

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*"She is a very interactive trainer, she invites everyone to be involved and they want to be because she makes it so fun. Tammy is definitely a high energy trainer. The material that Tammy provides to the learner is VERY user friendly and is a great tool when going forward and using the concepts in real work world."*

*Human Resource Consultant, Northwest Airlines*

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### **Derailing the Stress Express**

This course includes a self inventory, overview of the psychological and physiological effects that stress can cause, information about self- talk and how to keep it positive and personal ways to de-stress.

If you have already boarded the 'Stress Express', it's not too late to disembark! Participants in this session will leave having learned successful strategies for personal application and will have an individualized travel plan for the journey they live in the stressful world.

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## Our Training Opportunities

### **And the Times, They are a Changing**

The drive for individual and organizational change is at a record high and will continue to accelerate. The learning curve has shortened, the economy has tightened and the competition has stiffened. Technology, client/ internal customer's expectations drive the force of change and we are onboard! Contrary to popular belief, you may not always be able to control the change; however, individuals can become change resilient and they can learn to assess changing situations, offer input, feedback and problem solving expertise. At the same time, individuals can expand their personal comfort zone, identify and enlist support and utilize effective strategies to ensure success and growth in the process of change.

### **Expanding Your Sphere of Influence**

How do you influence people in authority? What special skill does it take to influence others to think or behave differently? This energy packed session is high content and high participation and is designed to help the learner to improve their skills in self-expression and to influence without creating chaos and or resistance! In this session participants gain practical understanding of why people resist ideas and learn subtle, professional and persuasive ways to influence others.

### **How to Hit the Ground Running, Straighten up and Fly Right!**

Downsize, right-size, understaffed, overwhelmed? When managers hire new staff or reassign positions, they need the peace of mind that the new hire will

be able to not only do the job, but be able to do it quickly. Who has this drive? How can you identify a self-starter and a motivated employee who isn't just 'interviewing'? The ability to catch on and catch up is crucial in today's workplace. Helping your employees to transfer old skills and quickly apply new ones is essential in this new work environment. Learning tricks and tools to help your staff not only do their jobs, but do them with speed, stamina and success is what this class is all about.

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*“She's great! The employees got the concepts and they enjoyed coming training! Get her back here again soon!”*

*President  
Community National Bank, Northfield  
Roseville, Minnesota*

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### **From Disney Cartoons Through Adolescence OR “To Puberty and Beyond!”**

*How to enjoy parenting your teens and pre-teens*

Do you ever wonder if you are alone in deciding how teenagers function? Join with other parents of 9-15 year olds (and older teens too!) to attend the three part series of classes. Positive Parenting of Teens classes are for parents, grandparents and concerned adults in the lives of teens and pre-teens. You will learn the concepts to assist you in improving and expanding your changing relationships with your teens. Authoritative parenting, perception and development, how to reduce tension, conflict and communication are all part of this series. Joining other parents of teens you will find yourself sharing experiences, laughing and writing down new things to try as you learn to become the best parent you can be.

[Sources of references listed and others are available upon request, please contact Development Resources Consulting for direct contact information](#)

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## A Few of Our Clients

- √ United Way of the Greater Twin Cities
- √ Dakota County Managers and Supervisors
- √ International Association of Volunteer Administrator's Annual Conference
- √ MADD
- √ The University of Minnesota
- √ Gesundheit! Institute® Staff, Dr. "Patch" Adams
- √ National Association of Counties Annual Conference



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## Customizing Your Training - Benefits

We offer our *"Professional Training, Contagious Enthusiasm"* philosophy to your training needs and are results focused.

Six reasons why you should choose Development Resources Consulting include:

- Customized training means, custom, tailored for you, and your employees. We listen carefully to your concerns and needs, and respond specifically with training that addresses those needs. We use thought provoking ideas, humor, participation and interaction to reinforce learning techniques and application
- Our training sessions are not only polished, professional and high content, they are pragmatic and fun. Laughing and learning means that concepts are applied, not just another handout filed in a drawer to be recycled on cleaning day a year down the road
- It's convenient. We come to your site, on your timetable. "Just in Time" training, or a series of sessions. We will work with you to design a learning series that meets your specific identified learning and development goals

- It's cost effective and tailored for you, we don't mass produce booklets and deliver training in rote, session after session sounding like a pre-recorded message. Group ideas and interactions, questions and concerns are addressed and incorporated into your training session
- Through experiential learning you and your staff can incorporate real work situations into the individual or small group activities; this helps build teams and unites co-workers in addition to encouraging commitment within your organization.
- Learning doesn't stop when the session ends. We offer follow-up consults to be sure that our training met or **exceeded** your expectations; our goal is **'customer delight'**

**Too many people and organizations are settling for mediocrity when "Professional Training and Contagious Enthusiasm" is what they really need!**

**For more information call  
Development Resources Consulting, LLC**

**952.891.3390**