

Hone Training

Better Leaders.
Stronger Teams.
Healthier Workplaces.



Website:
www.honettraining.com

HONE
TRAINING



A Training Partner **You Can Trust**

At Hone, we help organizations build **better leaders, stronger teams, and healthier workplaces** through practical, evidence-based training, facilitation, and coaching.

For more than 17 years, mid-to-large organizations across Canada — including government, Crown corporations, universities, health authorities, nonprofits and private-sector companies — have trusted us to support leadership development, strengthen team relationships, and reinforce workplace cultures built on respect.

We're known for being easy to work with, deeply professional, and consistently excellent in the room.

For organizations that care about leadership, teamwork, respect, and culture, Hone is the training partner you can trust with any audience, topic, or context.

We make it easy to deliver meaningful development programs by creating learning experiences that people remember, apply, and ask for again.



Services

Our services cover the full spectrum of learning and development: **training, facilitation, coaching, advisory, and assessments.**

Every engagement is grounded in partnership, customized for your culture, and designed to create real-world results that last.



Training

We deliver **customized training** that's practical, relevant, and easy to implement.

Choose from off-the-shelf programs, Hone-developed workshops, or your own in-house materials.

Whether you need a single workshop or a multi-session leadership program, we tailor every detail to your audience, goals, and schedule.





DiSC

Everything DiSC® helps individuals and teams understand communication styles, adapt more effectively, and work better together.

We offer a full range of DiSC-based workshops, from Workplace and Management to Agile EQ™ and Work of Leaders, plus assessment debriefs and train-the-trainer certification.



Five Behaviors

Based on Patrick Lencioni's The Five Dysfunctions of a Team, this program transforms groups into cohesive, high-performing teams through trust, healthy conflict, commitment, accountability, and results.

Available as team or individual development sessions.



The 3 Vital Questions®

A practical framework for reframing challenges and building resilience. Participants learn how to shift from reactive to creative thinking, strengthen accountability, and improve well-being at work.



Respectful Workplace Training

Our most requested program — trusted across government, universities, nonprofits and corporations. Hone's Respectful Workplace and Human Rights at Work courses combine legal compliance with culture-building insight.

Participants leave understanding not just what's required, but how to create a positive, respectful environment every day.



Randy is organized, thorough, and takes the time to understand client's needs and tailor his approach. His training is practical, engaging, and leaves participants with skills they can actually apply. His materials are excellent—I still keep some in my office for reference. Randy consistently earns positive feedback, whether working with frontline staff or senior leaders. He is professional, reliable, and makes training (even if mandatory) valuable and enjoyable.

Kelli Van Leeuwen

Director, Human Resource Operations, Legislative Assembly of British Columbia



Facilitation

Skilled, neutral facilitation for meetings, retreats, and discussions that matter.

We help leaders and teams make decisions, resolve conflict, and create alignment through structured dialogue and inclusive participation.



Coaching

Personalized one-on-one or team coaching that turns insight into action.

We help leaders and team members strengthen communication, confidence, and accountability — and support real-time problem-solving between sessions.



Advisory

Strategic support for HR and leadership teams designing learning programs, embedding cultural change, or improving team effectiveness.

From curriculum design to post-training integration, we help you turn good ideas into measurable results.



Assessments

We provide DiSC®, The Five Behaviors®, TKI®, and other validated tools that increase self-awareness and team effectiveness.

Assessments can stand alone or be paired with debriefs, coaching, or team workshops to translate data into real behavioural change.



I have Randy on speed dial for when I need coaching on difficult situations. I've been privileged to have had several leadership coaches over the years, and Randy stands out as someone whose values align with my values and whose leadership style aligns with mine. Beyond his professional skills, he is grounded, respectful and has a good sense of humour. He's a good listener who can get to the core of an issue and help you think about ways to navigate it. I feel privileged to work with him.

Rae Ann Aldridge

Executive Director, Safety & Risk Services, The University of British Columbia

Our Process

At Hone Training, our process blends structure with heart – ensuring every engagement is both thoughtfully designed and authentically delivered.

To maintain our high standards for delivery, every engagement – whether it's a facilitated workshop, leadership program, or one-on-one coaching series – follows our proven 6-step approach.

This process ensures that the work is relevant, customized, and produces real-world results for every client.



1. Define What Success Looks Like (and How to Measure it)

Every engagement begins with a conversation about outcomes.

We ask:

- » What does success look like when this is done?
- » What needs to change or improve?
- » What constraints do we need to work within – time, budget, or scope?
- » How will we measure success? Both quantitatively (e.g. KPIs, adoption, completion rates) and qualitatively: (e.g. confidence, clarity, trust, alignment)?

This shared definition becomes the foundation for everything that follows. It keeps the work practical, measurable, and aligned with your goals.



2. Understand the People and the Context

Before designing anything, we take time to learn about your organization and your audience.

That might include:

- » One-on-one conversations with leaders and/or team members
- » Reviewing existing materials, goals, or challenges
- » Using assessments like DiSC, Five Behaviors, or custom diagnostics to get a shared language for development

This step ensures that the experience reflects your culture, not a generic template.



3. Design and Customize the Experience

Once we understand your goals and context, we build a tailored plan.

Even if we are delivering “off the shelf” training, the design process always includes:

- » Drafting a detailed outline of the approach and outcomes
- » Collaborating with you to refine it
- » Customizing materials, examples, and exercises to your environment

The end result is a program that feels like it was built inside your organization – because it was.



4. Deliver with Care and Attention

Delivery is where preparation meets care.

Whether facilitating a team retreat, leading a workshop, or coaching an individual, we create a psychologically safe and inclusive space where people feel respected and engaged.

Every session is highly interactive. We combine brief presentations with individual reflection, small-group discussions, paired activities, and large-group debriefs.

Our participants and clients often describe the experience as practical, engaging, and infused with genuine care – enabling them to learn, connect, and apply insights immediately.



5. Capture Insights and Commit to Action

Every session ends with concrete next steps.

Participants identify commitments, actions, and accountability measures — ensuring learning moves from the classroom into the daily behaviors that create real world results.

We often incorporate individual or team commitments, follow-up surveys, or post-session check-ins to reinforce results.



6. Review and Evolve

After delivery, we debrief with you to understand what worked, what changed, and what's next.

We review both qualitative insights (like observed behavioural or cultural shifts) and quantitative results (such as assessment data, follow-up survey scores, and measurable performance improvements).

This reflection helps us celebrate progress, identify opportunities for improvement, and plan the next phase of development. Our goal is to ensure that progress is visible, and learning continues to build over time.

Who We Work With

We've been supporting leaders and teams in Canada, the United States, and Internationally since 2009.

Hone has had the privilege of training, coaching, and facilitating for thousands of leaders and team members from organizations of all sizes, industries, and levels of complexity.

Our clients span the public, private, and nonprofit sectors — from frontline teams to senior executives and everything in between.

They are typically mid to large organizations that care about developing strong leaders, building cohesive teams, and creating respectful, psychologically safe workplaces.



We regularly partner with:



Private-sector
companies



Government &
Crown
corporations



Post-secondary
institutions



Health
Authorities



Public sector
organizations



Nonprofits and
community
organizations

These organizations often have dedicated HR, OD, or Learning & Development teams who manage multiple vendors and need a partner they can trust with any audience, topic, or context.





Ensures that every engagement is aligned with our goals and delivers with impact.

Randy consistently demonstrates a deep understanding of our organization and what we're aiming to achieve. He's taken the time to learn our values, priorities, and desired outcomes—and it shows in every interaction. His facilitation style is confident, thoughtful, and especially effective when navigating sensitive topics. He ensures that every engagement is aligned with our goals and delivers with impact.

We've partnered with Randy in a variety of ways—from facilitating our own content, to co-designing custom programs, to delivering his own offerings—and he's been exceptional across the board. He's collaborative, responsive, and genuinely committed to continuous improvement, always seeking feedback and refining his approach.

As a facilitator, Randy brings expertise, empathy, and presence. He listens deeply, engages meaningfully, and creates space for real dialogue—whether in-person or virtual. He's a trusted partner and a true professional.

Nancy Neese
Learning Manager, ICBC



We didn't want just another surface-level, feel-good team-building session. We needed a professional, neutral space to work through both the positives and the challenges.

We learned to step outside our own lenses and create a shared perspective that truly supports collaboration.

What set this experience apart was its purposeful depth, focused direction, and the safe, neutral environment that allowed everyone to show up authentically and have real conversations.

Cory Judge
Owner/Designer, Shi Studio

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Randy's sessions are **always highly reviewed by our staff** – both new hires and seasoned leaders. He always finds a way to create a valuable learning and growth experience for those in attendance. He's upbeat, charismatic, and somebody we look forward to interacting with every time.

~Colleen Sparrow
Program Lead – Learning
Centre, BC Assessment

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Safety and Risk Services is committed to leadership development and Randy has been **instrumental in the evolution of our program.**

We identify high-potential leaders from the team and give them the opportunity to participate in a nine-month program with monthly sessions. **Randy develops the curriculum, facilitates the sessions, and provides regular updates** to our leadership team. What I love about this program is that participants form triad groups that **continue to support each other long after the program ends.** When they are looking for leadership support, they can pick up the phone and call their triad colleagues, even if they sit in different units. That relationship building is invaluable.

~ Rae Ann Aldridge
Executive Director, Safety & Risk
Services, The University of British
Columbia

“

What sets Randy apart is how he makes our content his own.

He delivers it as if he designed it himself, preparing thoroughly by asking detailed questions about our company, culture, and audience. He's an extremely experienced facilitator who adapts seamlessly when we need adjustments for specific audiences.”

~Banoo Ghaseminejad

Who We Are

Hone was founded on a belief we still hold today:

Every leader, every team, and every organization has untapped potential.

Our role is to help people access it.

We began with just a few foundational workshops that had decades of proven results — and a vision for how leadership and team development could be more human, practical, and transformative. As demand grew, so did our offerings, evolving into a full suite of training, coaching, facilitation, and custom program development services.

Today, the Hone team brings **more than 20 years of experience** in adult education, human resources, leadership development, and organizational performance.



We've trained and coached thousands of leaders and team members across North America and internationally — from frontline employees to senior executives, and from small teams to groups of more than 100 participants.

What We Believe

At Hone, we believe:

- » Real change starts with self-awareness.
- » Respect is non-negotiable.
- » Psychological safety is foundational to performance.
- » Development should feel practical and relevant.
- » Collaboration creates better outcomes.
- » Growth takes courage and accountability.

- » Leadership is about humanity, not hierarchy.
- » Positivity and mindset shape results.
- » Learning is a shared journey.
- » Excellence means making a real difference.

These beliefs guide every program we design and every room we facilitate.



Meet Randy Kennett

Principal, Hone Training

Randy Kennett is a trusted facilitator, coach, and advisor with more than 20 years of experience helping leaders and teams work together better.

Before founding Hone, Randy spent the first 15+ years of his career in **operational and HR leadership roles** across Western Canada and the Pacific Northwest, where he **led training functions**, supported leadership development, and **oversaw large-scale training initiatives** – including coordinating international launches and supporting new market operations in Hong Kong.

Today, Randy partners with organizations across North America and internationally to **strengthen leadership, build cohesive teams, and cultivate respectful, psychologically safe workplaces.**

Known for his **grounded presence, practical approach, and exceptional facilitation skills**, Randy consistently earns top ratings from participants and long-term loyalty from clients. He is trusted with **sensitive topics, complex group dynamics**, and audiences ranging from frontline staff to senior executives and Fortune 500 teams.

His expertise spans **communication, conflict resolution, culture and engagement, psychological health and safety, team cohesion, leadership development, and respectful workplace practices.**

Randy's work is rooted in **evidence-based assessments and proven frameworks**, and he brings certifications in Adult Education, Human Resources, Business, and Workplace Mental Health Leadership.



Randy is a Registered Corporate Coach™, a Certified Psychological Health and Safety Advisor, holds a certificate in Mental Health First Aid, and an **Authorized Partner and Facilitator for Everything DiSC®**, **The Five Behaviours of a Cohesive Team™**, and the **Thomas-Kilmann Conflict Mode Instrument**.

Above all, Randy is committed to helping people build healthier relationships at work. He brings **empathy, professionalism, and a collaborative spirit** to every engagement – whether he is facilitating a team retreat, coaching a leader, or advising an executive team. Randy welcomes the opportunity to support you with your leadership, team, or workplace culture goals.

Let's Create Better Workplaces Together

If you're looking for a training partner who is easy to work with, trusted with sensitive topics, and consistently delivers learning that sticks, we'd love to connect.

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