

## GROW AS A LEADER

Training for individuals and teams from 1-100 and beyond. Each session targets knowledge, skills, and abilities essential to cultivating a high-performance workplace culture and enhanced employee engagement. Highly actionable learning in engaging and interactive environments. Courses are delivered in person in 120-minute formats explicitly created to be bite-sized and to the point. Topics cover change management, creativity & innovation, leadership style, performance management, strategic thinking, and succession planning.

### CHANGE MANAGEMENT

#### HELPING OTHERS MAKE CHANGE WORK

*Being a change agent*

More than a few things have recently changed, and experts can agree that the world and workplace will remain turbulent in the future. We all will likely need to make some changes soon. Being able to make change work and help others is one of those leadership skills that are more important now than ever.

This workshop builds leadership skills and awareness of the challenges and rewards for helping others become change-resilient. During this workshop, leaders learn a proven cognitive and behavioral change framework that can be applied to any change to help others make productive choices.

#### LEADING ORGANIZATIONAL CHANGE

*Produce change*

No company would brag about its status quo and sameness compared to when it began. But, change imposed is often change opposed. One of the most critical leadership challenges is leading organizational change. Any organization can move forward with small incremental changes, but building for the future in today's rapidly evolving environment means making bold changes.

This workshop introduces leaders to organizational life cycles, Kotter's eight steps of organizational change, a positive framework for change, and a tool for keeping a pulse on what matters most during significant organizational change.

### INNOVATION & CREATIVITY

#### CREATIVE THINKING

*Approach problems in unconventional ways*

Innovation and creativity produce a competitive advantage. However, you may wonder if developing your creativity and innovation capacity is possible. A common argument presented in support of development is that if creative people were born, we would observe more consistency in creativity and little variability in invention among creative individuals. Studies have shown that cognitive skills, personality traits, work habits, and social-environmental variables influence creativity.

During this workshop, you will learn through experience how to use linear and intuitive creative thinking techniques to create new ideas for worthwhile business challenges.

## LEADERSHIP STYLE

### LEADERSHIP DISCOVERY

*If you want to go fast, go alone; if you want to go far, go together*

Using the DISC personality profile assessment, we start by enhancing each leader's understanding of personality and temperament. Participants complete the assessment online and receive a personalized DISC report with individualized feedback on four aspects of their work style: dominance (D), influence (i), steadiness (S), and conscientiousness (C). Next, we leverage a highly interactive leadership development workshop and team culture report to enhance self- and team awareness.

Finally, we help embed workstyle understanding into team interactions and daily leadership routines with DISC leadership and coaching tools to bring out the best in people and the business results. It's not just training: it's an assessment-informed structured approach that busy leaders and teams can successfully apply.

### SERVANT LEADERSHIP SKILLSETS AND MINDSETS

*Results and relationships*

Discover the transformative power of Servant Leadership. This workshop dives deep into the core principles of this human-centric leadership style. You'll gain a clear understanding of what Servant Leadership truly means and how it differs from traditional leadership approaches. Explore the compelling benefits of prioritizing your team's growth and well-being, and learn how to apply these principles across diverse global contexts. We'll illuminate the path with examples of contemporary Servant Leaders and equip you with valuable resources to continue your leadership journey.

### SERVANT LEADERSHIP DEVELOPMENT PROGRAM (SLDP)

*Lead with Heart, Empower Your Team*

Designed for leaders at all levels, from frontline to CXO, the SLDP is a comprehensive, year-long program focused on developing servant leadership skills. Through four intensive modules, pre and post leadership assessments, structured on-the-job practice, and personalized coaching, participants will deepen their understanding of servant leadership and its impact on individuals, teams, and organizations. By combining rigorous learning with practical application, the SLDP empowers leaders to navigate complex challenges, build high-performing teams, and create a positive and sustainable organizational culture.

The SLDP is rooted in behavioral psychology and neuroscience, offering a data-driven approach to leadership development. Through a combination of self-awareness assessments, interactive workshops, and personalized coaching, participants will develop the skills and mindset needed to become exceptional servant leaders. By focusing on building trust, creating inclusive environments, and maximizing team performance, the SLDP helps leaders achieve tangible results while making a positive impact on their organization and community.

## PERFORMANCE MANAGEMENT

### CREATING A CULTURE OF ACCOUNTABILITY

*See It, Own It, Solve It, and Do It.*

Accountability is a frustrating topic for many leaders and business owners. Accountability remains puzzling despite careful hiring practices, well-designed employment policies, and digital monitoring. Why do some employees take accountability for their actions and others don't? Holding others accountable isn't easy, but it significantly impacts your leadership and business results. An organizational culture of accountability is architected. It doesn't just happen.

During this workshop, leaders will learn how to recognize and effectively apply five psychological levers for creating workplace accountability: attribution, observation, obligation, and consequences. You will also use a tool to assess the current degree of accountability and empowerment in your company culture and identify specific actions that will best drive accountability.

### MAXIMIZING PERFORMANCE

*Bring out the best in your employees*

Many leaders believe their team's performance is tied to personal and professional success. Still, few are intentionally bringing out the best in their employees daily. Too often, employees are treated like light bulbs by busy leaders. When they aren't working well, they get replaced. In today's employee-driven marketplace, a failure to bring out the best in your team is a costly mistake. Wouldn't it be great to have proven tools that busy leaders can successfully apply to break bad habits and maximize employee performance?

During this interactive workshop, you will engage with other participants using Gilbert's Behavioral Engineering Model and something called PIC/NIC Consequence Analysis. You will also learn why performance-based accountability grounded in behavioral psychology is key to Life-Changing Leadership Habits.

## STRATEGIC THINKING

### BECOMING FUTURE-READY

*Enable better decision-making to be future-ready*

Great leaders dream of a better future – from business sustainability to growing future leaders, increasing speed to market, or operating with greater purpose. To turn those dreams into workplace realities, leaders need to set strategies. It is impossible to formulate a strategy, let alone a "best" or preferred strategy, without engaging in "strategic thinking"

During this workshop, you will learn about strategic foresight principles, engage in an activity, and learn how to use a couple of strategic foresight tools that help you understand the future better. The world is complicated with accelerated change. Many organizations and individuals can not implement change fast enough. This workshop teaches you how to apply STEEPLE and a Futures Wheel to become future-ready.

## THE STRATEGIC LEADER

*Think, act, and influence strategically*

The Strategic Leader course equips you with the tools and mindset to navigate complexity and drive transformative results. Discover how to think strategically, make bold decisions, and inspire your team to achieve extraordinary outcomes. This program is designed to help you develop a strategic mindset, build a compelling vision, and execute with precision. Whether you're facing rapid market changes or seeking to unlock new growth opportunities, this course will empower you to lead with confidence and create a lasting impact.

During this workshop, leaders will explore the critical aspects of strategic thinking, acting, and influence. Participants will use a tool to assess their current opportunities that will drive the greatest positive strategic thinking and planning change for them and their organization.

## SUCCESSION PLANNING

### A LEADER'S GUIDE TO SUCCESSION PLANNING

*How to identify, prepare, and nurture successors*

"I've got an opening on my team; do you know of anyone?" How often have you initiated this conversation or been a part of it recently? Most leaders struggle to find and develop the ready-now talent they need. Workforce challenges are nothing new. However, industry experts forecast that your talent challenges will become increasingly severe by 2030. Building a pool of qualified candidates ready to fill newly created or vacated positions can be challenging.

This workshop includes succession planning topics such as talent identification, talent calibration, talent review best practices, and high-impact and low-cost employee development strategies.