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Workshops and Offsites

Build for tomorrow, today!



Whether you are trying to jumpstart the energy of a new or existing team, want to reflect and review where you go next as a team or simply take a time out and get a chance to fill your team's tool box with new skills/insights on leadership development, we can customize a single or multi-day experience that will **transform your mindset!**

Executive learning is most impactful when it is highly engaging and interactive—in a word—**experiential!** And creating experiences is what we are all about.

Special Note—All of these programs below can be incorporated into a customized Key Note

Speaking Event for your Organization and Association.

Testimonials

Phil Leadership Rigor & Eri...



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Leadership Fundamentals

For the team who needs an **introductory platform** of leadership learning so they can build upon their individual and collective skill sets/capabilities more quickly, we will

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provide you with a **macro-overview of concepts, frameworks, models and leadership language** to set the stage for your leadership development initiatives and team success!

In addition to providing a deep-dive on the basics of team building dynamics, we will use a series of **diagnostics** to help your team understand themselves as individuals, how they differ from each other and the collective personality of the team as a whole. This will provide you with **clarity and insight** for how to effectively work with each other through the challenges of change, decision-making, communication, relationship building and conflict resolution.

You will experience the impact of **The Progressive Mindset™** communication model and **The Analytical Rigor™** model for decision making and issue processing in accelerating your performance and productivity.

This highly experiential learning workshop will also provide your team with **real time trust building opportunities** as well as a safe space to try out giving feedback, getting feedback and dealing effectively with the “pink elephant issues” we often try to avoid on teams to avoid conflict and tension.

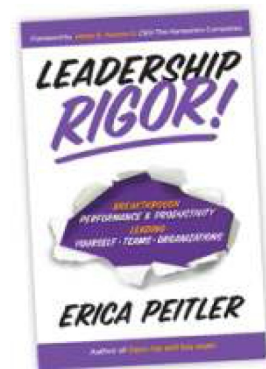
A must workshop for those wanting to create a high performance team!

Leading at the Organizational Level

For the executive leadership team that wants to have a **structured approach** to ensuring they are focused at the right altitude and on the right initiatives, we will guide you through a comprehensive understanding of our unique Organizational Excellence™ Model and work with you to **create your leadership team action agenda**.

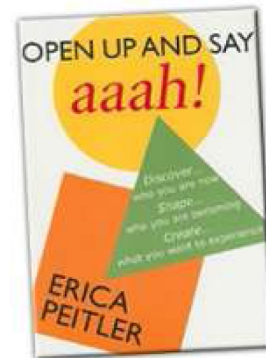
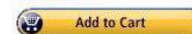
At the end of this workshop, you will have clarity on how you will **shape and evolve your culture**, develop your talent bench, develop your strategic direction and

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establish your performance metrics. You will also gain an in depth understanding of how to **create an environment where your employees will be inspired** and therefore highly motivated to exceed your goals and expectations. You will also learn how to **establish a communication strategy** that will ensure alignment across your organization.

This workshop is for **intact leadership teams only** and depending on the phase of lifecycle development of the organization, **may require a multi-day experience**.

Developing a Performance Based Culture

For the leader who wants to **raise the bar** of expectations and performance within their organization to a new level, this workshop will provide **insights and clarity** on what your role as the leadership team needs to be to make this happen.

We will also do a deep dive into what a performance-based culture looks like, sounds like and feels like. You will be given **practical tools** that you can **use immediately** to put the changes you want to see in motion!

Making Decisions: Models and Tools for Productivity

As business leaders we spend a **significant amount of time** with our teams discussing complex issues and making decisions. Often our approach is **circular and frustrating** as we struggle to get full engagement and ultimate alignment so we can move forward in a cohesive way.

Learn (3) impactful models for **enhancing the quality of your decision-making** (including **The Analytical Rigor™** model) as well as facilitate the productivity/speed with which you reach your decisions. Not only will you be making **better, faster**

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decisions at your executive team level, you will have tools/models you can rollout across your organization!

Talent Management for the Small-Mid Sized Business

Creating a **talent bench** for your business needs both today and tomorrow is a critical priority for the CEO/Leadership Team.

Having the talent on-board with the required **skills and capabilities to grow your business** is often what holds most organizations back from achieving their goals. **Retaining your talent** because you are proven to be a leading edge organization with a priority emphasis on growth, learning and leadership is equally important!

We can work with you to develop a talent management program which brings the **latest research and insights** to you in an easy to understand and accessible manner. We will **skip the complexity** and give you just what you need to ensure you are best prepared to acquire, develop and retain the talent you need to **create the business growth trajectory now and a legacy for the future** of your organization.

Organizational Design and Succession Planning for the Small-Mid Sized Business

How you **structure your organization** is critical to ensuring alignment between your business model, your strategy, your talent bench and your culture so that you are getting the performance you want in the marketplace.

Being in a centralized, decentralized, functional, team or cross functional structure will affect your **productivity**, your ability to **control or empower** as well as your ability

to train and develop those skill sets which may be critical to your current business or future needs.

Even when you get it all of these decisions right, it cannot stay in place forever as the **changing marketplace dynamics** will cause you to anticipate and respond to the **evolving conditions**.

So it is critical that you also invest your time and energy in **succession planning initiatives** so that you have the players on the bench who can grow and evolve into your future roles and fulfill the future needs of the business.

How you plan your succession is a critical and continuous step in **ensuring your talent base is cross-trained**, well networked and has exposure to the people and parts of the business that they may need to lead in the near/mid term. You will also need to **ensure leadership behavioral competencies are well developed in addition to the basic technical skills** so that your successors will also be able to lead and develop others as you secure a sustainable business future for your organization.

We can help you assess your talent by utilizing a **structured succession planning process**. Once you have perspective on your gaps, we can help you create the process and plans to secure your future talent needs through competency model development, coaching, mentoring and **high potential leadership development initiatives**.

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