

Leadership & Organizational Development Topics

The following topics are frequently requested by clients in seminar, half-day, full-day, and multi-day formats, or combined to compose professional development series.

Influence & Motivation

Influence for a Change: A Crash Course in Motivation, Moving Others, and Making a Difference.

Engagements targeting influence and motivation increase participants' understanding of how people are motivated and prepare them to supercharge their influence in interpersonal, organizational, and decision-making situations. Content drawn from social psychology, management, and behavioral economics and may include topics like:

▲ **Motivational Continuum.**

A spectrum from extrinsic to intrinsic and the pros/cons and implications of each.

▲ **Persuasion Model.**

Tips & Tactics for preparing and delivering more effective pitches or proposals.

▲ **Sources of Influence.**

Sources of influence affecting and available to everyone and useful to foster agreement.

▲ **Influence for Change Plan.**

Model for marshaling the personal, social, and structural influence to spur change

Engagements targeting Influence & Motivation are especially valued by participants in cross-functional teams, lateral or matrix relationships, middle management, politicized environments, etc.

Conflict & Difficult Conversations

Difficult Conversations: Managing Conflict for Exceptional Relationships & Results

Engagements targeting conflict and difficult conversations broaden participants' understanding of where conflict comes from and its effects on relationships and performance. It introduces them to the importance of "good" conflict and provides practical instruction in how to pick a good fight and conduct difficult conversations in myriad personal and professional contexts. Content drawn from management, group dynamics, interpersonal communication, counseling psychology, etc. and may include topics like:

▲ **Team & Role Maturation:**

Conflict's role in transforming and tempering collaboration and creating exceptional teams.

▲ **The "Third Thing":**

Model for transforming conflict from personal to purposeful and from positional to principle-based.

▲ **Personal Conflict Style:**

Assessment and application of individuals' instinctive response to conflict and instruction on flexing style for best effect.

▲ **Difficult Conversation Method:**

Principles and practices for engaging others productively in difficult or conflict producing interactions

Engagements targeting conflict and difficult conversations are especially valued by supervisors, team leaders, mid-managers, parents of teenagers, etc.

Talent & Strength Development

Making the Most of the Best of You: Discovering, Developing, and Deploying Your Strengths

Engagements targeting Talent and Strength Development introduce a strength based paradigm for performance and development. Participants identify unique talents in themselves and others and explore implications for developing and deploying themselves and others most effectively by leveraging these competitive advantages. Content is drawn from management, positive psychology, human development, etc. and may include topics like:

- ▲ **Talent Assessment/Interpretation:**
Identification of individuals' unique personal strengths or mapping team strengths via inventories (e.g. Clifton StrengthsFinder) or other exercises.
- ▲ **Strategies for a Stronger Life:**
Tactics for "playing to your strengths" or leveraging your talent into greater prominence in life.
- ▲ **Introduction to Strength Paradigm:**
Distinguishing strength-based from conventional and prevailing remediating perspectives
- ▲ **Supervision:**
Strategies for maximizing individual performance and engagement
- ▲ **Team Building:**
Strength-based strategies for improving team formation, process, and performance

Engagements targeting Talent or Strength Management are applicable to all, but are especially useful to team leaders, managers, and supervisors, and those seeking to discover or inspire greater engagement/performance, or facing personal/professional transitions.

Trust & Teambuilding

A Matter of Trust: Focus & Foundation of Top Teams

Engagements targeting trust and teambuilding introduce participants' to the antecedents of trust and engage them in assessing and improving the group processes and commitments that distinguish top teams. Content draws from management, group dynamics, developmental psychology, etc. and may include:

- ▲ **Personality Assessment:**
Assessment, interpretation, and application of Myers Briggs Type Indicator (MBTI), DISC Profile, Clifton StrengthFinder, etc.
- ▲ **Teambuilding Initiatives:**
Active group problem-solving initiatives that illuminate and recalibrate essential team dynamics. (Where context and participants permit.)
- ▲ **Diagnosing Dysfunctions:**
Exploration and diagnosis of common behaviors sub-optimizing performance.
- ▲ **Strength Mapping:**
Talent assessment and strategies for managing and maximizing collectively.
- ▲ **Conflict Style Assessment:**
Assessment of individuals' conflict responses and instruction for flexing style for effective collaboration.

Engagements targeting trust or teambuilding are especially applicable to those who function in, or depend upon teams, or whose success requires effective collaboration.