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## Learning & Development

Professional Development Series | 

1	<b>The Doing Dilemma: Shifting Your Perspective to Empower Others</b>	<p>Leaders and Doers are different, and many of the dispositions that distinguished you as a doer won't serve you well as a leader. They'll frustrate and disempower your team. This session describes the difference and shifts perspective in ways that build potency and ownership in others.</p> <p><u>Content Highlights:</u> Direct &amp; Indirect Influence on Outcomes, Self-Fulfilling Prophecy, Set-Up-to-Fail Syndrome, Do's &amp; Don't's for Empowering Others</p>
2	<b>The Power of Purpose: Turning Busywork into Worthywork</b>	<p>People are most productive, creative, and resilient when they're serving worthy goals, but busywork makes even the best of us feel fragile, fatigued, and uninspired. This session gets to the root of motivation, engagement, and performance and equips you to get the best out of yourself and others by pumping up purpose.</p> <p><u>Content Highlights:</u> Investment &amp; Return, Elevating Challenge &amp; Fostering Flow, Working on the Value Side, Keeping the Bar High</p>
3	<b>All the Good Stuff... Making the Most of Conflict</b>	<p>Most people are content to avoid or survive the conflicts that arise in everyday transactions, interactions, and relationships, but what if you could make that conflict work for you? This session transforms participants' perspectives on conflict and prepares them to harness it more productively.</p> <p><u>Content Highlights:</u> role of conflict in building top-teams and trust, buy-in, decision-making, etc. 5 responses to Conflict and self-assessment.</p>
4	<b>When Failure's Not an Option, It's Virtually Guaranteed</b>	<p>This provocative session reframes failure and reveals surprising dispositions that hold people back and keep them from reaching their potential. It confronts participants' hidden fear of failure and outlines two strategies that unleash new opportunity and capacity in individuals and teams.</p> <p><u>Content Highlights:</u> Re-Defining Success, Failure, and LIMBO, Relationship of Success and Failure, Removing Limbo and Recasting Risk</p>

5	<b>Playing Chess not Checkers: The Secret to Super Supervision</b>	<p>When it comes to getting the most out of people and teams, one size does <u>not</u> fit all. This session equips you to recognize and leverage the unique talents and dispositions of people in the service of common goals. It introduces the <i>Supervision Matrix</i>, and equips supervisors to tailor their interactions and deployments more strategically to maximize individuals' impact and satisfaction.</p> <p><u>Content Highlights:</u> Chess Not Checkers Principle, Supervision Matrix, Personalizing Leadership, Making the Most of Your People</p>
6	<b>One Size Does Not Fit All: Aligning Supervision Style for Success</b>	<p>When it comes to supervision and getting the most out of people and teams, one style does not fit all. This session describes four supervisory postures and the situations in which they are most effective. It broadens your repertoire of skills and equips you to match the right style of supervision to the right situation to maximize impact, development, and satisfaction.</p> <p><u>Content Highlights:</u> Chess Not Checkers Principle, Situational Leadership Model, Coaching, Directing, Delegating, Consulting</p>
7	<b>Getting Traction: Releasing the Restraints of Competing Commitments</b>	<p>Have you ever wondered what's holding you back? You've got good goals and you genuinely want to change, but you're not moving forward. You're stuck. This session reveals the surprising culprit behind stasis and equips you to get moving again.</p> <p><u>Content Highlights:</u> Challenges to Change, Internal Tug-o-War: Dynamic Equilibrium, Competing Commitment Principle, Identifying Competing Commitments</p>
8	<b>Finding Focus: Getting Real About Priorities</b>	<p>This session describes the impact of having too many priorities and the negative effect of stretching yourself or your organization across them. It identifies key considerations for paring them down or "prioritizing the priorities" and practical strategies for holding the line.</p> <p><u>Content Highlights:</u> Prioritizing and Performance, Organizational Dynamics, Tools Personal and Team Tools, Protecting Priorities</p>
9	<b>Making Change When Change Is Hard</b>	<p>Taking people and projects to new places is the fundamental job of a leader, but how do you spur and survive change when change is hard? This session illuminates essential dynamics of change and prepares participants to build buy-in and resilience when the pace of change or the journey ahead is daunting.</p> <p><u>Content Highlights:</u> Challenges to Change, Motivation, Engagement, Endurance &amp; Resilience, Change Targets, 10 Focus Busters</p>