



## Course Descriptions

### **Connecting the “Why” Conversations**

What do your people want out of life as a result of working for you? A job should be so much more than a paycheck, although very few people intentionally consider what they want out of their work experience. Great leaders recognize the power behind the “why” and help their employees align their personal why with the organization’s mission and values to find greater purpose in their work. In this collaborative workshop, we will discuss methods for helping your team members discover their why, aligning work around the why and identifying their larger purpose within the organization. As a result, employees will find greater meaning and motivation from the work they are doing every day.

### **Demonstrating Impact and Value**

Engaged employees want to know their work makes a difference. Great leaders clearly define what success looks like in each role and help their people see how that work impacts the team, customers and the organization. In this interactive workshop, we will discuss ways to establish a cadence of clarifying expectations for the most important work, evaluate progress and acknowledge the impact of each individual. As a result of these conversations your people will be confident about their performance, understand how they can grow and feel valued knowing their efforts matter.

### **Giving Critical Feedback**

Many people avoid and delay giving critical feedback for fear of conflict or exaggeration of the effort needed to provide feedback. Great leaders view critical feedback as a way to demonstrate their commitment to an employee’s success. Through open communication they create a team culture that expects and values critical feedback. In this collaborative workshop, we will share ideas on how to simplify feedback, anchor feedback in expectations and results, remove the emotion and deliver the message in a way that demonstrates you are invested in each individual’s success. As a result, you will change the perception of feedback and create a culture where feedback is delivered timely and consistently with the intent of helping everyone become their best.

### **Focus on Employee Growth**

Engage your team for the long haul by helping them see their potential in the organization. Great leaders understand that growth is unique to each person. They inspire each person with possibilities, help them feel confident in their strengths and provide support and autonomy so employees can drive their development.



### **Activate an Ownership Culture**

Foster a strong sense of ownership through employee engagement and authentic company values in a way that motivates, empowers and equips your employees to drive innovation and growth for the company. Build an action plan to inspire an ownership attitude within your team through employee engagement.

### **Achieve High Performance**

Maximize the performance of your team by leveraging their individual strengths and aligning them on results. Create best practices activate the strengths of your team and help them reach their full potential.

### **Building Trust Through Relationships**

Build trust with transparency, humility and authentic relationships to cultivate an environment where employees have the confidence to experiment, communicate openly and drive change. Create a plan to establish a supportive team culture where your team members feel safe to make decisions and challenge the status quo.

### **Inspire Greatness with Recognition**

Activate intrinsic motivators and acknowledge progress, give recognition and create accountability to inspire, build confidence and develop your team. Identify key touch points and the imperative conversations to have with your team to inspire greatness.

### **Spark Self-Driven Development**

Create a culture where employees drive their own growth and success. Build development templates and discussions that empower employees to create opportunity, align their strengths and drive personal growth.

### **The Formula for Effective Delegation**

How you work is as important as the work that you do. The Leverage Formula is a high-level overview of how to operate with excellence, no matter the task. Elements of this formula help each of us do our work with excellence—whether it's the way we internally manage ourselves or the way we work with our teammates. Mastering our four key elements: Vision, Clear and High Expectations, Autonomy, and Support and Accountability, will help you become a higher performer individually as well as a better teammate and leader.

### **Engagement: A Catalyst for Business Results**

Engagement drives high performance. Join us in this workshop to learn how to define and identify engagement and the factors that move a team to become engaged. We'll share practical ways you can foster an environment of engagement to enrich employee's experience while achieving high-impact results.



### **Decisive: Courage, Rightness and Action**

Decisiveness is action. It requires courage, objectivity, open communication and ultimately, choosing to act. It's intentionally deciding to progress us towards the goal. Join us for a workshop where you'll learn how to be decisive and how to make better decisions to increase your impact. We'll identify key reasons people avoid making decisions, provide practical ways to move from decision to action, and identify strategies to make fewer more effective decisions.

### **Think Big and Bring Ideas to Life**

Overcome common barriers to bringing big ideas to life and improve how you assess viability and get started. In this interactive workshop we will equip leaders with tools to facilitate thinking big conversations. Inspire engagement by aligning to the right outcomes. And transform thoughts into action by developing the framework for a successful kickstart. If you want your team to be successful, start thinking big and making it happen.

### **Leading Different Personalities**

Understanding how each individual employee can drive value for your company is the key to rapid growth. This workshop will help you better understand your unique personality and better connect how you work with the results of the team. This awareness will help you anticipate challenges and move quickly to resolution when working with others. We will provide practical ways to understand how you work best and how to bring a unique value to the table.

