

Positive Leadership Series

*What is the most important electronic tool your employees have to work with these days? Is it their computer? Is it their PDA?
No.*

It's their brain.

This is the most important tool we all have in business and it is the key to our performance. The latest research in neuroscience tells us that people do their best work when they are in a positive frame of mind. Harnessing the power of the positive does not mean 'just be happy' or 'just be positive'. Positive emotion must be authentic – and when it is – it can move people forward in a powerful way.

OBJECTIVES:

The Positive Leadership Series of Workshops is designed to do three things:

- 1. Give leaders the tools they need to create positive work environments that promote job satisfaction**
- 2. Offer practical techniques leaders can use to increase productivity and boost performance.**
- 3. Promote full engagement of employees – It's about managing employee energy – not time.**

METHODOLOGY:

We teach a strengths-based approach that has foundations in the latest science of human engagement, psychology and neuroscience. Courses are interactive, combining teaching, video clips, and small and large group exercises. Individuals will engage in table group discussions, role plays, case studies and other structured exercises. Workshops on the following pages can be tailored to meet your content requirements and timing. We do 1-day, 2-day, 3-hour and Lunch and Learn formats.

BENEFITS:

Teams that have the opportunity to use their strengths everyday report higher levels of profits, productivity, customer satisfaction, and employee retention. In fact they are 50% more likely to have low turnover, 38% more likely to have higher levels of productivity and 44% more likely to have high customer satisfaction ratings. The ability for leaders to leverage strengths is becoming a critical skill.

WORKSHOPS

POSITIVE WORKPLACE:

- Positive Communications for Better Performance
- Optimism and Resilience: How your Thinking can Improve your Bottom Line

ENGAGEMENT:

- Strengths-based Performance Management
- Thriving Through Change

RELATIONSHIPS:

- High Quality Connections at Work
- Dealing with Challenging Conversations

MOTIVATION:

- The Science of Human Motivation and Getting your People Excited about work

PERFORMANCE:

- High Performance Feedback
- Solutions Focused Coaching Techniques



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Workshop Descriptions

Positive Communications for Better Performance

According to recent research, teams that interact with each other at a positivity ratio of 5:1 (teams that have 5 positive interactions for every 1 negative interaction) actually perform better and get higher customer satisfaction ratings. So how can leaders encourage their teams to have positive, respectful conversations in the workplace? This workshop is designed to take leaders and their teams through a change process that can dramatically improve positivity ratios in the workplace.



In this workshop you will learn:

- The scientific ratio behind high performing teams and how you can maintain that ratio
- A step-by-step process to move your team towards more positive interactions
- How to keep your people focused on the solution rather than playing the blame game

Optimism & Resilience: How Your Thinking Can Improve the Bottom Line

According to the latest brain research, our thinking is at the core of performance. Yet most people spend an inordinate amount of time worrying, imagining the worst, and criticizing themselves which does not support successful performance. This workshop is based on leading research in the field of positive psychology and resilience at work. Optimism has been attributed to higher performance and the achievement of higher level goals.

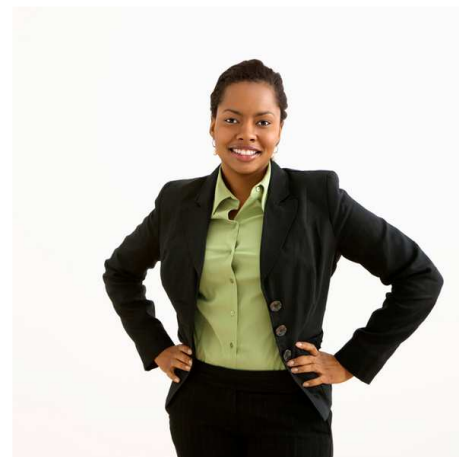


In this workshop you will learn:

- How thinking and emotional patterns drive behavior
- Techniques for remaining optimistic and forward thinking even when facing significant set-backs and challenges
- How to depersonalize and attribute failure to something temporary and specific
- Techniques to reframe thought patterns for improved optimism and greater resilience at work

Strengths-Based Managing

According to recent research based on survey responses from hundreds of thousands of employees and managers, teams that have the opportunity to use their strengths everyday report higher levels of profits, productivity, customer satisfaction, and employee retention. In fact they are 50% more likely to have low turnover, 38% more likely to have higher levels of productivity and 44% more likely to have high customer satisfaction ratings. The ability for managers to leverage strengths is becoming a critical skill.



In this workshop you will learn:

- How you can identify strengths in yourself and others using the StrengthsFinder™ and VIA Strengths™ online assessment tool
- Practical tools for leveraging strengths and giving strengths-based feedback
- How to apply strengths to overcome obstacles
- Powerful questions that build employee self efficacy around strengths
- The science behind why strengths-based managing works

Thriving Through Change

Most change management workshops help managers deal with the aftermath of change. This change management workshop is a new and innovative approach to change that turns traditional change management on its head. We help managers and teams see change in a whole new light; inspiring people to move towards an exciting new vision together.



In this one-day workshop you will learn:

- The Neuroscience of Change: the brain science behind change
- A powerful exercise to help your team understand what they have control over and what they don't with strategies for dealing with both
- How to approach employees and team members to deal with the emotional side of change
- How to build resilience using a strengths-based approach and case study
- Discovering strengths that make you more resilient using the StrengthsFinder™ 2.0
- Envisioning and building a bright new future for the organization; moving people towards that new vision with hope

High Quality Connections at Work

Is your team energized after interacting with you? Recent research tells us that human capital is created through social connections. In fact, as much as 70 percent of organizational learning takes place via informal networks and social interactions. Thus, high quality connections can have a profound impact on your own work experience and the performance of your people.



In this one-day workshop you will learn:

- The foundations of a high quality connection – how to create them and how to maintain them
- A powerful technique for building relationships in every interaction
- How to build high levels of trust on your team

Dealing with Challenging Conversations

Sometimes in order to maintain positive workplaces, leaders need to confront bad behavior and deal with challenging issues. Leaders often ignore these difficult issues because they are fearful of approaching the offending employee or worried they will ruin a good relationship. Leaders require new ways of doing things so that they can approach a difficult conversation with greater confidence and emerge feeling better about the outcomes.



In this workshop you will learn:

- A strengths based approach to dealing with difficult conversations
- How to reframe a 'difficult' conversation and remove the emotional impact
- Tools and tips on how to conduct a brief coaching session when time is tight

The Science of Human Motivation and Getting Your People Excited about Work

In this economic climate, more people would rather stay in a job they hate than move to a better job. Do you know what percentage of your workforce is actively disengaged? Do you know how much time people are spending at work on personal activities? You'd be surprised. In this workshop we explore the science of human motivation theory and why old ways of managing just don't work in the knowledge economy. Leaders will learn techniques they can use right away to start inspiring greater motivation at work.



In this workshop you will learn:

- The new science of motivation and how it applies at work
- The mismatch between what science knows and what business does
- Research that describes what really motivates people at work
- Techniques for improving motivation and positive energy at work

High Performance Feedback

Are you still using the sandwich method of giving feedback? Is your team energized or depleted after interacting with you? If you're still using old methods of giving effective feedback, this workshop will teach you leading-edge techniques based on the latest research in neuroscience and positive psychology that will engage your people, increase positive energy and improve their performance.



In this workshop you will learn:

- How different mindsets can dramatically impact how much your people learn and grow on the job
- Practical tools and techniques for communicating both positive and negative feedback that will improve the performance of your people
- A strengths-based feedforward approach to performance review

Solution-Focused Coaching Techniques

Every leader knows that coaching employees in everyday situations can be the best way to improve performance, productivity and employee satisfaction. But leaders often say they just do not have time to coach employees - so they don't use their coaching style as often as they would like. What if leaders knew how to coach employees that was brief and actually saved them time in the long run? That's what solution-focused coaching is all about. Instead of spending a great deal of time exploring problems, leaders are taught techniques that will quickly get their team into a solution mindset that builds self-confidence and productivity.



In this workshop you will learn:

- The foundations of the solution-focused approach and methodology
- Powerful solution-focused questions that can have your people in and out of your office within minutes
- Have an opportunity to practice the techniques with a solution-focused expert