



Leadership Development: *Attracting and retaining top talent*

Workshops

Outcome

1

Positive Leadership

Reflect on what leadership means and how leadership relates to organizational wellbeing.

Develop a clear understanding of how leadership relates to both achieving results but also prioritizing a process that allows for team members to flourish.

2

Appreciative Inquiry

Overview of the Appreciative Inquiry process along with practical examples of how it has been applied in different contexts.

Have an understanding of the 4-D Appreciative Inquiry (AI) process and see how to apply it to personal and professional situations.

3

Design Thinking

Experience the main steps of Design Thinking and then explore its relevance in defining a personal leadership challenge.

See how Design Thinking could be applied to complex challenges. Define a Design Challenge you'd like to focus on for this course.

4

Personal 'Branding'

This session introduces the concept of personal branding and allows participants to work on their 'Why', 'What', and 'How'.

Develop both a written and verbal 'pitch' that incorporates your 'Why.' Develop (or revise) your LinkedIn summary statement.

5

Engagement - Using Your Strengths

Take the VIA strengths survey and reflect on top strengths and how to use them while cultivating positivity at work.

Receive feedback on your VIA strengths survey and brainstorm strategies to bring your strengths and positive emotions more centrally into your work/life.

6

Managing Change

Reflect on how to deal with change using a 2x2 framework on Change Management.

Have a greater insight on where you are on the 'change' spectrum and strategies for making it easier to navigate change.



Topic	Outcome
<p>7 Empathy & Conflict Transformation</p> <p>Look at research on the power of empathy and vulnerability and reflect on how to apply these concepts to transform conflicts.</p>	<p>Receive feedback on 'your conflict style' and develop insights into how people might act in different conflict situations. Practice empathy with a real inter-personal conflict situation.</p>
<p>8 Building High Trust Teams</p> <p>Explore a leadership-models framework for high trust teams and psychological safety, including the critical role of mentors.</p>	<p>Reflect upon and practice an approach for developing high-trust relationships, whether 1 on 1, or in teams.</p>
<p>9 Influence, Storytelling & Presenting</p> <p>Focus on different influence strategies and how to make your message 'stick' while practicing and receiving feedback.</p>	<p>Practice strategies for influencing your audience and communication in 'sticky' ways.</p>
<p>10 Bridging Cultures & Generations</p> <p>Take an in-depth look at research and some of the best practices for working across cultures and generations.</p>	<p>Adapt each participant's strategy and communication style among cultural and generational differences in order to build strong 'third culture' environments.</p>
<p>11 Giving & Receiving Feedback</p> <p>Learn how to give feedback and coaching, including the concept of 'rapid prototyping' in the context of acting on feedback.</p>	<p>Understand and practice techniques of giving and receiving feedback as well as giving oneself permission to 'rapidly prototype'.</p>
<p>12 Managing Energy, Not Time</p> <p>Look at four different sources of energy, 'audit energy' to identify improvements, and link energy management to goals completion.</p>	<p>Understand the links between managing energy and managing priorities. Work on all four areas of energy and commit to goals in each area. Designate an accountability partner to help with follow-up.</p>



Why choose us?

Inspired by the UN, we go further than professional growth. Our mission is to develop Corporate Innovators, Global Leaders and Changemakers. Don't just build skills: build the future.



Spanish & English



International facilitators



Interactive Approach