



Workplace Transformation Facilitation Workshops

PARTIAL WORKSHOP LIST

Organizational Visioning

In Drive: The Surprising Truth About What Motivates Us, by Daniel Pink, the author shares intrinsic human motivators. One of the key motivators is a connection to the mission/purpose of the organization where we work (or volunteer.) We have found that often the root of challenges that groups face can stem from fuzziness of purpose or vision. This brief visioning session is not a replication of strategic planning, but does complement that process and helps smaller groups or departments rally around an idea that is larger than themselves.

Branding

Our collaborator, Amy King, is our Brand + Content Muse. She and another of our collaborators, Robert Brochu, work with your team to walk your company/organization through the outline of your identity, history, and direction. Some of these workshops include:

Company Branding

A dynamic Brand Identity Workshop to develop or refocus language, purpose, and direction.

Personal Branding

You are your company. Your image reflects the soul of your organization. We use a similar process as the Brand Identity Workshop to outline your intentions, history, and directions within your personal hemisphere.

Visual Branding

Develop your visual representation of identity and language through graphics and design.

Internal Culture Development & Integration

Aligning brand identity with your Organizational Strategy.

Strengths Finder

One of our collaborators, Polly Chandler, is a Strengths Finder Coach. Polly works with clients and teams to identify, appreciate, and leverage their strengths to accelerate their performance and reach their greatest potential. This process allows your employees to bring all of their talents, knowledge, passions and strengths to their work...spending more of their work time doing what they love.

Strengths Finder - Individual Coaching

In individual coaching, Polly guides clients through an exploration process that results in a deeper understanding of the contributions of their strengths with an ability to amplify

results. She analyzes what the strengths need to contribute at their greatest potential, what triggers them to shut down, and explore possible blind spots in working with others. She also explores weaknesses because 70% of weaknesses are misuse of strengths.

Ultimately, Polly helps clients to appreciate their strengths and leverage them to achieve personal and professional goals. **Examples of client goals includes:** receive promotion, start a new career, plan for retirement, increase earning potential, integrate more core values to work life, and deepen professional relations.

Strengths Finder - Team Facilitation

In this approach, Polly works with teams to map out their collective strengths and develop strategies for balancing their relationship-building strengths with their strategy and execution strengths. Through a series of engaging activities, conversations and reflections, individuals on a team begin to build a plan for enhanced collaboration based on individual strengths. **Team goals have included:** integrate new team members, prepare for strategic planning, enhance efficiency and productivity, and develop a collaborative leadership model.

Strengths Finder - Coaching And Team Development

In this approach, Polly offers a strength analysis for all individuals on a team along with group development activities that leverage collective strengths. The goal is to build stronger more resilient teams that have high energy and exceptional efficiency, productivity, and growth. In this approach, teams learn how to adopt strategies for incorporating their strengths into communication, completion of tasks, strategic planning, engaging stakeholders, and change management. **Team goals have included:** enhance team relations, reassign job responsibilities based on strengths, improve communication, develop cross functional teams, design and deliver change initiatives, and apply strengths to generate revenue.

Switch: How To Make Change When Change Is Hard

This workshop shares the concepts developed by Chip and Dan Heath in their book by the same name and also introduces concepts from [Change By Design: How Design Thinking Transforms Organizations and Inspires Transformations](#) by Tim Brown. The process and methods can be applied to virtually any type of work anywhere in the world – whether personal change or organizational change.

New Workplace Exposure Session

Change in a workplace is one of the highest triggers of stress – right up there with divorce and moving. This session gives employees an opportunity to express concerns, challenges and positive aspects of an impending change. It includes an overview of a proposed floor plan, images of furniture, and a chance to share concerns and positive comments about the proposed changes.

Interpersonal Communication Workshops

Often the cause of dissatisfaction or stress in a workplace is because people assume others know the unspoken “rules” of engagement. Using *Issues Management* and *Innovation* listing techniques, this workshop is an opportunity for employees to establish a code of conduct or rules of engagement for how they wish to work together in their new (or existing) workspace.

Strategic Planning

Mention the words, “strategic planning” and some folks will immediately tune out because they remember agonizing hours spent wordsmithing a mission statement, writing an endless goal list, and a process that culminated with a long-forgotten dusty document sitting on a shelf in someone’s office. We have refined and streamlined the strategic planning process so that all stakeholders are engaged, technology is used to streamline the process, goals are smartly prioritized and metrics are established. Oh, and people actually have fun! This is not your grandfather’s (or grandmother’s) strategic planning process!

Custom Workshops

Using small and large group facilitation, we can design a workshop or meeting to address any number of topics or areas of interest. Emphasis is always on small group discussion and interaction using a very hands-on and high-energy approach by participants.