

# Building a Learning Organization

## Personal Mastery

Developing a clear, engaging personal vision of what you want to achieve in your career and life creates a foundation for success. This workshop will guide you through the steps of developing a clear compelling personal vision that will drive achievement of the results that are most important to you.

May 8, 8:30-12:00 \$199.00

## Shared Vision

A shared vision serves to motivate and focus the energies of an entire team or organization. Learn how to develop the kind of vision that inspires, builds commitment and directs effort. Learn what it takes to develop a vision that is truly shared and that drives performance.

May 8, 1:00-4:30 \$199.00

## Mental Models

Mental Models can either enhance or hinder our ability to learn, solve problems, communicate, and work effectively with others. Discover how Mental Models impact our performance and how they can be understood and managed in a way that benefits both individuals as well as the organization as a whole.

May 15, 8:30-12:00 \$199.00

## Team Learning

Merely creating a team does little to assure that the collective energies and intelligence of the members are fully engaged. Unlock your team's potential to learn and perform by understanding the common road blocks to Team Learning and performance and how to remove them. Learn the key conditions that enhance team learning and performance and what managers need to do to create these conditions.

May 15, 1:00-4:30 \$199.00

## Systems Thinking

Systems Thinking is essential for accurately diagnosing both human and technical problems and for solving them in a way that they stay solved. In order for solutions and innovations to get real traction, they need to address system dynamics. Discover how thinking systemically and using systems thinking tools can enable you to recognize system dynamics and

use them to your advantage.

May 29, 8:30-12:30 \$199.00

## Coaching that Propels Performance

Increasingly, leaders are expected to coach and develop subordinates. This ability is crucial to attracting and keeping the best people and to maximizing the performance of all subordinates. Learn time-efficient tools and techniques for coaching and developing your people. Understand the coaching process, your coaching style, how to give developmental feedback, and how to design and monitor an effective coaching plan.

June 5, 8:30-12:00 \$199.00

## Influencing and Negotiating

Learn tools and techniques that will enable you to be persuasive and advance your agenda. Hone your negotiation skills by learning how to prepare for key negotiations, how to avoid common pitfalls, and what strategies and techniques are most successful and when to use them.

June 5, 1:00-4:30 \$199.00

## Managing Difficult Conversations / Confrontations

The ability to effectively give feedback, resolve disagreements, address ineffective performance, request resources, and manage controversial or “hot” issues is essential to learning and performance. However, handling these conversations effectively can be very difficult. Learn what tools and techniques are most useful in these conversations and how to use them. Also, learn about the most common mistakes leaders make and how to avoid them.

June 19, 8:30-12:00 \$199.00

## Managing Conflict

In this workshop we will assess your preferred styles for handling conflict. We will examine the five basic styles of handling conflict, their strengths and weaknesses and the situations in which each style is most and least effective. We will also explore the best methods of resolving conflict and how expanding your repertoire of styles can enhance your conflict-management ability.

June 19, 1:00-4:30 \$199.00

## Unleash the Creative Potential of Your Organization

This workshop will help you identify the main barriers to creative problem solving and innovation in your organization. We will also share tools and techniques that are most effective for unlocking the creative potential of an organization.

June 26, 8:30-12:00 \$199.00

## Personality Type and Leadership Effectiveness

This workshop utilizes the Myers-Briggs Type Indicator (MBTI) to help you better understand how your personality type affects your leadership style. Specifically, we will explore both the assets and potential liabilities for each of these styles and what leaders can do to most effectively soar with the strengths and manage the potential vulnerabilities of their leadership style.

June 26, 1:00-4:30 \$250.00 *(Includes Myers-Briggs testing fee)*

## Using Emotional Intelligence

Emotional Intelligence is essential for effective leadership. Learn how Emotional Intelligence impacts performance. Discover how you can increase your own Emotional Intelligence and that of your team. Learn how to use Emotional Intelligence to achieve more.

July 17, 8:30-12:00 \$199.00

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