



We offer Leadership Labs based on what research shows are the most relevant skills, mindsets and behaviors for development and effective leadership. Our programs focus on developing self-awareness, practicing new skills, mindsets and behaviors and creating action plans for implementing leadership skills. We also offer the option to customize and design programs based on your organization's unique culture, business goals, and developmental needs.

## **Leadership Labs**

### **Cultivating Team Belonging and Psychological Safety**

Learn how to positively impact your team and organizational culture by building an inclusive team culture. This workshop looks at some of the science behind belonging and psychological safety, helping participants to understand how they can foster inclusive team environments.

### **Building Trusting Relationships: The Trusted Advisor<sup>1</sup>**

Team performance starts with each individual and their ability to build trust and collaborate. This experiential workshop will introduce you to the Trusted Advisor Framework, which looks at the components of trust and helps us understand how we can improve our trustworthiness with others to develop harmonious, effective teams. This approach is embraced by organizations such as Intel, Accenture and Johnson & Johnson.

### **Becoming a Resonant Leader: Emotional Intelligence Lab**

The difference between good performance and exceptional performance is Emotional Intelligence. This workshop introduces us to Emotional Intelligence and includes exercises that will help people learn and develop these important leadership capabilities. Participants learn about each of the 4 dimensions (self-awareness, emotional self-management, social awareness, and relationship management) of Emotional Intelligence and practice exercises to expand their skills as resonant leaders.

### **Building Community through Peer Coaching**

We can foster a learning culture by listening, sharing our stories and helping each other through real-time challenges. In this introductory workshop, people learn simple peer coaching techniques and practice them with your fellow attendees on real-time, leadership challenges. Peer coaching is increasingly used by Fortune 500 companies, promising start-ups, universities and government organizations.

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<sup>1</sup> Note, this is a licensed product of Trusted Advisor Associates

### **Leader as Coach: Coaching Skills for People Leaders**

Effective coaching is often cited as one of the top attributes of great managers. In this workshop, participants will learn and practice a variety of coaching techniques for performance and development

### **Leader as Coach: Coaching for Career Development**

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### **Understanding The People Side of Change**

In this workshop participants will learn a framework that helps them understand the people side of leading change. Participants discuss best practices in leading change initiatives and helping their teammates process change.

### **The Art of Communication: Giving and Receiving Feedback**

In this workshop participants will learn some of the research and best practices behind how we perceive giving and receiving effective feedback. Participants will practice giving and receiving feedback with clarity and empathy.

### **The Art of Communication: Critical Conversations**

In this workshop participants will deepen and accelerate their ability to navigate and hold difficult conversations. Participants will learn a framework and some of the research underpinning effective conversations. They will then apply what they learn to a critical conversation of their own.

### **Introduction to Mindfulness and Compassion**

Emotional Intelligence and mindfulness are tools that leaders use to manage change, stay resilient, and inspire others. This workshop will touch on the latest research on emotional intelligence, mindfulness and compassion. The group will practice mindfulness techniques based on the science of mindfulness and emotional intelligence. This experiential workshop leaves participants with reframing practices to employ in real-time leadership situations.

### **Creating a High Performing Team Culture**

Effective teaming is vital to getting things done quickly and collaboratively. Utilizing the latest industry research on team effectiveness and trust, participants in this workshop will focus on the facets of building a high performing team. A deep dive into psychological safety and team decision making are options in this module.

### **Creating and Building A Team Vision**

Leaders craft their team's vision--their values, the why (mission), what (strategy) and how (goals) that describes the purpose for the team. Leaders practice sharing their team's mission so they can communicate it in an inspiring and compelling way.

### **Lessons from Silicon Valley on Disruption and Innovation**

This talk includes key lessons from Silicon Valley. Through storytelling and case studies we look at real world examples of how leaders developed a mindset for innovation, scaling organizations and the resilience strategies needed in situations that are rapidly changing. We also look at how organizations can successfully foster an innovation culture and the ways that many organizations stifle creativity and internal leadership in favor of the status quo. Participants leave with ideas to empower their teams to foster new ideas and survive and thrive in disruption.

### **Cultivating Leadership Presence**

In this workshop participants will consider how to cultivate their own leadership presence. The workshop explores the dimensions of non-verbal and verbal communication, strategies for engaging your audience and how to develop your authentic voice. Participants will also practice and receive feedback on their presentation skills.

### **Additional information:**

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