



Catalogue of Offerings

Overview

The challenge of developing an organizational passion for learning and leading begins with the willingness of each member of the team to accept the dynamic environment of today's work place and the ability to consider diverse perspectives often part of the everyday work world.

Developing a passion for learning and leading provides opportunities that far outweigh the challenges. By developing leadership capacity, teams become highly resilient and capable of adapting their interactions to face the challenges they encounter. The Relationship Impact Model serves as a framework to help leaders ensure that people of diverse perspectives establish relationships which enrich the understanding of any problem. Teams are positively impacted in the ways they hire, train, and work together to build an honorable collective legacy for the organization.

Offerings

The Mirror

Objective - Provide new or recently promoted managers with an opportunity to identify the relationship between their personal values, the organizational values, and the current demands of their new position. Understanding how the Five Root Values can enrich their personal and collective legacy leads to a more effective balance between performance and personal development.

Executive Coaching - Integrating the Five Root Values Into My Daily Practice

Objective - Work one-on-one with executives in the organization to ensure the interactions between leaders/direct reports, leaders/peers, leaders/supervisors are grounded in effective relational dynamics. Establish customized learning plans that enhance the effectiveness of the organization and provide valuable personal development.

The Power of Paradox - Emergent Leadership

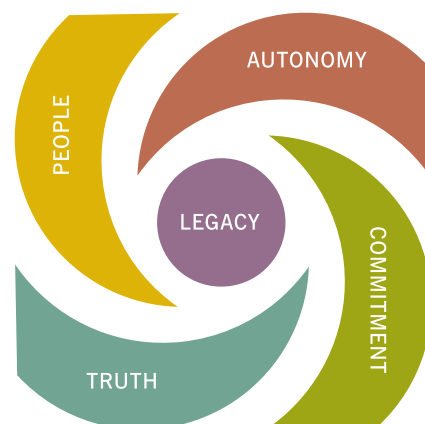
Objective - This workshop demonstrates the necessity of tension and creative conflict. Often teams are held back by their inability to fight well. This workshop helps individuals and teams better frame their conflict through value prioritization and preferred modes of learning and interacting. Skills are developed that enable teams to step into the paradoxical tensions found in organizations, name the tension, and utilize the tension to be more productive and creative.

Building Capacity, Enhancing Performance - Leading Your Team Into an Exciting and Innovative Future

Objective - The Relationship Impact Model provides individuals and their teams an opportunity to explore the link between the Five Root Values, their preferred relational dynamic, and the responsibility to exceed objectives while maintaining an environment where people learn and grow. This workshop provides strategies and skills for communicating in an authentic, productive, and creative manner. In addition, participants develop individual plans and receive coaching support to implement plans.

Graceful Communication - Creating an Authentic Environment for Dialogue

Objective - This workshop focuses on the need to incorporate the relational competencies of Focusing, Collaborating, Challenging, and Encouraging in order to ensure a highly engaged and productive team. Utilizing the Relationship Impact Model each participant develops the ability to identify their interaction preference while maintaining an awareness of others perceptions and desires. As each participant begins to further explore how the Five Root Values work to enhance or prevent authentic and effective dialogue, they begin to exhibit grace under pressure. This ability develops the leadership capacity crucial in today's organizations.



Legacy Building - The Five Root Values of Long Term Success

Objective - This Legacy Building Process is valuable for teams who are either conducting strategic planning or simply structuring for a very specific purpose (task force). This workshop helps frame the assumptions, values, beliefs, and goals for the team into a cohesive map which provides guidance and orientation during the collective journey of working together. The goal of this workshop is to ensure that each participant owns both an individual and a collective commitment to building a legacy they will reflect on with pride.

The Art of Strategy - Understanding the Essential Building Blocks of Strategic Thinking

Objective - Often times leaders confuse the strategic planning process with the ability to think strategically. This workshop provides leaders an opportunity to better understand the critical differences between strategic thinking and strategic planning. Specifically, this learning experience is intended to allow participants to bring a very specific organizational challenge to the table and address the challenge in a thoughtful and strategic manner.

Building and Delivering an Effective Presentation to Senior Leadership - How to Communicate With Your Head, Heart, and Soul

Objective - In today's fast paced work environment there is an increased need for junior employees with specific expertise to present to senior leadership. This course develops the ability to build and deliver highly effective, focused, and informative presentations. Participants will also learn the importance of identifying their underlying assumptions and preparing for questions which challenge these assumptions. Participants leave with the critical understanding that presenting to senior leaders is not simply information transfer, but an opportunity to enrich the dialogue in the organization in an area of specific inquiry.

Creating an Authentic Identity - Establishing Genuine Credibility

Objective - The speed and ambiguity of the organizational environment has created a significant challenge for leaders in terms of maintaining credibility and the trust of their teams. This workshop squarely faces this reality and provides participants with the opportunity to better understand why credibility is so important and also so easily lost. Not for the faint of heart, this learning experience is hard-hitting and powerful. Participants leave with a better understanding and firmer commitment to honor the Five Root Values. In addition, each participant is challenged to demonstrate a willingness to take responsibility for their actions.

Finding Work/Life Balance - Honoring the Five Root Values in all Areas of my Life

Objective - Due to the 24/7 expectation of many organizations today, the challenge of work/life balance has never been more difficult. Examining the value of tension, this program provides participants with an opportunity to explore their ability to honor the Five Root Values in their communities. Participants will examine personal values and better understand what these values are "rooted" in. They will identify practical ways to enrich their values and develop an integrative method to establishing a productive and creative approach to work and life.



Delivery

Every offering can be presented in a 90 minute, 1/2 day, full day, or multi-day format. The shorter the program, the greater the emphasis on exposure versus deep practice. Often times, organizations will request shorter programs initially to better gauge the value of investing significant time and resources into a specific program. The 90 minute programs can provide individuals, teams, and organizations with a chance to collectively reflect on the content and determine the value of a commitment to the specific development experience. Please feel free to contact us at www.relationship-impact.com for further information.

Coming Soon... **Hiring Five Root Value Employees:** How to Hire People who can Adapt and Thrive in a dynamic workplace.



www.relationship-impact.com