

Follow Up Workshops

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Note: All workshops can be adapted to various lengths of time with in-person or virtual delivery.

1. Strategic Thinking: Tools for Innovative Thinking, Problem Solving and Decision Making
2. Be Future Ready: Lead Change Strategically and Decisively
3. Practical Project Management Concepts
4. Getting Teams Engaged: Fostering Independence and Nurturing Talent
5. Exercising Influence: Building Relationships and Getting Results
6. Leading Change in the Future of Work
7. Being Resilient: Building You and Your Team's Change Muscles
8. Having Difficult Conversations
9. Coaching Skills To Succeed
10. Adaptive Leadership: Principles and Strategies

1



Strategic Thinking: Tools for Innovative Thinking, Problem Solving and Decision Making

Dynamic and innovative organizations require leaders at all levels who can think strategically, anticipate issues, solve problems, and make decisions based on new and emerging information while keeping the long-term vision in mind.

In this workshop, you will have the opportunity to work with a variety of tools, applying them to an important challenge or opportunity in your own organization. You will develop greater awareness of your own biases and assumptions that may stand in the way of achieving results. You will learn how and when to apply different types of thinking - systems thinking, critical thinking, and creative thinking - to a problem or opportunity and how to work with stakeholders to make and implement decisions.

Participants will:

- define strategic, systems, creative, and critical thinking
- identify current issues which require strategic thinking
- ask questions that stimulate strategic thinking in yourself and others
- apply strategic thinking tools to an important current issue
- develop approaches to help stakeholders think and act strategically identify other tools which you can learn to apply in the future.

2



Be Future Ready: Lead Change Strategically and Decisively

(one day version split over two half days)

Many organizations are faced with the reality of having to produce more at a faster pace, with increased complexity and uncertainty. To get people on board with proposed changes, it requires skillful leaders to guide staff from their current state to the desired future.

This workshop will assist leaders in anticipating reactions that individuals encounter when dealing with organizational change and responding appropriately to keep employees engaged. Gregg examines how we adapt to change that isn't our idea, change that is imposed upon us, or change that may have a negative impact on us, or change that seems just "too much". Participants will leave with practical insights, tools and techniques to lead people through change, support their team's ability to adapt to change – and just as importantly get 'unstuck' when they may get stuck.

LEARNING OBJECTIVES

The workshop will give participants effective change strategies to optimize engagement, build commitment and increase sustainability when leading teams through change initiatives.

By the end of the workshop participants will be able to:

- Explore how brain science impacts our ability to lead, manage and adapt to change
- Identify how teams respond to disruptive change and the leadership strategies to keep the team agile.
- Explore change strategies to optimize engagement and build commitment.
- Recognize different reactions to change, including their own, and how to respond appropriately to lead people efficiently through change
- Use the change equation to help people take action.

3



Practical Project Management Concepts

Many of us deal with projects that are of short duration, sometimes less than six months - too big to manage successfully with just a task list on a tablet and too small to benefit from the full array of rigorous, formal project management techniques.

This interactive workshop is designed to provide participants with knowledge and practice that provides a manageable level of planning and control without going overboard. Using a relevant case study and working in teams, we will focus on five key areas related to managing projects: Initiating, Planning, Execution, Monitoring & Controlling, and Closing.

We will focus on key concepts, the thinking that goes into a project, the questions to ask at each stage and simple techniques to use.

Program Objectives

- Manage the five stages of a project
- Discuss questions to consider when planning for a project
- Determine project constraints and the impact on the project
- Plan steps to move a project forward.
- Assess how to plan and sequence deliverables
- Keep a project on track.
- Overview a change control process to manage changes and expectations throughout the project
- Proactively conduct risk management
- Bring a project to a close.

4



Getting Teams Engaged: Fostering Independence and Nurturing Talent

We would all like to excel at being a leader or a manager. How do you do that in a world that is constantly changing, and foster accountability and leadership in your teams?

Research shows leaders who have a medium to a high level of talent for managing others contribute about **48% more results to their organizations** than average managers! (*Gallup, April 2015*).

Coaching others requires us to know that employees have different skills, different concerns, and different levels of motivation. Further, we know that if we ignore these diverse needs, there is a greater chance that our teams will waste their energy moving in the wrong direction, get frustrated with a lack of success, or just disengage from a project or a team.

Leading and managing others not only requires a unique mindset and the necessary skills, but it requires that we prepare ourselves to foster independence, accountability and self-leadership in others.

In this interactive workshop, we will:

- Identify strategies to build accountability
- Discuss methods to keep teams engaged
- Examine ways to motivate and inspire my team to high performance
- Practice strategies to drive for results and have the difficult conversations
- Understand how coaching fits into performance, expectations and accountability.
- Use the GROW coaching model to have coaching conversations
- Practice coaching and get feedback

5



Exercising Influence: Building Relationships and Getting Results

Effective influence skills enable you and your organization to build the relationships necessary to get positive results with colleagues, customers, suppliers and others, regardless of your positional power. It enables you to move your ideas into action by stimulating others to support, allow, provide resources for, or participate actively in your initiatives.

Our accelerated learning program will help you develop strength, focus, and flexibility as an influencer, especially when you don't have authority. Exercising Influence™ provides you with valuable insights into your strengths and areas for growth through an on-line influence behaviour survey, engaging experiential exercises, peer and instructor feedback, and post-program support tools.

6



Leading Change in the Future of Work

All of us are required to lead change regardless of our job title and all of our organizations are faced with the reality of having to produce more at a faster pace, with increased complexity and uncertainty. To get people on board with proposed changes, it requires skillful leaders to guide staff from their current state to the desired future.

Based on the latest research published in Harvard Business Review, that analyzed 30 years of leadership research, that identified #1 competency of a leaders is ensuring teams are able to stay engaged, maintain their productivity while undergoing rapid amounts of change - and that the #1 way to do this is to create engagement by not triggering people's brains to be disengaged – which happens very easily during disruptive change.

During this session, we will answer the questions:

- What are the practical strategies to inspire others and lead during these times?
- How to break out of status quo change management thinking to discover people-centric approaches that actually work?
- What are the critical mindset and skills I need to be innovative and engage in change rapidly?
- What are the resources and qualities I need to develop to have the impact the future is requiring of me?
- How do I influence our teams and our organizations to create the future of work to be even better than we are now?

7



Being Resilient: Building You and Your Team's Change Muscles

People are doing more - faster, better and with less. In today's environment, the ability to efficiently and effectively handle change and be resilient is critical to your success (as an individual and an organization!). We are all good at handling change we agree with – but not so much change we may disagree with!

Resilience is that ability to remain productive, especially during times of change and uncertainty. So the question is - how do you keep up and adapt to all these changes – both large and small?

This interactive course examines how we adapt to change that isn't our idea, change that is imposed upon us or change that may have a negative impact on us in the workplace or change that seems just "too much". You will discover a set of 7 change muscles and your areas of strength and your areas of growth. Participants will leave with practical strategies to support their own and their team's ability to adapt to change.

8



Having Difficult Conversations

Great managers can read people. They know that employees have different skills, different concerns, and different levels of motivation. Further, they know that if they ignore these diverse needs, there is a greater chance that their employees will waste their energy moving in the wrong direction, get frustrated with a lack of success, or just disengage from a project or a team.

Consequently, they've learned to adjust their management style to the employee's style and the needs of the situation. This course is designed to help managers recognize the employee's needs and remove barriers to performance.

NOTE: This session uses the DiSC framework, NOT the DISC assessment, to help understand differences and adapt our communication styles.

Participants will learn how to:

- Read the personality style and developmental needs of staff.
- Understand the goals and fears of their employees to gain commitment.
- How to adapt their communication style so the employee can hear them.

9



Coaching Skills to Succeed

Coaching others requires us to know that employees have different skills, different concerns, and different levels of motivation. Further, we know that if we ignore these diverse needs, there is a greater chance that our teams will waste their energy moving in the wrong direction, get frustrated with a lack of success, or just disengage from a project or a team.

In this session, participants will:

- Understand how coaching fits into performance, expectations and accountability.
- Use the GROW coaching model to have coaching conversations
- Practice coaching and get feedback

10



Adaptive Leadership: Principles and Strategies

Adaptive Leadership is a practical framework that helps individuals and organizations adapt and succeed in changing environments. Developed by Drs. Ron Heifetz and Marty Linsky at Harvard University, Adaptive Leadership is the act of mobilizing and engaging a group of individuals to handle difficult challenges. This style of leadership calls upon leaders to be bold and make calculated but sometimes unexpected decisions in the face of ongoing uncertainty.

In this session we will:

- define the 4 main principles of adaptive leadership
- discuss the key qualities of adaptive leaders
- apply the adaptive leadership framework to a situation you are currently facing.



Gregg Brown is a globally recognized expert in **change management and leadership** who integrates storytelling, audience engagement and evidence-based insights to empower teams to be future ready in the ever-evolving landscape of work.

His **interactive keynotes and workshops have engaged audiences from** Fortune 500 companies such as **Johnson & Johnson, TD Bank, KPMG**, through to associations, not-for-profits, and international humanitarian organizations including the **CDC, the UN and Habitat for Humanity**.

Gregg's ideas are featured in **Forbes, Rolling Stone, Newsweek, Entrepreneur** and is the author of **#1 Amazon Bestseller**, *Spark Action: How to Lead Change That Matters* which is recommended as one of the **top thought leader books to read in 2024** by Thinkers360.

With a **Master's of Social Science degree** from the University of Leicester, UK, specializing in organizational psychology and performance combined with his **Certified Talent Development Professional (CTDP)** and his **Project Management Professional (PMP)** designations, Gregg brings a unique blend of practical insights and engaging storytelling to his presentations. Audiences leave with actionable takeaways they can immediately use back at work.

Gregg is an Associate Member of the American Psychological Association.



People Management



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