90-MINUTE TOOLS

1) Mutually Agreed Success Criteria

From Subjective to Objective Measurement

WORKSHOP OVERVIEW

We don't have enough time or resources available to waste them. When people are chasing the same metrics of success they increase alignment and efficiency. When we all row in the same direction we get there faster. Whether you a leader or a follower it's important to bring objectivity to subjective success measurements at work. This workshop gives you a great tool to engage teams and individuals in agreeing to input and output metrics that drive success.

LEARNING OBJECTIVES

This workshop will teach participants to

- Set truly smart goals
- Set input and output success criteria
- Build shared commitment to clear objectives

2) The Three Coaching Practices

Direct Draw & Hybrid

WORKSHOP OVERVIEW

Are you being tasked with coaching individuals or a team? Wondering what that should look like? Are you supposed to tell people what to do? Are you just supposed to encourage them to come up with their own plan? What's the difference between having a conversation and a coaching session? Is coaching mentoring? Is it training? The truth is that coaching looks different depending on the environment you are coaching in and the people involved. This workshop prepares you to use three distinct coaching practices that will allow you to respond to the wide range of coaching situations you will face.

LEARNING OBJECTIVES

This workshop will teach participants to

- Use directive coaching practices
- Use draw coaching practices
- Use hybrid coaching practices

3) The Three C's of Human Motivation

What Makes People Tick?

WORKSHOP OVERVIEW

How you ever wondered what would happen if you or the people around you were more motivated? It's easy to blame ourselves and others for a lack of motivation that seems to halt our progress on the things that matter. It's a commonly held belief that self-motivated people are born that way. And nothing could be further from the truth. We all have the capacity for motivation, when the conditions that create it in us exist in the environment we occupy. Stop blaming and start creating the particular conditions that motivate different types of people!

LEARNING OBJECTIVES

This workshop will teach participants to

- Diagnose three motivational styles
- Create the conditions that motivate
- Minimize style limitations
- Maximize style strengths