"Solutions Now™" Workshops

"Participant-centered learning, without the pain of training."

The 5 "Solutions Now™" Differences

1. This is not training; this is facilitated problem solving and solutions development
2. Participants begin with their real-work challenge and use it in every step of the workshop
3. Tools and techniques are taught and instantly applied to resolve the participant's real-work challenge
4. Classroom time is used to do accelerated real-work collaboratively
5. An action plan is 100% completed in the workshop for immediate implementation back in the workplace

Problem: Did you know that students lose 10-30% of the learning within 2 weeks of attending a training session? Do you see the results in productivity and profit from the training you deliver or receive? Do these comments sound familiar from participants who attend current training?

- Dry and Boring
- Not applicable to real work situations
- My organization won't support these ideas

- Not interactive
- Too long and drawn out
- Instructor not engaging
- Not able to practice the learning

- Too much lecture and PowerPoint slides
- No significantly new ideas or solutions

Solution: Stop training! Implement "Solutions NowTM" workshops!

Human nature entices us to learn. However, the level of learning we choose to engage in depends on the value placed on turning the information into knowledge and action. It is this transformation that allows us to broaden and add depth to our existing skills, and get results.

Every design incorporates the **ADAM™** four-step process:

1. **Analyze** - Return-On-Investment (R-O-I)
2. **Design** - solutions for current problems or challenges
3. **Apply** - proven tools to implement solutions
4. **Measure** - success and outcome for continuous improvement

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Today, organizations are striving to become more competitive and do more with less staff. Per GFK Research: *"In a new survey of 1,300 full-time employees, 40% say their workload has increased in the past 12 months"* (July 2010). The level of skill, know-how and efficiency defines the difference between thriving and surviving organizations.

With all of the additional workload we have inherited, as headcount had been reduced, it is difficult to remember we should be growing our skills as the additional responsibilities and as the amount of work continues to build. Traditional training, conducted in many organizations, is often interpreted as "A day off to join your fellow co-workers to hear the management flavor of the month while the work piles up back in the office." Why is this? The primary reason is that traditional training classes are designed to disseminate information, but they do not focus the classroom time to solve the real problems in the workplace. This lack of application is the reason we implore organizations to "just say NO" to traditional training and move to what we call "Solutions Now" Workshops. Start bringing excitement and action to your organization by helping to engage your employees through increased productivity!

Outcome: What you will you experience with the "Solutions Now" workshop approach?

- Engaging and interactive activities
- Real-world focused applications
- Tools and techniques to analyze challenges

- Root causes identified, not just symptoms
- Plans to dissolve root cause problems

- Implementation approaches for developed plans
- Breakthrough ideas for change
- Measurement systems created

Action: Contact us to see how this on-site or virtual "Solutions Now" Certified Workshop can save you tens of thousands of dollars!

"With Purpose" Workshop Series for:

People Development

1. **DISC:** Discover your behavioral style, using a statistical validated assessment, to understand your natural talents and communication style. Learn proven techniques to enhance personal and professional, communication and relationship development to remove roadblocks for you and/or your team's success.

2. **Engaging and Motivating:** Understand how to balance challenge and skills, match tasks that align to the employee's value system increasing individual motivation, engagement levels and job satisfaction using a set of tools to achieve organizational goals.

3. **Managing:** Participate in an engaging and intensive management program designed to obtain breakthrough knowledge needed to achieve measurable results and long-term behavior change.

4. **Mentoring and Coaching:** Effectively listen and deliver messages in a positive manner that fosters behavior change through long-term goals focused around personal and professional development.

5. **Task Quotient™:** Identify how the mixture of how routine, troubleshooting and project tasks contribute to your job satisfaction, empowerment, motivation and engagement. Using a statistical validated assessment, you will understand how to create or modify your blend and flow of daily activities to create the ideal work environment for you and/or your team.

6. **Workplace Motivators/Values:** Learn how the six foundational values that drive your behaviors and decisions. Using a statistical validated assessment, you will understand how to maximize your levels of motivation and engagement. Develop an approach to respect the motivators of colleagues or team members, while staying true to your personal value system.

*** "Solutions Now™" Workshops (on-site or webinar) available in half-day, full-day and multi-day versions. ***

"With Purpose" Workshop Series for:

Process Improvement

1. **Communicating:** Define 6 sources of conflict and 5 methods for resolution; by using "I" messages aligned with personal communications styles to create positive relationships.
2. **Critical Thinking and Risk Taking:** Understand how to use critical and creative thinking skills in a scenario-based environment through application, discussion, and discovery. Apply a systems thinking approach to recognize dependencies to solve problems.
3. **Decision Making:** Understand the different methods, models, cost/benefit analyses by applying a suite of 7 unique decision-making tools to rationally and intuitively optimize business results.
4. **Facilitating:** Understand the facilitation of a group event which defines and achieves objectives to meet measurable business results. Apply proven tools for communication, decision making, obtaining buy-in, and behavior interventions strategies for full participant engagement.
5. **Goals and Objectives:** Develop specific, measurable, accountable, realistic, and timely goals that align with higher-level objectives plus create a tracking tool to achieve significant results.
6. **Managing Projects:** Understand tools to execute the four foundations of management (planning, organizing, leading and controlling). Learn how to link more than a dozen tools and practices to create organizational performance and business results.
7. **Meetings:** Increase accountability, clarify roles and responsibilities, and ensure the right attendees are present to eliminate unnecessary meetings and reduce time spent.
8. **Presenting:** Plan, Develop and Delivery your presentation in a professional and compelling manner. Learn the necessary skills through video recording sessions so that your delivery looks and sounds the absolute best.
9. **Problem Solving:** Differentiate between problems and symptoms by using the right tools to solve the right problems to reduce unnecessary work, maximizing resources and return-on-investment.
10. **Smart Delegation:** Establish stakeholder roles, responsibilities, and prioritize tasks to create win-win solutions by aligning people's talents and skills for full engagement and job satisfaction.
11. **Vision and Missions:** Apply analytic tools to evaluate current business environment and create a compelling vision and mission that aligns goals to achieve short-term results and long-term success.

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"With Purpose" Workshop Series for:

Team Advancement

1. **Developing Teams**: Identify current team development stage, leverage team member talent and skills, build a solid group identity, and create strong alliances with other organizations.
2. **Innovation and Creative Thinking**: Unleash the brilliance and unique ideas that are hidden in every team. Learn how to value and leverage divergent thinking to help change Information to Transformation to create new products and processes.
3. **Leading Change**: Lead teams, in a positive manner, through change and transition, by aligning people and SMART goals to organizational objectives for long-term growth and success.
4. **Leading Teams**: Balance management practices and leadership styles to move teams to a high performing stage by getting people to work together in a motivating global environment.
5. **Matrix Management**: Understand the tools and processes to matrix manage multiple levels of global stakeholders and peer organizations. Topics covered include, lines of communication, decision-making, sources of power and stakeholder roles.

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