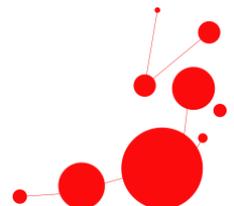


INSPIRING CULTURE SOLUTIONS

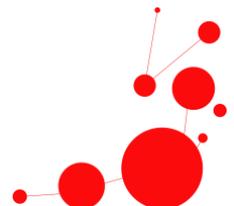
We focus on influencing and enabling people to adopt the most effective behaviors and make sustainable and positive differences in themselves and their environments. We take inspiration in the principles and the decision-making framework of a [Blueprint for Better Business](#). Through consulting, coaching and training our team of multilingual consultants facilitate the integration of learners' purpose, expertise and essential life skills by focusing on deliberate practice, in a safe and stimulating learning space.

We establish partnerships with our clients, designing and delivering solutions that:

- build on what learners already know, designing multi-step learning & development paths, coaching people to effectively convert their knowledge and capabilities into sustainable productive behaviors;
- are tailor-made or customized to the learning needs, creating specific pre-work, case studies, roleplays, exercises and simulations, geared to the defined development goals;
- require learners to build their own individual action plan and hold themselves accountable to follow through.



INSPIRING CULTURE SOLUTIONS		
LEARNING & DEVELOPMENT WORKSHOPS		
MODULE	CONTENT	FORMAT
<u>Crucial Conversations®</u>	<ul style="list-style-type: none"> ▪ Safely discussing any difficult topic ▪ Learning the dialogue skills of top performers ▪ Creating sustainable behavior change 	<ul style="list-style-type: none"> ▪ Two-day VitalSmarts training ▪ Individual/group follow-up
<u>Influencer®</u>	<ul style="list-style-type: none"> ▪ Mastering the Six Sources of Influence™ that motivate & enable others to take initiative and think strategically ▪ Transforming the corporate culture ▪ Implementing sustainable behavior change 	<ul style="list-style-type: none"> ▪ Two-day VitalSmarts training ▪ Individual/group follow-up
<u>Crucial Accountability®</u>	<ul style="list-style-type: none"> ▪ Strengthening two-way accountability ▪ Accelerating problem-solving ▪ Improving relationships and productivity 	<ul style="list-style-type: none"> ▪ Two-day VitalSmarts training ▪ Individual/group follow-up
How to increase self-awareness, manage priorities and make progress	<ul style="list-style-type: none"> ▪ Taking responsibility ▪ Identifying needs, wants, values and “stuck” states ▪ Understanding types, preferences and strengths ▪ Managing automatic thoughts ▪ Clarifying purpose and creating alignment ▪ Defining and reviewing priorities, objectives and implementation strategies ▪ Managing energy and time 	<ul style="list-style-type: none"> ▪ Pre-work ▪ Three half-day group coaching workshops ▪ Individual/group follow-up
How to lead and manage others effectively	<ul style="list-style-type: none"> ▪ Taking responsibility ▪ Understanding identities and shaping roles ▪ Setting priorities ▪ Developing self and others ▪ Influencing behaviors and habits ▪ Building and restoring trust ▪ Creating a “speak-up” and no BS culture ▪ Holding oneself & others accountable ▪ Knowing how to properly delegate ▪ Identifying, understanding and using interpersonal differences ▪ Leading virtual teams ▪ Aligning for effective execution 	<ul style="list-style-type: none"> ▪ Pre-work ▪ Three half-day group coaching workshops ▪ Individual/group follow-up <p>Adapted to career stage:</p> <ul style="list-style-type: none"> ▪ First-time manager ▪ First-line manager ▪ Middle manager ▪ Project manager ▪ Senior leader
How to practice diversity and inclusion	<ul style="list-style-type: none"> ▪ Recognizing, understanding & accepting interpersonal differences ▪ Leveraging preferences for higher performance ▪ Building productive relationships ▪ Creating mutual purpose and outcome 	<ul style="list-style-type: none"> ▪ Pre-work ▪ One-day group coaching workshop ▪ Individual/group follow-up



How to communicate effectively	<ul style="list-style-type: none"> ▪ Asking for learning ▪ Listening to understand ▪ Recognizing, understanding & handling differences ▪ Communicating 360° ▪ Using appropriate communication channels ▪ Working in virtual teams ▪ Influencing with integrity 	<ul style="list-style-type: none"> ▪ Pre-work ▪ Two half-day group coaching workshops ▪ Individual/group follow-up
How to practice effective feedback	<ul style="list-style-type: none"> ▪ Asking for feedback ▪ Providing feedback ▪ Using positive feedback ▪ Practicing developmental feedback ▪ Delivering difficult / tough messages 	<ul style="list-style-type: none"> ▪ Pre-work ▪ Half-day group coaching workshop ▪ Individual/group follow-up
CONSULTING & COACHING SERVICES		
Group and individual coaching	<ul style="list-style-type: none"> ▪ Getting “unstuck” ▪ Knowing what you want ▪ Getting what you want ▪ Managing career choices and turns ▪ Managing priorities and stress ▪ Achieving success and fulfilment 	<ul style="list-style-type: none"> ▪ One-to-one or group sessions
How to implement a “Blueprint for Better Business”	<ul style="list-style-type: none"> ▪ Understanding the Principles and the Framework for decision-making ▪ Assessing the current state of the organization ▪ Defining the desired state of the organization ▪ Defining and implementing strategies to reach the goal 	<ul style="list-style-type: none"> ▪ Pre-work ▪ Immersion workshop with key stakeholders ▪ Consulting and coaching intervention from Inspiring Culture consultants
Consulting	<ul style="list-style-type: none"> ▪ Driving organizational development ▪ Managing organizational restructuring ▪ Defining and implementing HR / People & Culture strategies ▪ Enhancing employee experience (EX) ▪ Designing and implementing talent management programs ▪ Leading cultural transformation 	<ul style="list-style-type: none"> ▪ Advisory sessions with Inspiring Culture consultants

