



LEADERSHIP JOURNEYS FOR THE FUTURE OF WORK

TRANSFORMATIONAL | INTEGRATED | CUSTOMIZABLE
for Experienced Managers & High-Potentials

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Global Leadership Forecast 2023

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**Leaders of the
organization**

Aligned Leadership Programs across leadership pipeline bring financial benefits

**Leaders of
Leaders**

54% of companies that offer leadership programs at all management levels make it to the **top 10% financially performant organization** in their industry

**People
Leaders**

*Only 20% of the organizations that don't offer leadership programs are in top 10% financially performant organization

**First-Time
Leaders
Development**

Global Leadership Forecast 2023

Key Insights

Top 3 priorities for CEOs in 2023

CEOs' top concerns focus on talent, outranking other economic and business challenges.

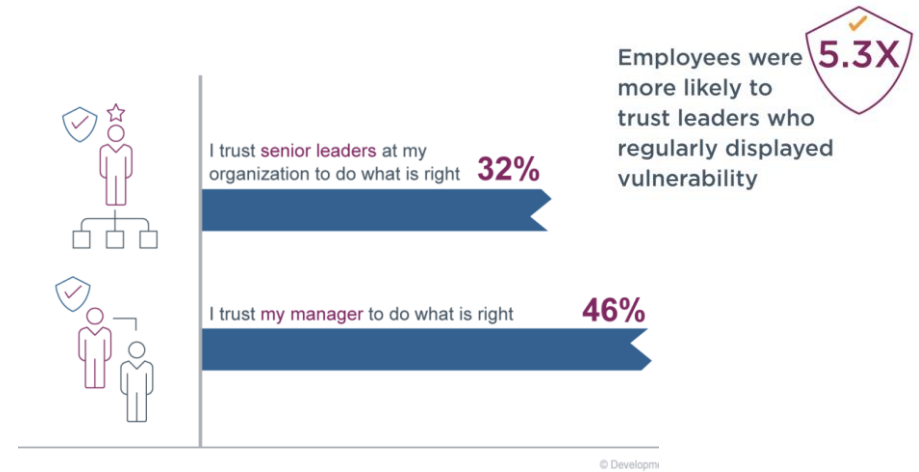
Top CEO Concerns



Percentage of CEOs Who Selected Each Challenge

Leadership TRUST IS BROKEN, especially in HYBRID

Companies grappling with the question of in-person versus remote work may be struggling with mistrust.



© Developm

Only 12% of the organizations report confidence in their Bench strength => HIGH TALENT SHORTAGE

There is a significant shortage of leaders who are prepared to fill key leadership roles

HR Strategies

- Plan for diverse future pipeline
- Surface potential earlier and more broadly
- Develop leaders' virtual capabilities to build talent
- Create dynamic success profiles for critical roles

Only **21%** of leaders say their company recruits and promotes from diverse candidate pools



LEADERS' BURNOUT leads to lack of confidence in leadership abilities and excellence

Significant drop since 2020



Percentage of Leaders Who Rate Their Organization's Leader Quality Very Good or Excellent

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Key Insights

EMPATHY is rated as top quality that makes a great leaders

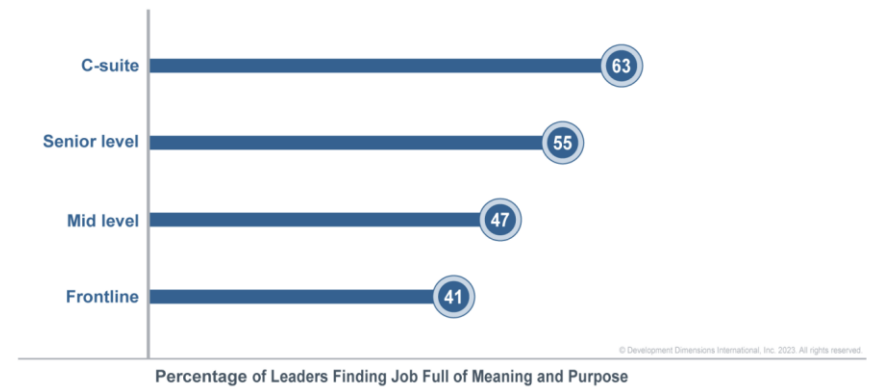
How Nearly 14,000 Leaders Define What Makes a Great Leader



Front-Line & Mid-Line managers **don't feel a strong SENSE OF PURPOSE** in their jobs

Career pathing conversations, understand expectations, self-reflect, and have the right tools give sense of purpose for 87% of leaders

Many Leaders Don't Feel a Strong Sense of Purpose

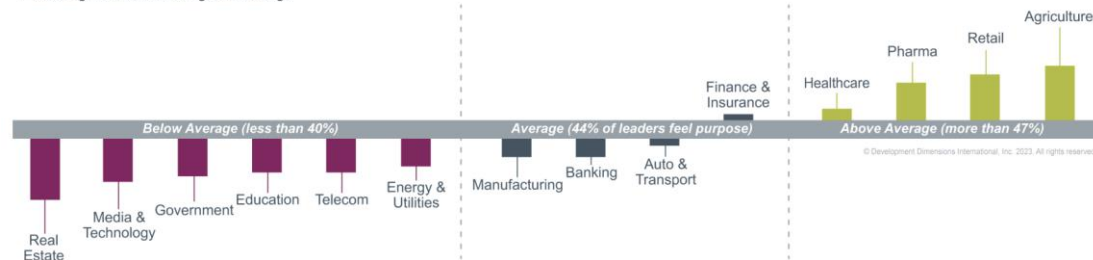


TOP 5 HR Strategies that make organizations have 45% more quality leaders and are 3.4X times more likely to be rated as best place to work

1. They develop leaders in critical leadership skills
2. They employ people-forward talent practices focused on development and career growth
3. They implement a common leadership model and strategy across the organization
4. They offer high-quality development across their entire pipeline of leaders
5. They focus on promoting leaders internally more than hiring from the outside.

Leadership Purpose by Industry

Percentage difference from global average



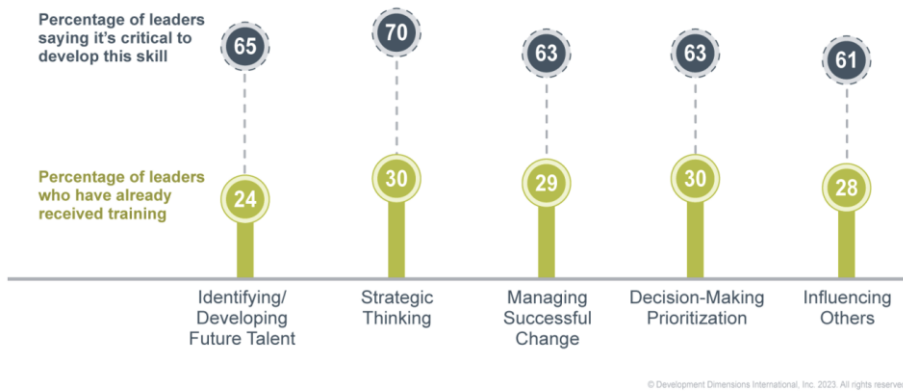
Leaders who get **QUALITY COACHING** from their direct manager are 1.5X less likely to feel they have to change the company to advance

However, only 23% of leader say they want coaching from their direct managers and scored it as the least desired form of coaching.

Key Insights

5 SKILLS leaders need for the future

Critical Gap Persists for Five Skills Leaders Need to Develop



12% of leaders rate themselves as successful at all 5
Only 29% of companies train for these skills

Companies that focus on development in these key areas can strengthen their ability to weather challenging circumstances. Our research shows that when leaders feel they are effective in all five skills, they are also:

- 3X more likely to say they can engage and retain top talent.
- 2X more likely to feel prepared to prevent employee burnout.
- 2X more likely to be comfortable operating in a highly ambiguous environment.
- 3X more likely to feel confident operating in a digital business environment.

NURTURING TALENT – Top skill for the leader of the future - We found that leaders feel more effective identifying and developing future talent when their direct leader

Companies with leaders who are effective at identifying and developing talent have on average, a **15%** higher internal hiring success rate



1. Encourages them to challenge old ways of doing things
2. Listens and responds with empathy
3. Provides opportunities for team members' growth and development
4. Maintains high trust and confidentiality

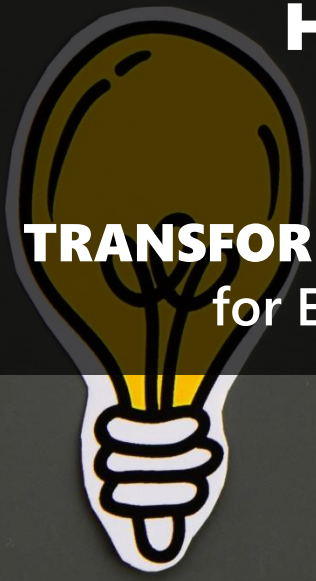
Leaders want more Meaningful, Interactive Learning Experiences with Their Peers

Most Sought-After Learning Experiences





HOW WE BUILD IMPACTFUL LEADERSHIP JOURNEYS

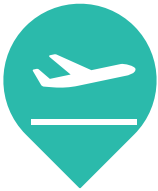


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for Experienced Managers & High-Potentials



Leadership Journeys For The Future of Work

100% customizable for you



DEPARTURE

COMPETENCIES GAP MAPPING

Strategic Conversation using
Universal Competency
Framework – SHL

PSYCHOMETRIC ASSESSMENT

AGILE DEVELOPMENT CENTER

Iterative process - real-time
feedback & improvement

INSPIRATIONAL KICK-OFF



DEVELOPMENT JOURNEY

Integrated leadership journeys that



Capture the HEART

Campfire Stories
Unconventional
experiences
Intercompany
Meeting
CSR Projects



Stimulate the BRAIN

Game-Based
Learning
Team coaching



Generate action HANDS

Visual Emddeding

Action Learning -
supported by a team
coach

Trial&Learn

Peer Learning
(#Letsgetcoffee)



RETURN

BUSINESS PROJECTS REVIEW

Business Projects
review &
presentation to
Senior Leadership

CLOSING CEREMONY

Networking Event



LearningArchitect

DEPARTURE

DEEP DIVE



'Start with the END in mind' – Competency Mapping Workshop

An aligned vision about the successful leadership model

Prioritization of key competencies

Decisions for the focus of strategic talent development programs



INSPIRATIONAL KICK-OFF

Program Overview

Leadership Panel with the Leadership Team

Inspirational external speaker about the macrotrends in the industry



AGILE DEVELOPMENT CENTER and LEADERSHIP DEVELOPMENT PLANS

Real-life, customized exercises

Iterative process (real-time feedback and opportunity for improvement)

Detailed feedback session with the assessors

Support in drafting the Leadership Development Plan



PSYCHOMETRIC ASSESSMENT & INDIVIDUAL COACHING

Psychometric Tools
Human Synergistics LSI or Management Impact

Individual Coaching sessions based on the results of HS tools and feedback from the Development Centre (2/participant)

Support in drafting a Leadership Development Plan

DEVELOPMENT JOURNEY

DEEP DIVE



EXPERIENCES THAT CAPTURE THE HEART



THE WINE STORY

Together with the wine expert Marina Samoila, participants experience a creative wine tasting and discover the story of the wine and the key elements that make a good wine. Participants discuss the relationship between a good wine and the story of leading others



INTERCOMPANY MEET-UP

Sharing meetings with managers from similar programs in other companies. Topics will be selected based on the common competences. The focus will be to share best practices and challenges



POTTERY

Relax, create and recharge yourself with energy in a pottery workshop with a masters from Vladesti. A simple lump of clay will come to life in your hands. There are so many communalities between modelling clay and leading others

CAMPFIRE STORIES

Hear stories from business leaders about future, trends, strategy, as well as personal stories regarding change management projects



IMPRO SHOW

What is the correlation between theatre improv and business communication? How can you use humor and presence in your job? Discover new ways for self-awareness, to react to external stimuli, to feel comfortable generating ideas based on your own creativity and inventiveness, to take risks and to tolerate mistakes.



DEVELOPMENT JOURNEY

DEEP DIVE



EXPERIENCES THAT STIMULATE THE BRAIN

GAME-BASED LEARNING

SAVANNAH – THE EMOTIONALLY INTELLIGENT COMMUNICATION GAMES



S.A.V.I.R.O.A.D. – THE LEADER-COACH GAMES



BEFORE MARS – BUSINESS SIMULATION FOR TEAMS



DEVELOPMENT JOURNEY

DEEP DIVE



EXPERIENCES THAT GENERATE ACTION

INTENSE PRACTICE SESSIONS

For questions and answers - participants share their "burning questions" and the trainer designs the practice session based on these questions, closing the loop with some very concrete solutions to questions and dilemmas.

For sharing progress - each participant shares how the information was applied practically - impact, lessons learned, challenges



TRIAL & LEARN

As the name suggest, trial&learn are a set of practical challenges (missions) to move learning to practice. Participants are required to implement specific instruments within their teams and share progress and the specific learnings in the next workshops or in the peer groups



ACTION LEARNING BUSINESS PROJECTS

We define real organizational challenges based on the mindset & skills we want to develop and form project teams. Teams work autonomously, benefiting from the help of a learning coach from Learning Architect. At the end of the program, each team will present their Action Learning projects to Senior Management



#LETSGETCOFFEE (peer learning)

Participants form smaller support groups to help & encourage each other while putting into practice the learnt concepts and instruments. One person will be the "coach" of the group and takes care of the peer learning process



7 Examples from 7 Industries

**LEADERSHIP JOURNEYS
CUSTOMIZED FOR OUR CUSTOMERS**

#1

THE ODYSSEY

Learning Journey for High-Potential Managers

Industry: IT

The Tools



Know-how: Workshops, Individual Coaching



Inspiration: Campfire Stories, Immersive Theatre Experience, Business Improv, Intercompany Meet-up



Embedding: #Letsgetcoffee, Action Learning, Trial&Learn, LearnOn App

Departure

BUILDING SELF-AWARENESS



STEP 1

Life Styles Inventory

Complete LSI questionnaires 1&2 to have a 360-degree understanding of personal styles & values

LSI 1 – self-assessment
LSI 2 – team assessment

Timing: 2 weeks



STEP 2

Workshop 1 – My Leadership Arsenal/Assets

Experiential workshop to:

Better understand LSI profiles and their impact in professional and personal life
How does LSI profile connect to leadership – team management, engagement and development

Timing: 1 day



STEP 3

Individual Coaching

Through one individual coaching session, each participant understands his/her personal profile and reflects on personal derailers and enablers

Timing: 2 weeks



STEP 4

Workshop 2 – Constructive Leadership Strategies

Explore specific leadership strategies to grow the 4 constructive leadership styles:
Achievement Orientation – the secret to strategic thinking and disciplined execution;
Humanistic Encouraging style – for an inclusive culture;
Affiliative Style – for acting as one;
Self-Actualizing Style – for better thinking together

Timing: 1 day

GET COMMITMENT



STEP 5

My leadership project Presentation to panel

Each participant delivers an individual presentation to a leadership panel

Evaluation of the willingness to start a transformational road as a leader and the commitment to the program

EVALUATE POTENTIAL



STEP 6

Development Centre

Based on the 4 competencies we define a list of observable skills to assess. We assess career aspiration and ambition

Structure of development centre:

1. Career interview
2. Role-play
3. Group Exercise/Business Simulation

Each participant receives a complete feedback report and a development 1 to 1 with trainer-coach – connect assessment result to LSI profile

Timing: 3 days for 20 participants; approximately 3h per participant

The Odyssey



PART 1

CARE

LEADING WITH MAGIC

Grow inclusive leaders with focus on: team engagement, growth and effectiveness

Know-how:

MAGIC engagement (2 days)

Team effectiveness with 6 Team Conditions (1 day)

Inspire: Immersive Theatre Experience (3.5h)

Embed: Trial&Learn; #letsgetcoffee (1.5)



PART 2

INSPIRE & INFLUENCE

THE STORIES THAT MATTER

Grow leaders that communicate with impact and build strong alliances

Know-how:

Clarity & Impact in communication (2 days)

Partner Mindset & Negotiation Agility (1 day)

Inspire: Business Improv with actors (3h)

Embed: Trial&Learn; #letsgetcoffee (1.5)



PART 3

SHAPE THE FUTURE

LOOK FAR AND LEAD THE WAY

Teach leaders master the 3 dimensions of shaping the future and leading the change (process & people): The RIDER, the ELEPHANT, the PATH

Know-how:

Visionary mindset and the strategy of RIDER/ELEPHANT/PATH (2 days)

Inspire: Campfire Stories (2h), Intercompany Meet-up (2h)

Embed: Action Learning – setting the projects & doing the research (min 2-3 hours/month)



PART 4

LEAD THE AVANTGARDE

BOOST THE MAKER INSTINCT

Boost the leaders' abilities to explore insights, use resources wisely and build creative solutions – Design Thinking Approach

Know-how:

workshop (2 days) + follow-up (1/5 days)

Inspire: Pottery Class (2h)

Embed: Action Learning – develop&implement (min 2-3 hours/month)



FINISH LINE: CELEBRATE PROGRESS

JOURNEY OF THE INDEPENDENT HERO

Celebrate in style – share insights, present action learning and plan for the next stage – the journey of the independent hero 3h

#2

AGILE TALENT ACCELERATOR

Learning Journey for High-Potential Managers
Industry: Banking

LEADERSHIP DEVELOPMENT – The Agile Way

The Structure



Program Inception

'WHERE IT ALL BEGINS' –
Inspirational Kick-Off Session



Development Sprint

AWARENESS: Coaching, Mentoring, Psychometric Tools

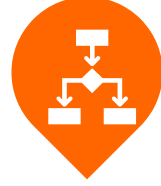
KNOW-HOW: Game-based Learning and Experiential Simulations

INSPIRATION: Out-of the box Experiences

EMBEDDING ACTIONS: Trial&Learn, #Letsgetcoffee

STRATEGIC BUSINESS PROJECTS in self-organized teams, in 'Tribes', with support from a professional Coach

EXTERNAL EXPERIENCES: Other Companies, Community (CSR, teaching)



Development Backlog

PICK & CHOOSE – A list of development opportunities that participants can select based on their own development needs

- Learning experiences by Learning Architect
 - External Events & Conferences
- International Masterclasses
- E-learning or Podcasts Subscriptions



Agile Retrospective

PROGRAM DASHBOARD – we create a dashboard of the program with clear objectives and progress indicators for the entire team and for each participant. We monitor and reflect on the progress during the agile retrospective

SATISFACTION SURVEY & UPDATE OF THE PROGRAM – we get feedback on the program and implement required changes and ideas



Wrap-up – Future Leaders Release

360 FEEDBACK with certified tool

CLOSING CEREMONY
Final presentations (project results, reflections)
Networking Event in an external location

DEVELOPMENT MEETING
Review Leadership Development Plans and agree on next development steps (promotion, job rotation)

GAMIFIED EXPERIENCE WITH
Learning Architect LEARNING APP



AGILE DEVELOPMENT CENTER and LEADERSHIP DEVELOPMENT PLANS

CO-CREATION SESSION – Team Coaching & Lego Serious Play

1st SPRINT PLANNING (2-4 months)

LEADERSHIP DEVELOPMENT – The Agile Way

Program Inception



'Start with the END in mind' – Workshop Session

Facilitated session to agree on the core desired behaviors for the Future Leader

Creative Leadership Profiles (The Intrapreneur, The Customer Advocate, The Meaning Maker)

Decide on the expectations from the program

Establish roles & responsibilities



'WHERE IT ALL BEGINS' - Inspirational Kick-Off Session

Program Overview

Leadership Panel

inspirational external speaker about the macrotrends in the industry



AGILE DEVELOPMENT CENTER and LEADERSHIP DEVELOPMENT PLANS

Iterative process – participants receive real-time feedback on their performance and have the chance to improve from one iteration to another

Career interview
Role-play
Group Exercise/Business Simulation

Psychometric Tools

Human Synergistics LSI or Management Impact

Individual Coaching sessions

based on the results of HS tools and feedback from the Development Centre (2/participant)

Support in drafting a Leadership Development Plan



CO-CREATION SESSION – TEAM COACHING & LEGO SERIOUS PLAY

Build together with the participants a vision board of the program (content, ways of working, roles & responsibilities, personal objectives)

Program Dashboard – how are we going to evaluate our progress during the program – clear indicators (individual & team) – Kirkpatrick Model



1st SPRINT PLANNING (2-4 months)

Decide on the main topics & the learning experiences

LEADERSHIP DEVELOPMENT – The Agile Way

Development Sprint



Awareness: Coaching, Mentoring, Psychometric Tools



Know-how: Game-based learning, Business Simulations



Inspiration: Campfire Stories, The Wine Story, Immersive Theatre Experience, Business Improv, Networking Event, interviews (macro trends in industry, technology, consumer behaviors, leadership, talent & organizations)



Embedding:

Strategic business projects in self-organizing teams: Embed learning through strategic business projects, organized in Tribes and coached by a Professional Coach to ensure 'learning while doing' (Thinking about Thinking). There will be two types of meetings – with the coach's supervision and autonomous, self-organized

Trial&Learn: practical challenges to be implemented in the day-to-day activity (instruments) and peer coaching sessions to reflect on the learning



External experiences:

- Intercompany meet-ups on different topics
- Mentoring with other companies (ex. trainees from other companies)
- CSR Projects
- Teaching a course at a local university

#3

AGILE LEADERSHIP DEVELOPMENT

Learning Journey for Senior Managers
Industry: Leasing Industry

Learning Journey: Experiential Learning & On The Spot Practice

Part 1 (1.5 day)

BUILDING SELF-AWARENESS & TEAM VISION

Life Styles Inventory – HS Psychometric Tool

1

Part 2 (2 days)

MANAGE CHANGE & SHAPE THE FUTURE

Part 1: How to gain engagement & adoption in times of change
Part 2: Team Coaching & Practice

2

Part 3 (2 days)

BOOST COLLABORATION

Part 1: Building partnerships and collaborative ways of working
Part 2: Team Coaching & Practice

3

Part 4 (2 days)

THE MAKER INSTINCT DRIVE ACTION & INNOVATION

DESIGN THINKING - Building the 'Action Mindset' & User-Centered Solutions

4

Discover **individual LSI profile - strengths & development areas**

Working session - How **values & behaviors (LSI profile) connect with leadership approach and attitude towards change**

Deep dive on **constructive leadership styles**

Define the **desired leadership culture (values&behaviours)**

Identify **development areas** and agree **on the next steps in the leadership development journey**

THE RIDER, THE ELEPHANT, THE PATH

The science behind & deep dive into the **3 dimensions of change**

THE RIDER STRATEGIES

ADKAR – an outcome-oriented process (practical tool)

Awareness | Desire | Knowledge | Ability | Reinforcement

THE ELEPHANT STRATEGIES

SCARF – the 5 fundamental needs; the hot buttons that influence others' behaviors positively or negatively

THE PATH STRATEGIES

Building Habits to sustain the change

TEAM COACHING - working session on specific challenges & opportunities

THE SKILL OF REACHING AGREEMENTS WITH STAKEHOLDERS

Stakeholder dialogue at 3 levels:

positions – interests – needs

COLLABORATIVE WAYS OF WORKING

Using the **6 THINKING HATS** to **boost collaborative thinking** and make quality decisions

INCLUSIVE LEADERSHIP

The theory of distinctive oppositions
3 Inclusive Leadership Practices & Tools

TEAM COACHING - working session on specific challenges and opportunities

Working on opportunities while learning the concepts

THE INOVATOR'S MINDSET

Open your eyes – see the opportunities to act&grow

EMPATHIZE & P.O.V. TOOLS

Define your FOCUS

ADVANCED IDEATION TECHNIQUES

Unleash brainstorming with a twist

FAST PROTOTYPING TECHNIQUES

Turn creativity into action & innovation

#4

LEADING CHANGE

Learning Journey for Senior Managers
Industry: Services

Leading Change Journey - The Structure



Change Management Readiness

3 days (1.5 days*2 sessions)

SESSION 1: CONSTRUCTIVE MINDSET IN CHANGE - Building Self-Awareness

Life Style Inventory (LSI) - psychometric tool profile - strengths & development areas

Working session - How **values & behaviors (LSI profile)** connect with the **attitude towards change**

Deep dive on **constructive leadership styles**

Co-create our journey as a leadership team - **Team Coaching session**

SESSION 2: TEAM DYNAMICS IN CHANGE – Building Team-Awareness

Team Simulation

GSI Psychometric tool

Get awareness on **team dynamics & Build a team strategy** to manage change



Effective Communication - Leading Change

1.5 days

HOW TO GAIN ENGAGEMENT ADOPTION & INCREASE ENGAGEMENT IN TIMES OF CHANGE

THE RIDER, THE ELEPHANT, THE PATH

The science behind & deep dive into the

3 dimensions of change

THE RIDER STRATEGIES

ADKAR – an outcome-oriented process (practical tool)

Awareness | Desire | Knowledge | Ability | Reinforcement

THE ELEPHANT STRATEGIES

SCARF – the 5 fundamental needs; the hot buttons that influence others' behaviors positively or negatively

THE PATH STRATEGIES

Building Habits to sustain the change



Implementing Change

2 days workshop

MANAGEMENT COACHING SKILLS NEEDED TO IMPLEMENT CHANGE & NEW WAYS OF WORKING

THE LEADER-COACH MINDSET

Through experiential exercises, participants discover the definition of coaching and experience the mindset

ESSENTIAL SKILLS

We break down general skills (ex: listening) into specific micro-skills and do intensive practice on each of them

T-GROW PROCESS STEPS AND TOOLS

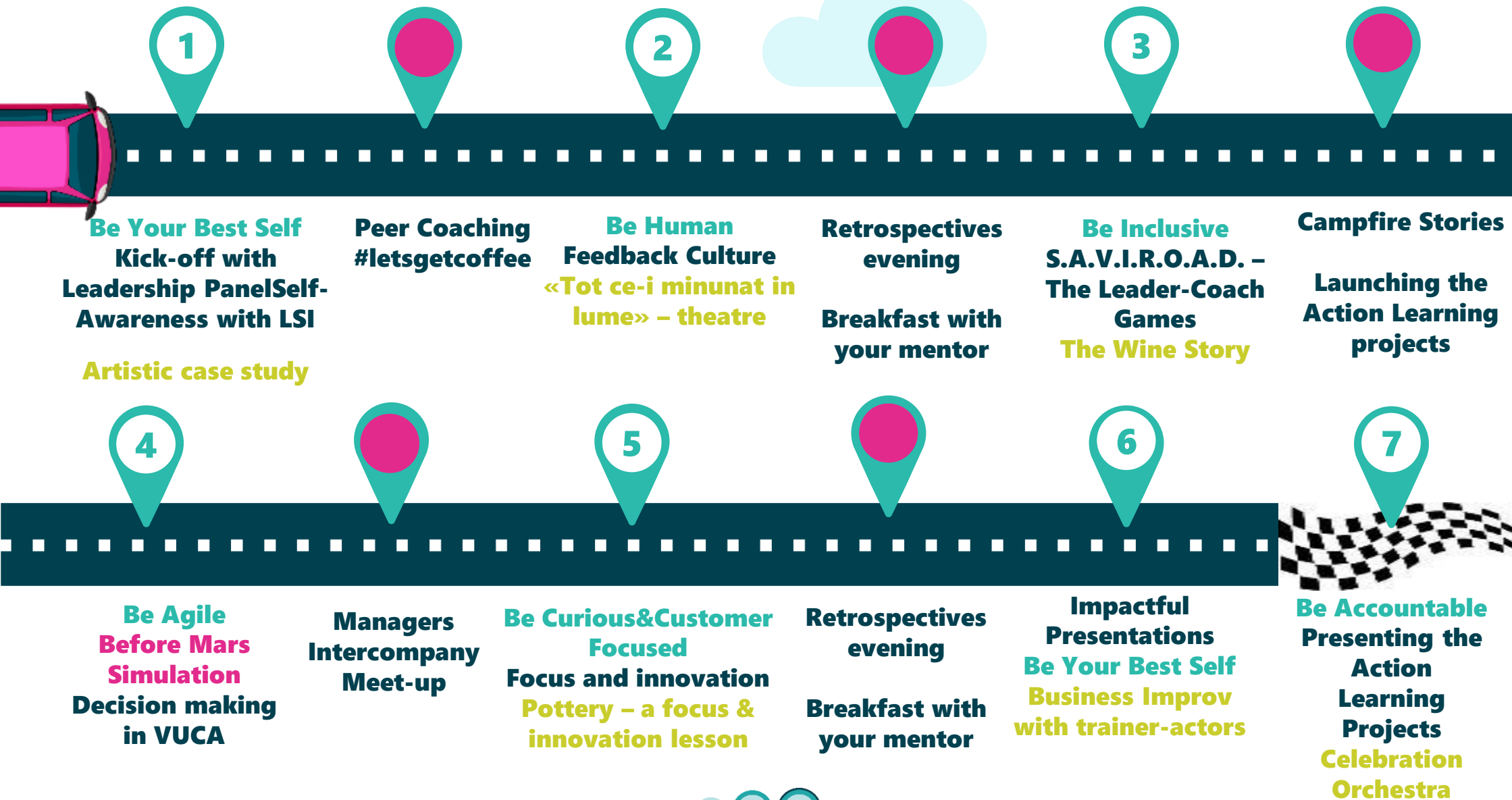
Participants practice and receive feedback and coaching on-the-spot, using varied practice methods

#5

POWER2MANAGE

Learning Journey for Middle Managers
Industry: Retail

CALATORIA DE INVATARE Power2Manage



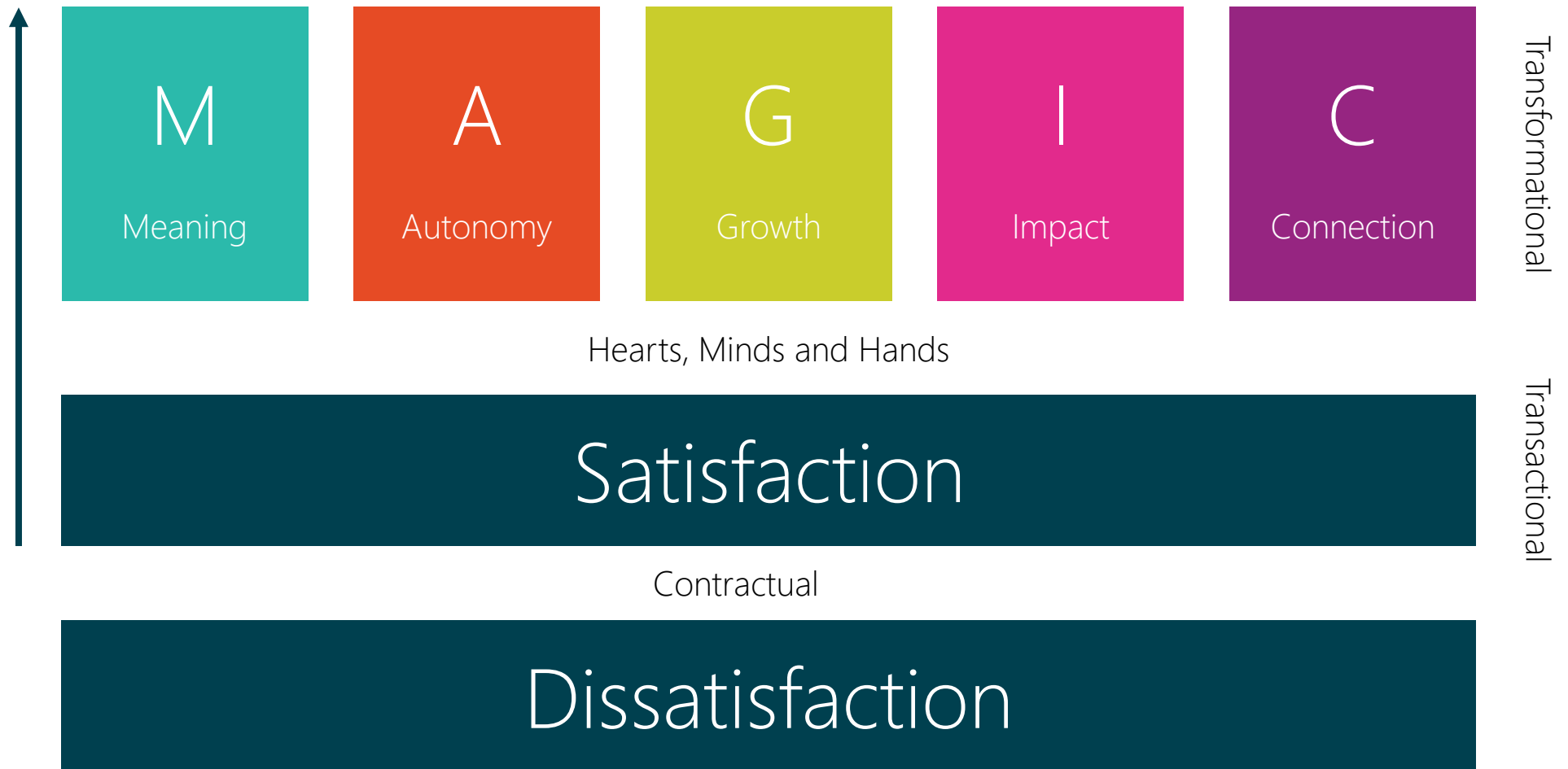
#6

ENGAGEMENT M.A.G.I.C.

A Journey to Organizational Maturity in terms
of Engagement Culture
Industry: Automotive

The Engagement Experience

Leaders and Individual Contributors become aware of their current "mode" of leadership vs their desired mode



The 5 Drivers of the Engagement Experience

M Meaning

Appreciate how the organization live its "story"/organizational narrative and its values, whether the stories and the values are perceived as **clear and authentic**

A Autonomy

Understand our parameters, be empowered and have freedom to do their jobs in the way they feel is most effective (and most enjoyable); is influenced by perception of: **spatial autonomy** (where I work), **temporal autonomy** (when I need to deliver), **task autonomy** (how I deliver)

G Growth

Regularly feel **challenged and stretched by mastering new skills** and pushing to be better—both professionally and personally; balance between boredom and burnout (too much stretch => burnout)

I Impact

Belief that work is **contributing** to our own goals, the success of our team, **recognition** of one's efforts, feeling **listened to/** feedback taken into account

C Connection

Feeling connected to **role, team, top management**; open, two-way communication, feeling **trust and trusted**, feeling you belong

Our Approach for building an engaged culture in your company

A transformational program in 4 steps:

1. Engagement MAGIC **E-learning** – managers enroll in a fun, engaging, and effective e-learning experience to get familiar with the concepts of the Engagement MAGIC program
2. Engagement MAGIC **SELF Awareness** – 2 days, in class training - participants discover in-depth the concepts and practice them in order to become self-aware and integrate them.
3. Engagement MAGIC for **People Management** – 1 day, in class training – managers learn more about engagement culture and get equipped with the tools to influence employee engagement
4. Engagement MAGIC **360 Engaging People Assessment** for each manager with 1 day in class group debrief.

Engagement **MAGIC SELF** Awareness

Agenda - 2 days, in class training



1: Engagement vs. Satisfaction

Fake News: Are engagement levels that bad?

- Video: What does disengagement look like in the workplace?

Activity: Can You Beat the Odds? (We all want to engage)

What does a good day look like for you?

What is the employer-employee contract?

- Hygiene factors, perks, adaptation level theory

Introduction of the Engagement Model

- Describe your engagement journey

Who owns engagement?

2: Meaning

Video: A Mercedes-Benz for Nelson Mandela

- Story: Building the World's Largest Coliseum
- Can any job have meaning?

Inherent and Associated meaning

Activity: Values Card Sort

Record Meaning take-aways

3: Autonomy

Video: Korean Drummer

Activity: Anagrams (Learned Helplessness)

- Pros and Cons of Autonomy

Pair Discussion: 4 Types of Autonomy: Temporal, Spatial, Task, Social

Record Autonomy take-aways

Engagement **MAGIC SELF** Awareness

Agenda - 2 days, in class training – cont.



4: Growth

Who needs to grow?

- Barriers to growth

Activity: Growth Assessment

Scale of Growth: Zone of Proximal Development

- Where do you need to grow?

Record Growth opportunities

5: Impact

Story: ICBM Scandal

- Impact at Lush cosmetics

Video Game Theory

Activity: Effort vs. Impact

Video: 6 Words

Activity: Write Your Impact Statement

Record Impact take-aways

6: Connection

Video: The Power of Conformity

Types of Connection: Social, Organizational, Mission, Values, Task

- How do you connect?

Fit, Belong, Integrate (Integration story)

- Activity: Integration Assessment

Record Connection take-aways

7: Engagement Action Plan

Taking ownership for your engagement

Pair Discussion: What drives your engagement?

Draft your engagement action plan

Final thoughts- share learnings

Engagement MAGIC for People Management

Agenda - 1 day, in class training



Review: Insights from Engagement MAGIC training

What is your motivation for creating an engaged workplace?

What does an engaged organization look like?

- Employee Experience = Customer Experience
- Organization Engagement Maturity Continuum
- Active vs. Passive Sabotage

Manager's Influence on Employee Engagement

- Emotional Contagion
- Research: Impact of managers on

employee engagement

- Engagement Resistance Curve
- Circle of Control
- Engagement as a Leadership Competency
- Engagement Leadership Competencies

Activity: Group Breakouts and Presentations for each Engagement Key

Activity: Engagement Interview Practice

Engaging Action Plan Development

Engagement MAGIC 360 Engaging People Assessment

1 day, in class debrief



Managers understand more about their own level of MAGIC and how their abilities are perceived by their colleagues in a 360 feedback. It is the last approach in the program, meant to making **YOUR COMPANY stronger, more profitable, and a better place to work.**

After completing the 360 assessment, and getting the results, a group debrief will help the participants understand where their abilities are strong, and where they could use a boost, so they can support the people in their teams to be **more personally and professionally successful, by taking ownership for their own MAGIC, thus reducing attrition, encouraging initiative, drive growth and profit, and increase personal engagement in work.**

#7

INNOVATE FOR CUSTOMER VALUE

Mindset, process, and tools for building an
innovation culture

Industry: IT

Our Approach for building an innovative culture

Based on findings from the needs analysis (quantitative survey + qualitative responses from leaders), we designed a transformational program in **3 phases**

- 1. Innovation Ready** – to ensure innovation readiness (right framing of innovation, organizational commitment, open mindset)
- 2. Innovation Steady** – to equip individual contributors and people leaders with key behaviors and techniques
- 3. Innovation Go** – to encourage action orientation

Each phase consists of **3 levels of interventions** targeted at

- ✓ Learning interventions for middle managers
- ✓ Learning interventions for senior leaders
- ✓ Spaces for innovation – organizational routines that turn learning into practice

Innovate for Customer Value

Mindset, process, and tools for building an innovation culture

Middle Managers

Innovation Ready

Framing Innovation & Open Up Your Mindset

Workshop 1 – 1 day:
Innovation Equation & Open Mindset Practices



Innovation Steady

Design Thinking Process: Empathize – Define – Ideate – Prototype

Workshop 2 – 1 day:
Design Thinking Tools for Customer Value Creation:

Empathy Interviews, P.O.V. Definition, Team Ideation, Co-creation, Prototyping



Innovation Go

Influence, Pitch & Feedback

Workshop 3 – 1 day:
Influencing & Pitching Skills



Senior Leaders

Leadership Impact on an Innovation Culture

360 tools + personalized report + 1-1 coaching

Building Innovation Readiness –organizational commitment to innovation & psychological safety

1-day workshop



Design Thinking & Innovation Coaching Tools for Senior Leaders

1.5 days workshop



Spaces for Innovation Organization al rituals

Campfire Stories

Innovation Bookclub/
Movie Night/
SharePoint

Brightspots&Insights Channel

Intercompany Meet-Ups

Empathy Interviews

Team Pitching & Feedback from Leaders

Innovation Awards
Smartest Failure, most Wicked Problem, QuickWin,

InnovationCoaching 1-1



Innovation Ready Spaces for Innovation

CAMPFIRE STORIES

Hear stories from Business Leaders about future, trends, strategy, as well as personal stories from their experience with creativity, failure, innovation

Link with needs analysis:

The leadership is consistently sharing stories about employees, teams that demonstrate superior innovation-focused values, behaviours and results.

INNOVATION BOOKCLUB/ MOVIE CLUB

Informal meetings around inspirational materials

Link with needs analysis:

I feel that my team cares about innovation.

BRIGHTSPOTS & INSIGHTS CHANNEL

A slack/any corporate messaging app channel that encourages sharing progress, unexpected success, what is already working and can be scaled

Link with needs analysis:

I feel that my team cares about innovation.



Innovation Steady Spaces for Innovation

INTERCOMPANY MEET-UPS

Meet with team members from other innovative companies (our customers, multinationals, IT / FMCG/ Consulting) to practices and challenges around future trends, long-term strategies and current innovation projects

We facilitate the meetings

Link with needs analysis:

"We are good at leveraging our relationships with external experts, teams and leaders to pursue innovation."

EMPATHY INTERVIEWS

Live interviews with users – to experience techniques, post-action debrief with trainer

INNOVATION COACHING 1-1

People leaders who attended the workshop volunteer to provide innovation coaching sessions to anyone in the organization who has an idea, an insight or is interested in exploring innovation

Link with needs analysis:

"My manager gave me enough time to explore new ideas in the last 6 months./I was able to give my team enough time to explore new ideas in the last 6 months."



Innovation Go Spaces for Innovation

TEAM PITCHING AND FEEDBACK

Participants practice their
influencing and pitching skills

We will facilitate the meetings

Link with needs analysis:

*My organization challenges the status quo;
people have the freedom to explore new ideas
and test them.*

*I am satisfied with my level of participation in
our innovation initiatives*

INNOVATION AWARDS

Offer public recognition for efforts
and involvement in innovation,
using creative criteria

Smartest Failure

Most Wicked Problem

Best Insight

Quick Win

