



## Leadership Development

### Team Building:

Are you dealing with a new team of participants? Or, are they a veteran team and things just seem to feel a bit stale? Do you find that everyone is retreating to their individual corners, head down and making sure that their own four walls are structurally sound? Have sub-groups emerged and are now starting to gain influence and power? Team building conjures up images of “trust” exercises. That’s not really what we’re talking about here. Your team needs to get to know and appreciate each other. They need to undergo strategic process that open doors to the realization of their individual talents and expertise. The menu ranges from intense to fun!

### Culture and Engagement:

Want to create a workplace where individuals feel empowered and energized to get the job done? If you’re already painfully aware that you don’t have good culture, would you like to know why? Knowing and understanding your company culture is critical to your ability to promote your mission, vision and purpose. The thing is you already have a culture. It exists without your permission. That said, you can synthesize it and take steps to slowly make additional positive changes. I’ll give you a hint; I can almost guarantee that a poor culture is one, or a combination of, issues surrounding inclusion, autonomy, fear or competency.

### Conflict Management:

Conflict is everywhere, and while it is most commonly associated with thoughts, interactions and behaviors that are not productive, it’s not always a bad thing. Think of conflict as inevitable human interaction. We’re not looking to “fix” conflict, but rather, we want to resolve specific issues and teach applicable frameworks for managing it long-term. A short and trivial debate over where you and a colleague should eat lunch can be conflict, yet you have the tools to manage those differences. Alternatively, a deep dive is likely necessary to uncover the underlying issues that make it seemingly impossible for two department managers to sit in the same room. Through mediation, listening, reframing and other techniques of empowerment and ownership of their own lived experiences, groups can move through their issues and even have an authentic appreciation for the “other” person or people.