

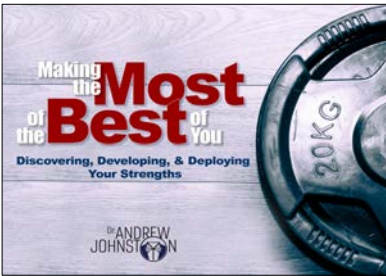
Highlighted Training Engagements

Dr. Andrew Johnston provides development experiences on a wide variety of topics. They may be customized to address clients' specific interests and needs and may be offered in half-day, full day, and multi-day formats.



Five Foundations of Accountability

This engagement demystifies the art of building commitment and raising the engagement of your team. Participants learn how to build “buy-in” and turn “hired hands” into co-owners of the mission by aiming their leadership at the Five Foundations of Accountability.



Making the Most of the Best of You

This engagement shifts the focus from weaknesses to strengths and introduces a new, more powerful, perspective on personal development and performance. It prepares participants to make the most of themselves and unleash their full potential by discovering, developing, and deploying talent.



Business as UN-usual: Leading in Uncertain Times

Uncertain times have an insidious way of draining people’s strength and diminishing their engagement just when you need them most. This session recalibrates leadership and equips participants to strengthen others and advance people and projects in the midst of ambiguity and change.



Harnessing Conflict & Difficult Conversations

This engagement changes participants’ perspectives on conflict and prepares them to manage it more effectively. It gives them new strategies, broadens their repertoire of responses, increases their emotional control, and prepares them to conduct difficult conversations more effectively.



Carrots, Sticks, and Cattleprods

This engagement introduces the fundamentals of human motivation and prepares participants to move people and projects more effectively. It introduces six sources of influence available to every person at every level and equips them to recognize, resist, and employ them strategically.



Tools for Teamwork

This engagement prepares participants to manage projects and team interactions better. It introduces process tools that energize and direct conversation, assess priorities, identify problems, coordinate brainstorming, etc. (e.g. Affinity Exercises, Ranking, Multi-Voting, Fishbone Diagram, 5 Whys, Ease/ Impact Assessment, Pareto, Radar Charts, Decision Matrices, Process Trees, Responsibility Matrices, more.)



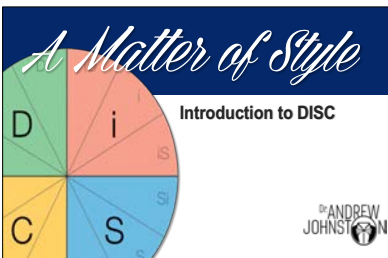
TOP TEAMS: Volunteer Edition

This session demystifies the art of getting the greatest commitment and contribution out of people when formal positions and paychecks aren't in the mix. Participants gain new insights into management and motivation, new vision for their teams, and new practices that will refine and revitalize their leadership.



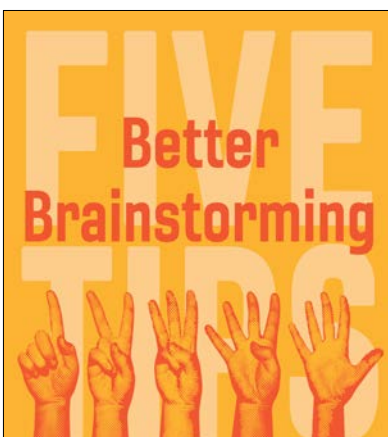
Essentials (of Supervision)

This engagement unpacks the core components of effective supervision and equips supervisors to make the most of the people and programs they lead. Participants learn to build PRIME relationships that maximize productivity, engagement, and satisfaction.



A Matter of Style

This engagement introduces participants to the DISC model of behavior assessment. It describes four primary behavioral styles and interprets individual profiles for each participant. Participants learn to recognize, appreciate, and adjust styles to maximize personal effectiveness and collaboration.



Five Tips Series

The content of these programs is self-explanatory. They build participants' practical skills and equip them for specific tasks.

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|---------------------------------------|---------------------------|
| ...for Better Brainstorming | ...for Managing Conflict |
| ...for Making Decisions in Groups | ...for A Better Meeting |
| ...for Powerful Presentations | ...for Being Persuasive |
| ...for Motivating People | ...for Managing a Project |
| ...Tips for Handling Poor Performance | ...for Giving Feedback |
| ...Tips for Increasing Accountability | ...MORE |