

## Selected Workshops & Seminars

Additional and custom topics available upon request

As an experienced educator and seasoned leader, Dr. J has provided learning and development experiences covering a wide range of topics. He is always pleased to adapt or develop content for your specific needs, but here are some road-tested topics to consider...

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### **From Weakness to Strength: Discovering, Developing, and Deploying the Best of You**

Conventional wisdom tells you that the secret to success is fixing what's wrong or deficient about you, but that's off-base! Working on your weaknesses might make you better, but it will never make you exceptional. This session reveals the real route to your greatest success and fulfillment and equips you to find your "personal competitive advantage" by maximizing what's best and strongest about you instead. It reveals the remediating bias in common culture and prepares you to unleash the best of yourself and others by leaning into and leveraging personal strengths.

Content highlights: Roots of a Remediating Culture, Underpinnings of A Strength-Based Perspective, Maximizing Impact, Satisfaction, Engagement, and Resilience

### **Fired Up! Kindling & Keeping the Spark in Your Team**

Great teams don't just happen; they're built and led in ways that fire people up and unleash their potential. Learn three transformational leadership principles that will ignite new capacity in teams and make individuals burn their brightest!

Content highlights: Relying more on people you lead and serve, Risking more on the people you lead and serve, Relating more to the people you lead and serve

### **Room to Breathe: How to Free Teams from the Things that Hold Them Back and Hem Them In**

People need room to breathe in order to give their best. So, if you want them to deliver, you've got to loosen the organizational and psychological dynamics that hold them back and hem them in. This session equips you breathe new life into your team and unleash creativity, initiative, and enthusiasm by recognizing and releasing these restraints.

Content highlights: Models of Middle Management, Making Space to Create, Shelter from Politics, Control, Critique

### **Gulp!: Surviving and Thriving in the Season of the Firehose**

Sometimes it's hard to fit your life into your life and it feels like you're drinking from a firehose. You can't swallow fast enough, and the rush shows no signs of slowing down. Take heart! Even the best teams and brightest leaders experience overwhelming seasons like this. This session shares equips you to preserve your relationships, priorities, and sanity in the barrage.

Content highlights: Balance is Overrated, Maintaining Margin, Building Boundaries, Adding Meaning

### **Battling Burnout: Surprising Secrets of Staying Sharp and Sticking Around**

In the barrage of busyness and responsibility burnout is always a danger, but the secret to preventing it might surprise you. This session presents burnout as more than simply a busy-ness problem and equips you to keep yourself and others burning brightly without burning up or burning out.

Content highlights: Burnout vs. Fatigue, Flow States, Overworked vs. Underworked, Strategies for Stamina

### **Tough Talk: Tips for Correcting, Critiquing, Terminating, and Transitioning Team Members**

Raising the bar, offering critique and terminating or transitioning team members are some of the most difficult interactions leaders face. They're also some of the most important. This session shares tips and tactics for doing the tough stuff well.

Content highlights: Power of Candor, Truth and tact, Keeping it from being personal, Tactics for better communication/results

### **The Care & Feeding of Volunteers: Secrets to Building a Rewarding and Resilient Team**

Keeping your volunteers fueled and fired up is the secret to great team experiences and exceptional performance. This session equips you to create an engaging and rewarding experience for your volunteers and demystifies the art of motivating them and getting the best out of them over time.

Content highlights: What makes Volunteers Tick, Meaning and Motivation, Conventional Wisdom that Ruins or Runs-off Volunteers, 5 tactics to Building Buy-In

### **Conflict Judo: Flipping Conflict into Collaboration**

Most people are content to avoid or survive the conflicts that arise in everyday transactions, interactions, and relationships, but what if you could make that conflict work for you? This session teaches you tactics for preserving relationships in disagreement and transforming conflict into mutual problem-solving.

Content highlights: De-escalating Conflict, The Third Thing Model, Principal-Based vs Position-Based Disagreement

### **The Power of Purpose: Unlocking Initiative, Capacity and Endurance**

This session gets to the root of human motivation, engagement, and performance and equips you to get the best out of yourself and others by pumping up the purpose. Learn purpose-full leadership strategies that shift the focus, elevate value and transform teams.

Content highlights: Critical Questions, Why Matters, Staying Close to the Why, Why-Builders and Busters

### **Better Bargains: Turning Busywork into Worthywork**

People are most productive, creative, and resilient when they're serving worthy goals, but busywork makes even the best of us fragile, fatigued, and uninspired. This session equips you to raise the value and keep people connected to it. Counter-intuitive leadership strategies that get extraordinary results.

Content highlights: Investment & Return, Elevating Challenge & Fostering Flow, Working on the Value Side, Keeping the Bar High

### **Five Foundations of Accountability: Cultivating Commitment in Teams**

Commitment makes the difference between someone "phoning it in" or doing something truly extraordinary. It inspires unusual effort, distinguishes the best-of-the-best, and transforms passive people into top teams. But

how do you cultivate it? This session describes Five Foundations of Accountability that enable individuals and teams to step up their level of ownership and performance.

Content highlights: Five Foundations of accountability and commitment, Common Practices that diminish accountability and dilute commitment, Organizational dynamics working against “ownership”, Tips & tactics to build “buy-in” and initiative.

### **Five Foundations of Accountability: Maintaining Commitment in Change**

Change has a peculiar way of diluting and derailing the things people need to keep their commitment and engagement high. So, leaders need to be especially attentive to these things when they’re in transitions or leading people through change. This session describes Five Foundations of Accountability that enable individuals and teams to embrace change and step-up their ownership and performance in the midst of it.

Content highlights: Impact of Change on accountability and engagement, Five Foundations of accountability and commitment, Common Practices that diminish accountability and dilute commitment, Organizational dynamics working against “ownership”, Tips & tactics to build “buy-in” and initiative during change.

### **The Doing Dilemma? Shift Your Perspective to Power-Up Your People**

Leaders and Doers are different. Many of the dispositions that distinguished you most as a doer won’t serve you well as a leader. They’ll frustrate and disempower your team. This session describes the difference and shifts your perspective in ways that build potency and ownership in others.

Content highlights: Direct & Indirect Influence on Outcomes, Stealing People’s Power: Self-Fulfilling Prophecy, Stealing People’s Power: Set-Up-to-Fail Syndrome, Do’s & Don’t’s for Empowering Others

### **Fear-Free: Encourage & Embolden Your Team for Extraordinary Results**

Fear is debilitating to individuals and teams. It makes people smaller and less capable than they really are, and yet it’s part of every organization and many leadership strategies. This session illuminates the impact of fear on engagement and performance, identifies the four most common sources, and gives practical strategies for driving it out and strengthening teams.

Content highlights: Effects of Fear, 4 Sources of Fear, Leadership Do’s & Don’t’s to Encourage and Embolden

### **Finish Lines & Follow Up: The Art of Giving Clear Direction**

When the finish line isn’t clear, people don’t run the race very well or very long. This session introduces 5 ingredients of clear direction and provides practical strategies for helping people run well.

Content highlights: Difference between motivating, critiquing, and directing, Ingredients of Clear Direction, Star Model, Elevating Priorities: Isolated vs. Relative Priorities

### **Working Relationships & Relationships that Work**

At the heart of every great working relationship is a real relationship. This session demystifies the art of making and maintaining productive relationships and gives practical strategies for prioritizing and tuning up relationships with those you lead.

Content highlights: Creating Continuity, Psychological Distance, Reciprocity of Influence, Style Adjusting

## **Your Conflict Toolbox: Building A Repertoire of Responses to Conflict**

Most of us have an instinctive response to conflict when it comes up, but is that response the best response? In this session, participants will identify their preferred/instinctive response(s) to conflict and learn how to broaden their repertoire and achieve their goals.

Content highlights: 5 response styles: Competing, Accommodating, Avoiding, Compromising, Collaborating, Personal preferences (TKI Assessment)

## **All the Good Stuff Lies through Conflict (Not Around It)**

This session seeks to change your perspective on conflict by demonstrating how it is prerequisite to what we want most out of relationships and teams. It won't make you love conflict, but it will make you love what's on the other side of it enough to step into it when it comes.

Content highlights: Stages of Development in Relationships & Teams, Role in Development, Dangers of Artificial Harmony, Contribution to decision-making, trust, and commitment

## **Three Strategies for Making the Most of the Best of You (and the Least of the Worst)**

Your greatest opportunity for success and fulfilment lies in leveraging your own unique talents and strengths every day. Unfortunately, the majority of people spend the majority of their time doing something other than what they do best. This session describes 3 strategies for changing that and bringing the best of you to bear more often.

Content highlights: Strength Development/Deployment Principles, Three Strategies: Alignment, Collaboration, Reframing

## **The Best and The Worst of It. Managing the Shadow Side of Strength**

When you use your unique talents or strengths, you are most potent and make the greatest impact on the world, but that may be for good or for ill. Some of the biggest problems you've experienced or negative impacts you've made weren't caused by your weaknesses, but by your strengths overapplied or misapplied. Recognizing this "shadow" side of your strength is transformational. This session improves your impact, relationships, and communication by acquainting you with it and equipping you to manage it effectively in yourself and others.

Content highlights: Strength Development/Deployment Principles, Defining Shadows, Shadows in Performance, Shadows in Communication

## **No News is Bad News: The Fine and Fundamental Art of Giving Feedback**

Research and experience affirm that feedback is fundamental to peak performance and top teams, but no one teaches you how to provide it effectively. This session illuminates the role of feedback in shaping the culture and capacity of teams and equips you to provide it in ways that increase commitment, elevate standards, and build trust.

Content highlights: Foundations of Human Development/Learning, Contents of Effective Feedback, Truth & Tact, Strategies: Right Time, Right Message, Right Person

## **When Failure's Not an Option, It's Virtually Guaranteed**

This provocative session reframes failure and reveals surprising dispositions in participants that hold them back and keep them from reaching their potential. It confronts the hidden fear of failure and outlines two strategies that will transform teams and unleash new opportunity and capacity.

Content highlights: Why You Want Failure, Defining Success, Failure, and Limbo, Removing Limbo and Recasting Risk

### **Mission Matters: Crucial Alignments, Boundaries & Linkages**

Staying on mission is the secret to strategy, stewardship, and success but the mission can be surprisingly slippery. This session equips participants to avoid mission-creep and missteps by keeping the mission preeminent in planning, supervision, and everyday interactions.

Content highlights: The Strategic Context, Mission & Mission Creep, Leading in the Linkages

### **Passion Shmassion: Considering Calling and Finding the Sweet Spot**

Discovering your purpose is a daunting and often unproductive task. This session debunks popular myths and dispositions that stand in your way and stress you out and helps you see what you're all about. It encourages you to think more broadly about purpose and to find your sweet spot at the intersection of calling, capability, and context.

Content highlights: Passion, Shmassion: Where We've Gone Wrong, What Purpose Is and Isn't, Calling, Capability, Context

### **Chess not Checkers: The Secret to Super Supervision**

When it comes to supervision and getting the most out of people and teams, one size does not fit all. This session equips you to recognize and leverage the unique talents and dispositions of people in the service of common goals. It introduces the *Supervision Matrix*, and equips supervisors to tailor their interactions and deployments more strategically to maximize individuals' impact and satisfaction.

Content highlights: Chess Not Checkers Principle, Supervision Matrix, Personalizing Leadership, Making the Most of Your People

### **One Size Does Not Fit All: Aligning Supervision Styles for Success**

When it comes to supervision and getting the most out of people and teams, one style does not fit all. This session describes four supervisory postures and the situations in which they are most effective. It broadens your repertoire of skills and equips you to provide the right style of supervision at the right time to maximize individuals' impact, development, and satisfaction.

Content highlights: Chess Not Checkers Principle, Situational Leadership Model, Coaching, Directing, Delegating, Consulting

### **Carrots, Sticks and Cattleprods: A Crash Course in Motivation**

This engagement gives participants insight into what makes people tick and prepares them to maximize individual and team motivation. It introduces a Motivation Continuum that describes a spectrum of extrinsic and intrinsic considerations and equips them to motivate others more strategically and effectively.

Content highlights: Motivation Considerations, Intrinsic vs. Extrinsic Tactics, The spectrum: Drive, Draw, Desire, Choosing Strategies Pros & Cons

### **Sources of Influence: Hidden Forces on Direction & Decisions**

In this session, you'll learn valuable principles of persuasion and discover 8 sources of influence available to everyone. You'll recognized hidden factors that shape your preferences and decisions each day and be equipped to resist and employ them more effectively in your own life and leadership.

Content highlights: Limits on Influence, 8 Sources of Influence, Applying & Resisting Influence

### **Open Wide: Releasing the Limiters on Your Learning Bandwidth**

The ability to learn and develop is foundational to your survival and success but many of us lack vital capacity to do it. This session identifies the most common factors that quietly constrain your ability to grow and strategizes to overcome them.

Content highlights: Learning & Leadership, Limiters, Personal Application

### **Traction: Releasing the Restraints of Competing Commitments**

Have you ever wondered what's holding you back? You've got good goals and you genuinely want to change, but you're not moving forward. You're stuck. This session reveals the surprising culprit behind stasis and equips you to get moving again.

Content highlights: Challenges to Change, Internal Tug-o-War: Dynamic Equilibrium, Competing Commitment Principle, Identifying Competing Commitments

### **Changing Minds: Overcoming the Barriers to Belief**

People rarely change their minds in big ways all at once or in one decisive moment. It's a series of micro-decisions and mini-moves over time that add up to big change. This means that moving people to new commitments and beliefs is less about orchestrating a moment of reckoning than it is helping them climb over any barrier and take just a couple more steps in the right direction. This session identifies 4 barriers people encounter and equips you to recognize and overcome them.

Content highlights: Decision-Making: Micro Moves, 4 Barriers to Belief, Aligning Responses to Create Motion

### **Tools for Teamwork: Maximizing Creativity & Mining Ideas**

You want innovation, but it's tricky to rev up creativity and capture great ideas productively in a team. Meetings easily devolve into uninspired brainstorming or full-contact-survival-of-the-fittest pitchfests. This session gives you practical strategies for increasing creativity and getting to the good stuff in ways that engage and energize your team.

Content highlights: Investments in Creativity, Creativity Killers, Meeting Management, Affinity Exercises

### **Tools for Teams: Making Decisions in Groups**

Making a good decision in a group is different than making one individually because it's not simply about arriving at a great conclusion; it's about getting there in a way that maximizes team members' engagement, commitment, and collaboration. This session equips you with eight methods for making decisions in groups and considerations for employing them strategically.

Content highlights: Individual vs. Group Decisions, Decision Goals/Challenges, 8 Methods, Choosing Methods: Pros/Cons

### **Tools for Teamwork: Getting to the Heart of It**

If you want your efforts and investments to pay off, you've got to direct them at the right targets. You want to spend your attention on the source of your problems instead of the symptoms but it's easy to get sidetracked or sabotaged in the barrage of immediate needs. This session provides practical tools for identifying root causes and applying your best efforts to the things that matter most.

Content highlights: Systems and Misperception, Pygmalion Syndrome: Self-Fulfilling Prophecy, The Power of 5 Whys, Using Fishbone Diagrams