



Conference Quality Workshops – Sampler

Building the Powerful Organization - The same qualities we admire in accomplished people are those that describe what empowers the capable organization:

- A Strong Sense of Purpose
- Wise decisions made in a timely manner
- Excellent communication skills
- A reputation for reliability and follow through
- Sound Ethics
- A willingness to learn
- Resilience in the face of crisis

Participate in this workshop and go home with practical ways your organization can strengthen each of these core capabilities.

Mission, Vision, Values – Getting ready to engage your leadership in a strategic planning process? Don't let these three concepts slow you down! Attend this workshop and learn the secrets to collaboratively defining each for your organization .

Moving Mountains - Transforming your Strategic Plan from Words into Action - This workshop examines why so many well intentioned - and well run - strategic planning retreats yield a beautiful document but execution falls short. Attend to learn what steps prior, during and after the planning process facilitate implementation; and what they require of senior leadership to succeed.

Staff Engagement - One Method Behind the Magic - This workshop explores what can happen when the structured process of Action Research is utilized to identify organizational strengths and developmental opportunities. Attend to learn the distinct steps of the process, its groundrules and why it produces such significant improvements in morale and productivity - when correctly done. Attend also to learn why senior leadership must be fully committed to the process and how to avoid common mis-steps that can cause more damage than good.

Finding Your Stride - The Paradox of the Productive Leader - Workshop participants will be guided to ask themselves some difficult questions related to their use of authority, their use of time when under pressure, and the unintended messages their interpersonal style may be sending. Come prepared to embrace your status as a Human Being, laugh in delight at the treasures you bring to your mission and leave the room ready to improve the one area where you really could be more effective!

The Four Fold Way – Using the Wisdom of the Medicine Wheel – Bring your Council and/or your Management Team(s) together to apply ancient learnings to understanding their own – and others' – leadership style. Guaranteed to build esprit de corps and add a touch of light and laughter to the serious business of building trust and respect; and working well together.

Putting Organizational Development to Work - Ever feel that various aspects of your organization are working against each other? That suddenly you or your department are out of the loop? Or that those around you have lost their focus on long term goals?: Welcome to the reasons that the field of Organization Development (O.D.) evolved from the practices of HR Management and Strategic Leadership. An emerging way of doing business internally, the over-arching goal of this professional

discipline is to improve your organization's capacity to self renew or – in plain English – reach its full potential despite whatever internal and/or external challenges it may face. Attend this workshop and learn more about the field of Organization Development, how to tell if your organization's culture and an O.D. orientation are compatible, the conditions that must exist for an O.D. initiative to succeed and how to identify a practitioner to help your organization fashion its own right path.

Navigating Change – Is your organization facing a change in leadership, direction or structure? Spend some time together and develop a mutual understanding of how people cope with change and what each of you can do to ease the journey.

Criticism Done Right – How are errors talked about in your organization? If the first order of business is deciding who to blame, run, do not walk to this workshop! Seriously – this is a hands-on workshop for teams who want to build a Learning Organization where creativity and mutual respect thrive..

Training In-House Trainers – A Proven Three Phase Method - Participants learn how to apply the cadillac of train-the-trainer models to the subject matter they want others to teach.

It's About Time – Or is it? – This is a tool-rich, interactive workshop that urges participants to try new ways to work smarter, not harder and find their own keys to Peak Performance. Often rated "most useful" by participants, attendees learn how to clarify expectations and priorities with their supervisor.

Small Group Dynamics and Tools for Grant-Related Focus Groups - One way to assure that you meet a grant's requirements for community input and involvement is to engage stakeholders in identifying the need for the program the grant will fund. This interactive workshop helps you understand how a small groups function and provides you with the tools you need to facilitate productive communication.

Five Practices for Succeeding at Work - Attend this workshop and learn how to excel in your organization. Suitable for experienced teams or for skilled staff new to their field or to your workforce.

The Seven Secrets of the Self Managed Team – Attend this workshop and go home ready to liberate your team's innate wisdom and creativity – without losing productivity or quality.

Goal Setting – Your Key to Aligning Personal Interest with Organizational Priorities – Some jobs come equipped with measurable performance standards but what about the more complex jobs that don't? Or - more accurately – what about the experienced, highly-skilled people doing those jobs? How can you direct their efforts without risking their sense of achievement and professionalism? This workshop examines how people relate to goals and prepares attendees to engage staff in setting and exceeding targets that are meaningful to them as well as the organization.

From Standard to Stunning – Best Performance Management Processes and Practices - Participants learn how to make performance planning and review a positive, forward-looking and *regular* part of supervising their staff.

Excuse me – Do you Work Here? – Customer care as a work ethic. Fun, interactive workshop for front-facing staff.

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