



# Professional Development Courses

All courses offered as a half-day or full-day in-person training, or as a blended (partly in-person and partly online) training.

## Engaging Employees in Innovation

If your organization is committed to innovation but few people really know what it means or how to put it into practice, this course is for you! In many organizations, innovation is seen as an exclusive activity, the domain of leaders who bring innovation to their staff by inviting them to the innovation lab and other one-time activities.

However, if your goal is to foster innovation across the organization, then you need to create a culture of innovation and ensure that all team members, from the grassroots on up, have the right skills and tools to allow them to be engaged in innovation every day.

In this course we will get to the real meaning of innovation and how to engage your team in innovative practices. We'll discuss the importance and value of an organizational culture of innovation, where intrapreneurship is supported, where people are encouraged to be agile and resilient and to engage in creative problem solving within their roles and as part of their staff development plan.

### Benefits:

- Foster a shared understanding of innovation in your organization and each person's role and responsibility to innovate within their context
- Know how to create and contribute to a culture of creativity and innovation
- Assess the skills and tools required to be innovative
- Recognize the value of creative problem solving across departments
- Know how to guide others in applying creative problem solving process and tools
- Learn to identify problems and opportunities that require innovation and creative problem solving





# Professional Development Courses

All courses offered as a half-day or full-day in-person training, or as a blended (partly in-person and partly online) training.

## The Innovative Team Mindset

Humans are natural innovators, but we don't always reach our full potential or even give our best in a team setting. Every day we solve new problems, meet new challenges and pursue new opportunities. To do that, we tap our creativity—our own unique blend of vision and curiosity, realism and imagination, analysis and action. When we do this with a team the results can be exponential, but team innovation requires self-awareness, collaboration skills and the right tools for the right challenge.

In this course you will develop the self-awareness of your team's psychological diversity and the thinking skills to step up your ability to innovate and lead collaboration with your team. This course includes the FourSight self-assessment and Team Report.

### Benefits:

- Gain self-awareness into how each team member approaches challenges and opportunities
- Step up your ability to collaborate towards innovative outcomes
- Improve team dynamics when working under stress—prevent conflict
- Develop trust and respect on teams
- Deliberately enhance individual and collective creativity
- Leverage the team's psychological differences in the approach to problem solving





# Professional Development Courses

All courses offered as a half-day or full-day in-person training, or as a blended (partly in-person and partly online) training.

## **Creative Problem Solving Skills & Tools**

Complex problem solving, creative and critical thinking, and collaboration have all been identified as key 21st Century skills. However, the education system has failed at preparing employees to exercise these skills in the workplace. In this course, team members will develop personal thinking skills and acquire the structured process and tools that increase their ability to engage in complex problem solving. This course includes the Creative Problem Solving Tool Deck.

### **Benefits:**

- Learn creative problem-solving skills and tools that can be used to address every day challenges as well as complex problems
- Apply a repeatable process to solving any problem and to capitalizing on opportunities
- Create an environment that's conducive to the whole team engaging in problem solving and innovative thinking.





# Professional Development Courses

All courses offered as a half-day or full-day in-person training, or as a blended (partly in-person and partly online) training.

## Leading Collaboration

Whether your team meets in-person or remotely via video conferencing, you will learn how to lead them through the four stages of successful collaboration and how to lead for full engagement from project planning to implementation.

### Benefits:

- Recognize the elements of successful collaboration and full engagement
- Identify and communicate the value of collaboration and engagement
- Create the opportunity and environment necessary for productive collaboration and engagement
- Practice the four-stage model during a live simulation
- Know who to engage in what stage and with what purpose
- Communicate clear roles and set the team up for success



# Professional Development Courses

All courses offered as a half-day or full-day in-person training, or as a blended (partly in-person and partly online) training.

## Design & Deliver Memorable Presentations

Whether you need to deliver an information session, a course, an opening keynote or a presentation on any topic, there's a formula that will ensure you engage participants so that they listen, learn and apply the learning.

### Benefits:

- Apply a repeatable process to how you plan your presentations, speeches or workshops.
- Become a confident presenter and workshop facilitator.
- Engage your audience in transformative learning
- Identify effective threshold concepts and learning objectives
- Motivate your audience to change behaviour





# Professional Development Courses

All courses offered as a half-day or full-day in-person training, or as a blended (partly in-person and partly online) training.

## Digital Facilitation of Meetings & Large Events

Learn to use Stormz technology to engage hundreds of people in collaborative thinking, strategic planning, design thinking, input processes, and more. This course is exactly what you need if you want to:

- Instantly share ideas across the room, in a conference hall or over video conference meetings
- Facilitate decision-making in real time, with graphs and charts, with 6 to 600 participants in a single room—or across the Web
- Grab online or smartphone visuals to showcase a prototype or expand ideas
- Use a simple way to eliminate bias during evaluation
- Plan faster and more flexibly using templates (your own or others)
- Generate instant reports
- Never again transcribe another sticky note or flip chart.

### Benefits:

- Be confident designing and facilitating small and large engagement sessions using Stormz Technology
- Understand best practices for online synchronous and asynchronous facilitation
- Be able to blend digital and non-digital facilitation tools





# Professional Development Courses

All courses offered as a half-day or full-day in-person training, or as a blended (partly in-person and partly online) training.

## Lead Instructor's Bio:

**Ginny Santos, MSc Creativity and Innovation**

Ginny Santos uses her expertise in Creative Problem Solving (CPS) and Design Thinking to facilitate productive collaborations and design online and in-person trainings and meetings. Ginny is also a member of the Faculty at Wilfrid Laurier University where she teaches creativity and innovation to MBA students. She is the principal of NeOlé Consulting, Chief Course Curator for FLiP University and the Key Local Partner for Stormz Collaboration Software in Canada.

Ginny has a B.A. in Political Science and Peace & Conflict Studies, and a Master's of Science in Creativity and Change Leadership. She is certified in Creative Problem Solving, STORMZ Digital Facilitation, Productive Thinking, Emotional Intelligence, and FourSight. Ginny is a member of the Creative Education Foundation and an annual speaker at the Creative Problem Solving Institute and Mindcamp Creativity Conference.

Ginny is originally from Spain, and has been based in Canada since 1995. She is a creative entrepreneur, a dancer, a mother, a soccer coach, an ongoing learner, an engaging trainer, effective facilitator and a creative planner.

**Expertise:** Creativity & Innovation, Creative Problem Solving, FourSight Thinking Framework, Curriculum Design, Online engagement, Digital facilitation, Collaborative Decision-Making, Consensus Building, Stakeholder and community consultation design and facilitation.



[www.neole.ca](http://www.neole.ca)



[info@neole.ca](mailto:info@neole.ca)



416-818-6092