Training Options for
New Leaders and their Team Members

It's one thing to participate in training and development; it's quite another to make sure the learning sticks. We design and deliver our courses in a manner that ensures they make a difference in the short term as well as the long term.

1. Choose a format:
   - ✓ Half day training: in person or online (10 to 30 participants)
   - ✓ Full day training: in person or online (10 to 30 participants)
   - ✓ Blended training: a mix of in-person and online (10 to 30 participants)
   - ✓ Conference Workshop or Plenary Session (30 to 100s of participants)

2. Choose a focus
   All our courses can be tailored to meet your team's unique needs and context. Tell us what combination of thinking skills, habits and behaviours you would like your team to develop and we'll recommend a course. Here are some popular options:

   - ✓ [The Innovative Team Mindset](#)
   - ✓ [Creative Problem-Solving Skills & Tools](#)
   - ✓ [Leading Collaboration](#)
   - ✓ [Engaging Employees in Innovation](#)
   - ✓ [Design & Deliver Memorable Presentations](#)
   - ✓ [Digital Facilitation of Meetings & Large Events](#)
   - ✓ [Leading Collaboration among Remote or Dispersed Team Members](#)

3. Choose how to make it stick. Add one or all of the following:
   - ✓ A pre-training online exercise to establish learning goals and build commitment
   - ✓ Co-create an implementation and accountability plan with all participants
   - ✓ Post-training online meet-ups with instructor to access support and remain accountable to putting the learning into practice
   - ✓ One-on-one coaching

4. Get in touch by [EMAIL](#) or schedule a call with us [HERE](#).

The Innovative Team Mindset

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 own thinking style and your team's psychological diversity. You will develop the thinking skills necessary to increase your ability to innovate and lead creative 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 and 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

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Creative Problem-Solving Skills & Tools

Complex problem solving, creative thinking, 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 their thinking skills and creativity, and acquire the structured process and tools that increase their ability to engage in solving complex problems. This course includes the Creative Problem-Solving Tool Deck.

Benefits:

- Learn creative problem-solving skills and tools that can be used to address everyday challenges as well as complex problems
- Solve any problem and capitalize on opportunities by applying a repeatable process.
- Develop the ability to identify what type of thinking is most needed for each challenge. Do you need information and expertise or ideas and new options? Or do you need to test potential solutions?
- Create an environment that's conducive to the whole team engaging in problem solving and innovative thinking.

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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: Aim for 'join-in' not 'buy-in', put it all on the table, make good choices, and implement collaboratively.[1] You will also learn how to lead for full engagement and commitment to each of the stages.

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 of collaboration 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

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[1] The four stages are based on the work of Hurwitz & Hurwitz, the authors of *Leadership is Half the Story: A Fresh Look at Followership, Leadership and Collaboration.*

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 the domain of leaders who bring innovation to their staff by inviting them to the innovation lab, ideation session or other one-time activities.

However, if your goal is to foster innovation across the organization, you need to ensure that all team members have a common language for innovation, and the right skills and tools to allow them to engage in professional creativity every day.

In this course we will focus on how to engage others in practicing the habits and mindset required for innovation and intrapreneurship. You will learn how to model when and how to engage your team in creative thinking, controlled experimentation and ongoing collaboration.

Benefits:

- Foster a shared language and understanding of innovation in your organization
- Understand what it means to have an organizational culture of innovation
- Know how and when to engage others in creativity and innovation
- Apply the skills and tools required to practice innovation
- 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

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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 participants are actively engaged and can apply what they have learned. In this workshop, you will learn how to use the formula to plan your next presentation and become a more confident and impactful presenter.

Benefits:

- Apply a repeatable process to how you plan your presentations, speeches or workshops
- Identify effective threshold concepts and learning objectives for your presentation
- Develop confidence in your presentation skills

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Digital Facilitation of Meetings & Large Events

Learn to use technology to engage small groups or 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 method of eliminating 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

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Leading Collaboration Among Remote or Dispersed Team Members

When you have remote or dispersed team members, being deliberate and skilled at leading collaboration becomes even more important. In this course, you'll learn the key skills required to facilitate and manage online meetings, communicate concisely, engage participants, and manage the collaboration process.

In this course we use the FourSight Assessment to identify where in the process of collaboration you gain and lose energy and how that influences your leadership style, as well as the types of thinking that you gravitate towards when under stress. Through a series of individual and group exercises we develop your ability to engage others in collaboration.

Benefits for leaders:

- Plan, manage and facilitate productive online meetings
- Understand and appreciate strategic collaboration
- Know when and how to engage team members in collaboration
- Know when and how to lead synchronous or asynchronous collaboration
- Identify practical delegation and communication strategies

Additional benefits that apply when the whole team is trained in collaboration skills:

- Apply a common language for collaboration resulting in increased efficiency
- Increased empathy and ability to value the team's diversity
- Improved interpersonal dynamics and communication practices
- Faster adoption of a collaboration process and relevant tools

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Lead Instructor's Bio:

Ginny Santos, MSc Creativity and Change Leadership

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. She is the principal consultant at NeOlé, Inc., Chief Course Curator for FliP University, and the Key Local Partner for Stormz Collaboration Software in Canada. Ginny is also a member of the faculty at Wilfrid Laurier University, where she teaches creativity and innovation to MBA students.

Ginny has a B.A. in Political Science and Peace & Conflict Studies, and a Master 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.

Expertise: Creativity & Innovation, Creative Problem-Solving, FourSight Creative Thinking System™, curriculum design, online engagement, digital facilitation, collaborative decision-making, consensus building, design and facilitation of ideation sessions, and stakeholder and community consultations.