

Training Options for Leaders and their Team Members

2019/2020

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Corporate Agents of Change

“The measure of Intelligence is the ability to change.” — Albert Einstein

What if you could increase retention and engagement and witness the kind of innovation that blows your competition out the water — all without hiring a single new staff member?

We work with your high-potential employees, developing their ability to spot areas ripe for improvement within your organization, to prioritize where change is most needed and to discover the tools, methodology and confidence to lead change initiatives.

Do you see potential for improvement in any of these areas?

- Your systems and processes
- Internal communication and collaboration
- Productivity
- Team spirit
- Engagement and job satisfaction
- Retention of your most ambitious employees — especially those who are younger and often only stay a few years
- Motivation
- Innovation and competitive status

The problem is not that you have unmotivated employees. You have hired great people — but they are just not reaching their potential. They’re focused on putting out fires instead of preventing them. They are stuck in *do-mode*, instead of *grow-mode*. You know your staff have great ideas but no one is executing them.

Imagine instead that they were fully engaged, always looking for opportunities to do better, to drive improvements and to innovate.

This is possible when you turn your high potential staff into Agents of Change.

Agents of Change are constantly looking for ways to be better and to be of service to the organization. When your people are oriented that way, your business is more successful, your bottom line is better, your staff feel more relevant, retention increases, job satisfaction goes through the roof and innovation is constant because staff know how to be creative thinkers and problem solvers. You will retain young employees who will be moving into leadership roles. You will have leaders that people actually want to work for.

We know from experience that people who are engaged in leading change are happier, highly motivated to perform at their best and more likely to avoid sick days.

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When you invite your employees to become Agents of Change they move from employees who just clock in, to those who care about making the organization better.

You are saying to them: we want you to make a difference. We want you to make our culture better. We want you to improve our products and services and make our customers happier. We want you to make the world a better place.

The best part is that these are people who are already in your company! We are not talking about hiring new energized employees. We want to super-power the staff you *already* have.

When you have Agents of Change walking through your doors every week, you have better problem-solvers, people who can spot opportunities and who can unleash their inherent creativity to make your business the best it can be.

Agents of Change is a full day employee development and engagement workshop designed to develop and grow employees' strategic thinking and problem solving skills. The training culminates in a challenge where participants take on a small project that drives positive change within their scope of influence at work, at home or in their communities. This way, they put the learning into practice right away, integrating it and showing you tangible results.

Agents of Change have a win-win mentality. They are the staff members on your team who make sure your business is innovative *and* competitive, make the office a better workplace and are excited to do what's best for the company.

WHO IS THIS FOR:

This workshop is not for every organization.

We are excited to work with companies who value having an engaged workforce and want their employees to be empowered to make a difference. Companies that know there is room for growth and expect their employees to be able to think strategically. We work best when igniting Agents of Change within companies who want their staff to take responsibility for the areas in which they can create improvements, lead projects and take more initiative.

If you are a company that wants to develop leadership capacity at all levels of the organization, we would love to help you. [Get in touch](#) now.



Leading for Collaboration

“If you want to go fast, go alone; If you want to go far, go together” - African Proverb.

This full-day workshop is for managers and leaders who need smart, diverse people to collaborate within or across teams but find it difficult and painfully time-consuming to get everyone on the same page, working effectively towards a common goal.

This training will give participants the awareness, process and tools they need to lead collaborations that are effective so that they can engage the right people at the right time, move everyone along at an equal pace and reach the finish line as a whole and better team.

In this full-day workshop:

Participants become aware of what makes for a successful team collaboration and what each individual can do to better contribute to the team's efforts.

Participants will develop self-awareness of their own thinking style while uncovering their team's strengths and blind spots.

Whether you are a team leader or a member of a loose collaboration, you will leave this training with a deep understanding of what's required for successful collaboration to take place.

We will explore how to lead effective collaboration and how to be an outstanding contributor to collaborative initiatives/projects.

This course includes the FourSight self-assessment and Team Report. *

*FourSight is a validated, research-based assessment tool developed over the last 20 years and based on scientific research into people's different thinking styles and approaches to problem solving. When people develop awareness of their thinking and problem-solving style they become better able to collaborate, to value different styles and to compensate for their blind spots and tap into their team's strengths.

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
- Develop a common language that supports your team's collaboration efforts
- Integrate a repeatable process for every project that requires collaboration

Here's what you can expect once you reach out to us:

1. Within 24hr of hearing from you, we will follow up by phone or email to schedule a call with you. We like to understand our client's unique situations and needs.

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2. Once a date has been set for the training, we will ask you to share a specially crafted message with participants. We like to get participants eager to learn and grow before they even arrive at the training.
3. Near the end of the training day we will engage the participants in a collaborative exercise designed to establish accountability after the training.

Bonuses:

1. Individual FourSight profiles (electronic and hardcopies) so that participants can be reminded of their unique contributions to the collaboration process.
2. A collaboration booklet and job aid (hard copies as well as PDFs) so that they can refer back to the process and tools as often as needed.
3. The FourSight Team Report (electronic and hardcopy) so that participants can be deliberate about leveraging the team's strengths and overcoming the team's blind spots.



The Innovative Team Mindset

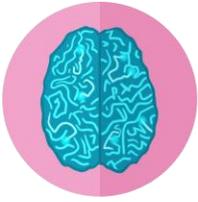
Every day we solve new problems, meet new challenges and pursue new opportunities. To do that, we tap our creativity—our own unique blend of vision and curiosity, realism and imagination, analysis and action. When we do this with a team, the results can be exponential, but team innovation requires self-awareness, collaboration skills and the right tools for the right challenge.

In this training you will become aware 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 training, 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.



Nutrition for Optimal Brain Performance

Whether you are young or have become aware of the reality of aging, your eating habits have a direct impact on your longevity, your ability to avoid sick days, as well as how well you are able to concentrate, perform under stress, make smart decisions and maintain high energy and a good mood throughout the workday.

If any of the following are true for you, you will benefit from this half-day course:

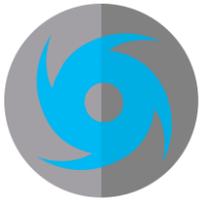
- You experience “brain fog” on a weekly basis.
- You can feel that mid-afternoon energy slump and wish you lived in a country where naps were the norm.
- You know what’s good and bad for you, but it’s too difficult to change your habits.
- You take headache medication on a regular basis.
- You wish you could be truly proud of your natural size and shape.
- You have frequent colds, allergies or sinus infections.

With today’s scientific understanding of the role of macronutrients (carbs & fats) and micronutrients (vitamins & minerals), combined with behavioral science and the psychology of habits, there are many ways in which we can all enhance our cognitive performance without the need for expensive supplements or excessive caffeine.

Benefits:

- Discover the 5 types of hunger and how they impact your ability to focus during different times of the workday.
- Identify your unique eating patterns and which types of hungers they satisfy.
- Discover how to create small and gradual shifts for improved nutrition and choose the shifts that will have the most impact on YOUR brain performance.
- Evaluate marketing strategies used by the food industry and become able to make smarter and more conscious choices every time you experience one of the 5 types of hunger, without ever going hungry.
- Apply emotional intelligence skills when struck by emotional hungers.
- Develop essential knowledge that you can then pass on to your colleagues, friends, children, and loved ones.
- Create a personal plan for how to optimize your intellectual and physical performance.

It’s never too late to learn about what your body and brain need to function at their best.



Stormz Certification for Meeting and Event Facilitators

If you want to learn to use the proprietary Stormz technology to engage meeting participants in strategic planning, idea generation, creative problem solving, design thinking, focus groups, collaborative feedback and collaborative decision making, [book a 15 min call](#) to explore your training options.

This training is designed for professional facilitators who are ready to incorporate the best digital facilitation tool into their practice. We know it is the best because we understand that good facilitators need to be flexible, agile and in tune with the meeting participants. The Stormz platform* allows you and your participants to:

- Continue to use any proven process or facilitation method (i.e.: Appreciative Inquiry, Design Thinking, SixSigma, Creative Problem Solving, Six Thinking Hats, Lego Serious Play, etc.)
- 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 8 to 800 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
- Design your own meeting templates (just like you have a template for your PowerPoint presentations, you can have templates for your meeting facilitations)
- Generate instant reports: Never again transcribe another sticky note or flip chart.

Additional 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 analog facilitation tools
- By the end of the training period you will be able to join the official [Directory](#) of International Stormz facilitators.

Ready to take your facilitation skills to the next level? [Book a 15 min call](#), to get started (no obligations).

How it works:

This training is available in the form of one-on-one (or small group) coaching. Get in touch to schedule your hands-on learning sessions now.

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Training can be done in-person or by video conference. Both approaches are just as effective as long as you do your practice homework in between sessions.

You can expect to dedicate between 7 and 20 hours to mastering the Stormz Application (depending on your comfort level with technology).

NeOle Inc is the one and only Key Local Partner (KLP) certified by Stormz in Canada. We have been using Stormz since 2015 to design and facilitate in-person and virtual meetings of 8 to 800 people, using the technology to gather input, generate ideas and facilitate truly engaging and empowering collaboration. At the end of each of these dynamic Stormz-enabled sessions, the content generated by participants is transformed into a highly actionable report that is delivered within 24 hours of the event. NeOle also uses Stormz to add interactive and collaborative elements to e-learning and to facilitate collaboration within live learning environments.

As the only Stormz Certified KLP in Canada, we are currently the only ones qualified to train and certify new Stormz facilitators.

Expected investment: \$4200 for an individual or \$7000 for a cohort of five or less trainees.

* ONCE YOU ARE READY TO HOST A REAL MEETING USING STORMZ, THE [STANDARD STORMZ FEES](#) WILL APPLY.

Lead Instructor's Biography



Ginny Santos, MSc Creativity and Change Leadership

Ginny Santos is the CEO at NeOlé Inc., and a member of the faculty at Wilfrid Laurier University, where she teaches creativity in entrepreneurship 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 Solution Focused Coaching, Nutritional Sciences, Creative Problem-Solving, STORMZ Digital Facilitation, Productive Thinking, 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 & Change Leadership, Creative Problem-Solving, Solution Focused Coaching, Nutrition Sciences, FourSight Creative Thinking System™, curriculum design, online engagement, digital facilitation, collaborative decision-making, design and facilitation of ideation sessions, and stakeholder and community consultations.

About NeOlé Inc.

NeOlé also offers in-person meeting facilitation services across Canada and online facilitation around the globe, for meetings of 8 to 800 participants. We work with managers, directors and meeting planners who want a bottom-up approach, who want every participant to be actively engaged and who want immediate results, whether it's fresh ideas, insights into a challenge, collaborative decision-making or a collaborative plan of action.

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