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COURAGEOUS CONVERSATIONS

Whether you're having a feedback conversation, navigating conflict, or just sharing a tough message, knowing how to communicate for impact without damaging relationships is essential. In this workshop, you'll develop skills to manage your emotions and communicate effectively, especially under pressure. We'll explore a 4-step model of structuring a conversation and useful strategies for opening dialogue. You'll leave this workshop knowing what to do before, during, and after a difficult conversation. Participants will practice real-life examples and get feedback from their peers.

Participants will learn to:

- Assess the risk of both having, and not having, the conversation
- Utilize a 4-step listening tool designed for difficult conversations
- Use techniques to articulate clear data
- Ask high-value questions that earn trust and influence
- Invest in the long-term success of their relationships
- Prevent rumination of past difficult conversations
- Extract the learning from the conversation



Learning how to prepare for these conversations in a structured manner vs just having a ton of anxiety or, even worse, avoiding them all together. The framework really helped me see how it's not a conflict but a conversation. And how to make it the most productive.



The workshop provides a repeatable framework for having difficult conversations. This takes away the anxiety of going into the situation.





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CRITICAL & CREATIVE THINKING

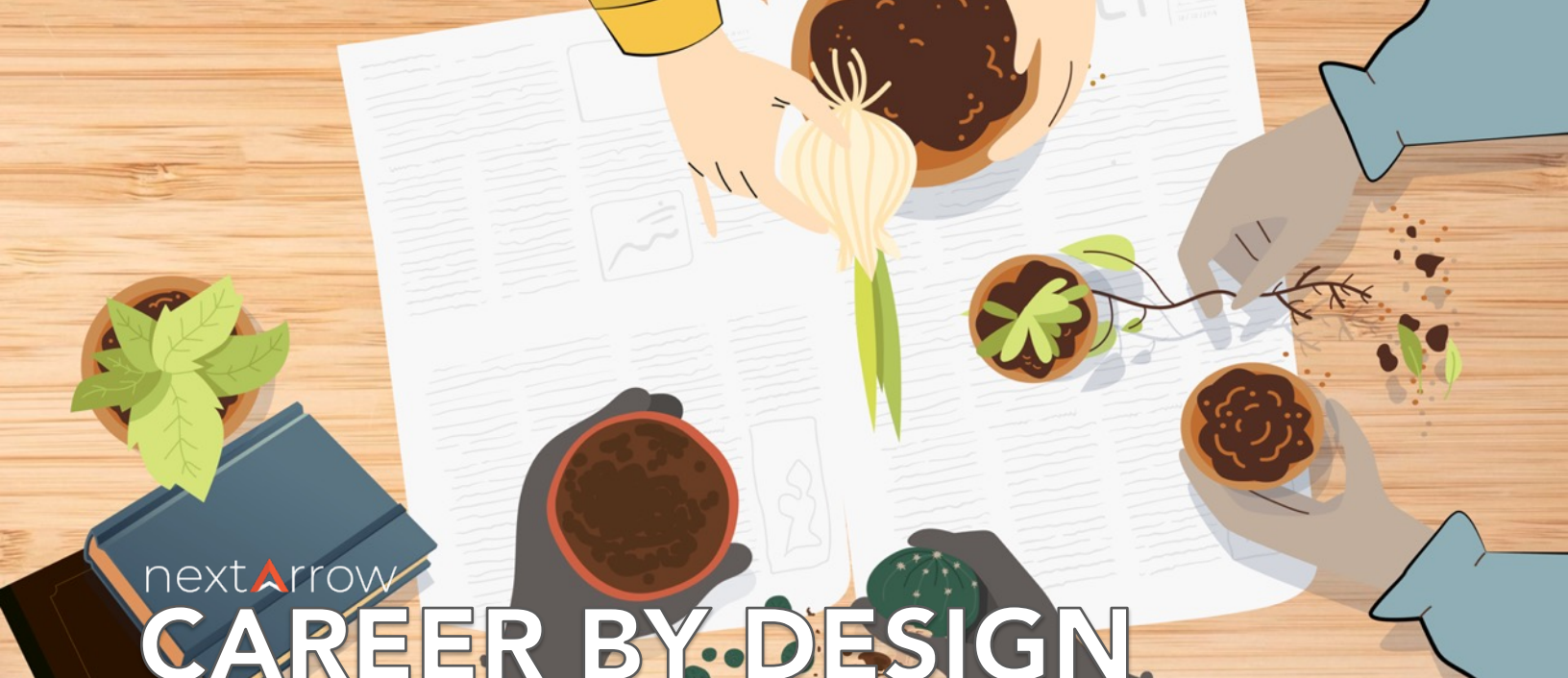
The rise of generative AI, one of the world's newest technologies, has coincided with the growing demand for one of the world's oldest technologies: critical and creative thinking. A recent study by the World Economic Forum reveals that top executives rank these skills as increasingly necessary and essential for the future of work. In this workshop, we will explore strategies and techniques, at the individual and collective level, for improving both our critical and creative thinking. Topics include common biases that stymie creative and critical thinking, articulating disagreement without being disagreeable, overcoming psychological fixedness, and mastering productive brainstorming. Critical & Creative Thinking prepares individuals for success in the dynamic future of work.

Participants will learn to:

- Create 'If -Then' rules to get out of a defensive mindset
- Emphasize values over identity
- Ask assumption-busting questions
- Cultivate a Beginner's Mind
- Redefine goals to open up creative thinking
- Develop techniques to think divergently
- Look for disconfirming evidence
- Think from an opposite perspective
- Regulate their emotions
- Find courage to speak up in groups

“ I really appreciated the different practical techniques that I could apply right away. I also really liked that we got to use our own work-related challenges throughout the session. ”

“ The different "villains" was a great perspective to better understand our biases. ”



In today's fast-moving work environment, career growth doesn't happen by accident—it happens by ownership. This workshop helps individual contributors take charge of their development by setting clear goals, identifying their strengths, building relevant skills, and activating their networks. Participants will also learn how to protect time for their growth, create sustainable habits, and stay accountable to the goals that matter most. Whether they're aiming to lead, learn, or level up, they'll leave with a personalized, actionable plan to move from intention to impact.

Participants will learn to:

- Identify how they want to grow.
- Define a personalized development goal.
- Map key resources, including strengths, skills, and social capital.
- Apply a development framework to build and strengthen a core skill.
- Select strategies to take ownership of their growth.

“ I didn't realize how much I needed a space like this, to think about my career without judgment or pressure. The prompts helped me articulate things I've felt but haven't been able to name. I'm walking away with a clearer sense of what's next and what I want to explore. ”

“ This was such a refreshing break from the usual grind. It felt empowering to slow down, reflect, and think big about where I'm headed. The session created just the right mix of reflection and structure. It made career planning feel exciting, not daunting. ”