

## LUNCH N' LEARN TOPICS

These topics:

- Focus on developing leaders to create a healthy culture so they and their employees can thrive.
- Use neuroscientific and leadership research-based content as the foundation for the information and tools provided.
- Are delivered in a virtual format.
- Are 60-minutes in length with an option to expand to 90-minutes at no additional fee.
- Can be recorded for replay upon request.

### BRAINY LEADERSHIP SERIES

*The brain works the way  
it works – often for  
evolutionary reasons.  
And it's very hard to  
make a change when  
you're fighting your  
brain's natural  
tendencies.*

*These topics teach  
leaders to work with the  
brain to better support  
and guide their teams.*

#### PUT THE 'GO' IN GOALS: MOTIVATING OTHERS AND YOURSELF

- Discover the neuroscientific key to sparking motivation
- Debunk the myths of visualization and affirmations for sustaining motivation
- Learn the S-E-E Principle for goal achievement

#### STAYING SANE WHEN CHAOS REIGNS

- Examine why avoiding stress isn't always the goal
- Learn how when all heck breaks loose, so should you!
- Discover ways to harness stress into a 'healthy' perspective

#### A BRAIN-BASED APPROACH TO LEADING CHANGE

- Recognize the difference between change & transition
- Understand the reasons behind resistance to change (it's natural!)
- Identify strategies for making change manageable for your & your team

#### MOVE FORWARD WITH FEEDBACK

- Understand why we typically react to feedback the way we do
- Examine the changed face of feedback with feedFORWARD
- Focus on the future-based conversations to propel you forward

**COACHING –HAVING CONVERSATIONS THAT MATTER**

- Highlight performance and potential
- Find the coachable moments
- Demonstrate curiosity, not criticism, with questions

**TIPS N' TOOLS FOR EFFECTIVE PERFORMANCE MANAGEMENT**

- Manage performance beyond the annual review
- Get more impact from the feedback you give
- Use Will, Skill & Fill to diagnose performance problems

**GETTING IT WRITE: DOCUMENTING PERFORMANCE**

- Apply the reminders & rules of verbal feedback to what you write
- Compose descriptive vs. destructive statements about performance
- Deliver the message with tips for productive 1-1 and review meetings

**STRENGTHS-BASED DEVELOPMENT**

- Put the focus on strengths as a catalyst for faster growth
- Conduct a 'stay interview' to energize employee engagement
- Re-vitalize 1-1s to go beyond status updates

**THE EMOTIONALLY INTELLIGENT LEADER**

- Use the knowledge of emotions to inform healthy choices
- Learn the false assumptions about IQ and leadership
- Direct emotional energy to help a group meet its goals