

In times of disruptive change, leaders must think differently about how they lead. Doing more with less and adapting to change on the fly is not optional. Leaders must raise the bar, tackle underperformance, upgrade talent, and create a high-performance culture. Getting tough issues on the table where they can be solved is critical, whether it's leveling with people about performance, pushing good performers beyond their best, or raising hidden agendas, all must be accomplished while driving engagement and inspiring action. This is adaptive leadership.

Leadership is the day-to-day communication about the real issues. —Chris Argyris

The Influence Workshop provides a practical introduction to leading adaptively in 4-5 90-120-minute weekly sessions. This insightful, interactive program builds skills to communicate, create alignment, build teams, and coach in a rapidly changing environment. The program establishes new ways of working and communicating that drive learning for both parties.

Work On What's Important To You

Over half of the time in **The Influence Workshop** is dedicated to solving real issues. The team will raise significant and relevant challenges to which they have applied their best thinking and have been unable to solve. Much of the program is spent applying new thinking and skills to these challenges.

Create Lasting Results

We work with your team up front to understand your business, your issues, and the results you need. The program is tailored to ensure measurable results which builds confidence in new skills and ensures they will become embedded in your company's culture. Our pocket-sized card decks are a tool that can also be used to reinforce tools and skills long after the program.

Create New Team Norms for Communication

Corporate teams need to unravel real (and often difficult) issues that hinder results. This requires an environment where candor is the norm and hidden agendas are few. An environment that fosters discussion, push-back, and honest feedback; where everyone's point of view is heard and the best solutions emerge from collaboration. Our programs create this with an impactful team development experience. Your team will get to know each other better while working together to solve big challenges in a new way. The experience will create new norms for how people are expected to raise and discuss the real issues that drive your business.

THE INFLUENCE MODEL



EXPECTED OUTCOMES

Insight into Strengths & Derailers

- Recognize the communication patterns, beliefs, and mindsets that limit their ability to communicate when it is most critical
- Develop influencing skills that apply groundbreaking research to real-life situations with three simple tools

Solutions to Current Leadership Challenges

- Leave with a plan and the skills to make progress on a real issue that your leaders haven't been able to solve.
- Skills are built and practiced to provide the confidence needed to apply them immediately following the program to produce instant impact

Adaptive Leadership Mindsets, Skills, & Tools

- Understand when and how to leverage adaptive leadership skills to drive competitive advantage
- Program designed with innovative practices to enable leaders to succeed where they might otherwise fail
- Learn how to apply new skills to a range of challenges through work on their own and each other's cases



Jennifer Eggers is President of LeaderShift Insights®, Inc, a firm focused on aligning people and organizations to thrive in the face of change. Jennifer is an innovative coach, speaker, and consultant with significant HR and operational experience and a passion for creating insights that drive results. With a unique ability to weave personal and business experience into impactful lessons, Jennifer is known for driving behavior change and enabling leaders to improve their ability to drive team performance. A former Partner with Cambridge Leadership Group, Jennifer has held senior leadership roles at Bank of America, AutoZone and Coca-Cola Enterprises and is an advanced practitioner in Adaptive Leadership at Harvard's Kennedy School of Government. She delivers introspective leadership workshops and has coached leaders at all levels with demonstrable results.