



# ACADEMY

## Sessions 2023

FOR THE WONDERERS

**LEADERSHIP ISSUE**

# Mindfulness Lived: Connecting with YOU

This first session starts at what should be the beginning of any mindful journey, and that is exploring the relationship between you and yourself. For some, this is a strange distinction, and yet most people when asked can reflect on thoughts that are sometimes intrusive, emotions that are sometimes illogical, and even behaviours which felt reactive as the individual felt as though they had little control in overacting that way.

- Mindfulness or mind FULL ness? Effective meditation and beyond.
- How to 'ground' yourself by living in the now not the past or the future
- Managing thoughts and emotions
- Understanding what stress really is and how to reduce the causes of it
- This first session starts at what should be the beginning of any mindful journey, and that is exploring the relationship between you and yourself.

For some, this is a strange distinction, and yet most people when asked can reflect on thoughts that are sometimes intrusive, emotions that are sometimes illogical, and even behaviours which felt reactive as the individual felt as though they had little control in overacting that way.

And yet in each of these examples, who is the observer to notice thoughts? To notice emotions? To notice reactive behaviours? The observer is a human's ability to reflect with some consciousness or some awareness, some would say some mindfulness that can result in increasing our ability to respond, response-ability, rather than simply reacting.

Discovering ways to live this increased state of awareness or mindfulness is the critical departure point for how to apply increased awareness or mindfulness to other areas of life.

**24<sup>th</sup> January 2023**

## Start Times

EST: 09:00  
GMT: 14:00  
CET: 15:00

## Duration

3 hours



## Philip Cox-Hynd

Philip is creator of the 'Change by choice' methodology, an educator, consultant, mindfulness teacher and world-renowned facilitator of personal growth, interpersonal communication and relationships.



# Generational Leadership

As leaders, we're being asked to do something that's never been done before. That is, in an unprecedented time of global change, we are being called to create an inclusive experience for a diverse multi-generational workforce that's empowered, informed, and very, very vocal.

Sure, creating such an inclusive experience might sound impossible. But it's not.

The key is to know each generation's unique blueprint, as well as the currencies that drive them and give them the greatest satisfaction.

For example, what prior generations viewed as a privilege, today's talent believes is their right:

"I have the right to feel my voice is heard and honored."

"I have the right to a job that engages my heart, mind, and spirit."

"I have the right to have a work environment that supports how my brain works."

"I have the right to choose my pronouns."

When leaders are grounded in such generational currencies, talent becomes more engaged, productive, and loyal.

In this keynote presentation, generational expert Anna Liotta helps participants understand the common issues leaders face, as well as the best ways to address them.

Understanding the different generations - how to attract and lead Millennials and Gen Z  
Challenges working/leading across generations - what each generation expects and demands of leaders today.

Common generational misunderstandings - what it costs you to ignore or mishandle them

How to overcome generational misunderstandings - how to create inclusive team environments

Generational changes coming and how to prepare for these changes - what you can do to leverage the next Great ReShuffle cycle.

**2<sup>nd</sup> February 2023**

## Start Times

EST: 09:00

GMT: 14:00

CET: 15:00

## Duration

3 hours



## Anna Liotta

Anna Liotta, founder of The Generational Institute™ and author of the bestselling "Unlocking Generational CODES©," is an award-winning speaker, business consultant, and author.

# Stop Letting That Difficult Person Ruin Your Day and Team

We all encounter people we find difficult, and typically conversations with them leave us feeling stressed and frustrated. Stress, uncertainty, and crisis impact how we communicate and how we interact with our colleagues and customers. During the beginning of COVID-19, we saw a focus on patience, support, and collaboration. Now, we are seeing that patience is waning. Expectations are higher. And negativity is on the rise.

Many of us avoid, rather than deal with the bullies, know-it-alls, and other difficult people on our team, because it is easier than confronting the source of the problem. But overlooking the problem is the worst thing we can do. Explore what is happening in those exchanges. Learn successful strategies and tips for building a positive, productive workplace by knowing WHAT to focus on to move these interactions forward, HOW to effectively respond, and WAYS to manage the impact of their behaviour.

**23<sup>rd</sup> Feb 2023**

## Start Times

EST: 09:00  
GMT: 14:00  
CET: 15:00

## Duration

4 hours



## Beverly Beuermann-King

For over twenty years, Beverly has used her S-O-S Principle™ with people and organizations who want to control their reactions to stress, build resiliency against life's challenges, and live healthy, successful lives.

She launched her company, R 'n B Consulting in 1995, and since then has helped teams from a wide range of industries, including healthcare, education, government, finance, and not-for-profit, shift from stressed-out to resilient, enabling them to be more engaged, productive and healthy.

# Mindful Leadership: Connecting with THEM

Session two will build on the awareness gained in session one and importantly stand-alone, whilst we explore what it is to be a conscious or mindful leader. There are many attributes ascribed to good leaders, and we will explore three of them. Key qualities of trust, clarity of direction, and as a result of these two how to create willingness for accountability.

- Applying a mindful approach to building trust; a key to creating 'follower-ship'
- Defining clarity of direction; clearly stating where we/the company are going & how to get there.
- Awareness of your impact as a leader, and how to manage this
- Mindful decision making; when to decide, and when to 'live in the question'

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There are many attributes ascribed to good leaders, and we will explore three of them. Key qualities of trust, clarity of direction, and as a result of these two how to create willingness for accountability.

To manifest these qualities well, and without leaders becoming dictatorial, requires an increased level of awareness or mindfulness in all they do and all they say, combined with an ability to 'read' those who follow the leader.

Mindful followership is one of the practical outcomes of mindful leadership.

**7<sup>th</sup> March 2023**

## Start Times

EST: 09:00

GMT: 14:00

CET: 15:00

## Duration

3 hours



## Philip Cox-Hynd

Philip is creator of the 'Change by choice' methodology, an educator, consultant, mindfulness teacher and world-renowned facilitator of personal growth, interpersonal communication and relationships.

# Managing Up! Creating An Environment for you Both To Succeed

In Managing Up!, we take the stance that not only is it possible, but it is necessary, to develop the skill set to effectively 'manage' your manager and to learn how to, as one author puts it, 'lead without authority'.

*"I want you to tell me when I am wrong even if it costs you your job."*

The above quote from Samuel Goldwyn (of Metro-Goldwyn-Mayer fame) to a direct report, sums up the dilemma faced by many senior managers, who find themselves reporting to strong, charismatic leaders, many of whom are often the founders of their companies. This "damned if I do, damned if I don't" dilemma is a perennial one and adversely affects the performance of those managers who find themselves in this position. They find themselves asking the question, 'is there a way to negotiate this dilemma, can you lead when you are a follower, and if so how?'.

In Managing Up!, we take the stance that not only is it possible, but it is necessary, to develop the skill set to effectively 'manage' your manager and to learn how to, as one author puts it, 'lead without authority'. We will not be attempting to be clones of Machiavelli, but we will be learning fundamental strategies and acquiring the mindset required to

- create a working relationship based on partnership:
- create an environment where meaningful feedback is both given and received,
- fully inhabit the role we were hired to do – within the requisite degrees of freedom and
- fully support our managers in a way that allows them to operate at the right level and to be confident to really delegate pivotal tasks and responsibilities.

## Agenda for the Day

To facilitate this, the session will introduce and explore concepts and tools such as:

- The Heroic Leader syndrome and its effects
- The Six Leadership Styles
- The Responsibility Ladder and degrees of freedom
- Building organisational capital
- The session will be fun and interactive, featuring plenty of exercises with a focus on building confidence to use the tools back in the workplace to get immediate results.



## Glen Daley

Glen began his career in financial services and has had extensive experience in both sales and managerial roles at a senior level. During his thirty years in business, he has also been a project manager, led organisational restructures, and been engaged as an internal consultant

**21<sup>st</sup> March 2023**

## Start Times

EST: 09:00  
GMT: 14:00  
CET: 15:00

## Duration

4 hours

# Strategies for Leaders to Confidently Deal with Toxic Behaviours

Managing people is never easy. When toxic behaviour is not addressed properly, team members become resentful, they lose respect for you as a leader, and they may develop their own toxic behaviours. Challenging employees can try a manager's patience and drain a lot of time and energy. To turn things around takes skillful management and patience. How you and your team effectively deal with toxicity can mean the difference between having a negative, drama-filled workplace, and an engaged, collaborative, and productive organization. Successful leaders know that reducing the toxicity within their team depends on being able to evaluate and respond appropriately. Learn successful strategies and tips for building a positive, productive workplace. Identify challenges. Control your own responses. Move conversations forward.

**18<sup>th</sup> April 2023**

## Start Times

EST: 09:00

GMT: 14:00

CET: 15:00

## Duration

4 hours

## Key Messages:

Negative attitudes decrease the ability to problem-solve, effectively communicate, and collaborate, and increase the risk of mental health issues, absenteeism, and difficult behaviours such as back-stabbing, finger-pointing, and gossiping.

- Not dealing with negativity and difficult behaviours rob us of time and energy.
- Negative attitudes and difficult behaviours are contagious and can create a toxic workplace culture.
- An organization can be considered toxic if it is ineffective as well as destructive to its employees.
- Leaders strongly influence the mood, attitudes, and performance of their team.
- Leaders who can appropriately manage any negativity and difficult behaviours will create teams that can effectively collaborate and thrive through this challenge, and those organizations that try to simply ignore those people and attitudes will struggle to be productive, service their customers, and be competitive.



## Beverly Beuermann-King

For over twenty years, Beverly has used her S-O-S Principle™ with people and organizations who want to control their reactions to stress, build resiliency against life's challenges, and live healthy, successful lives.

She launched her company, R 'n B Consulting in 1995, and since then has helped teams from a wide range of industries, including healthcare, education, government, finance, and not-for-profit, shift from stressed-out to resilient, enabling them to be more engaged, productive and healthy.

# Embracing Curiosity – a successful ingredient for people management

Research has shown that forward-looking curious companies are more innovative and competitive than their peers. In this session, we explore how the c-suite can influence their organizations by embracing the power of curiosity.

Every person is born with a healthy dose of curiosity. Some people can maintain this level through adulthood, many however see its original strength diminish over time. The reason why curiosity decreases as we grow older is that we become fixed in our thinking and routines and stop asking important questions to our customers, our colleagues and ourselves.

The same happens with systems like start-ups. Early start-ups have a high predisposition to exploration, only to see that this mindset deteriorates once the company expands, focuses on efficiency, conforms to rigid standards, and finds it harder to learn from mistakes.

It does not have to be this way. Curiosity is like a muscle. With intentional focus, we can grow our curiosity and capacity to rise above ourselves as individuals and professionals. Research has shown that curious professionals make more money and progress faster through their careers, are happier in life and are better at maintaining relationships. They also learn faster, are more open to change and benefit from a deeper self-awareness. They ask deeper, better and more questions and are overall more successful. They are more productive and get more results.

In this interactive session, we will explore what we know about curiosity, why it is important in our professional life, and reflect on strategies to get better at it.

**25<sup>th</sup> April 2023**

## Start Times

EST: 09:00  
GMT: 14:00  
CET: 15:00

## Duration

4 hours



## Stefaan Van Hooydonk

Stefaan van Hooydonk is founder of the Global Curiosity Institute and author of the bestselling book: The Workplace Curiosity Manifesto. After working initially in investment consulting and setting up executive education at the China Europe International Business School (CEIBS) in China, Van Hooydonk held executive roles as Chief Learning Officer in fortune 200 companies (Nokia, Royal Philips, Cognizant, Saudi Aramco, Agfa, Flipkart). He has lived and worked in Belgium, France, Hong Kong, China, Finland, The Netherlands, India, Saudi Arabia, and the United Kingdom. His last role was that of Chief Learning Officer for Cognizant, where he oversaw learning and development for over 300k associates across the globe.



# Mindful communication: connecting with US

This third session will build on the previous two sessions whilst still standing alone, and in session three we will explore the 'Art of Communication'.

- Conscious context setting
- Mindful conflict resolution
- Active or mindful listening
- Building rapport with those that disagree with you

Refereeing to communication as an art suggests that like painting or particularly the art of dance, communication has a flow between two or more people that requires a high degree of personal awareness or mindfulness if misunderstanding is to be avoided.

We will explore the following phrase in some detail; "If the result of a communication is less than what I wanted, then it will be self-empowering to accept that the outcome has something to do with me, regardless of my intention".

This is taking personal response-ability into interpersonal communication.

**9<sup>th</sup> May 2023**

## Start Times

EST: 09:00

GMT: 14:00

CET: 15:00

## Duration

3 hours



## Philip Cox-Hynd

Philip is creator of the 'Change by choice' methodology, an educator, consultant, mindfulness teacher and world-renowned facilitator of personal growth, interpersonal communication and relationships.

# Be Future Ready

CHANGE is the future of work. In this future, which is happening now, all organizations are faced with the reality of having to produce more at a faster pace, with increased complexity and uncertainty. To get people on board with proposed changes, it requires skillful leaders to guide teams from their current state to the desired future.

How do we engage others in our ideas, so they can take action? Participants will leave with practical tools and techniques to lead and guide people through change, support their team's ability to adapt to change – and just as importantly get 'unstuck' when they may get stuck.

Participants will:

- Explore how brain science impacts our ability to lead change.
- Identify ways to overcome challenges to leading change initiatives.
- Acquire the critical mindset and skills needed to accelerate multiple organizational changes.
- Discover practical strategies to implement engage others to take action.

**6<sup>th</sup> June 2023**

## Start Times

EST: 09:00

GMT: 14:00

CET: 15:00

## Duration

3 hours



## Gregg Brown

Gregg has spoken to CEOs and front line workers, Fortune 500 companies, numerous international institutions and engaged audiences from the UN, NATO, World Bank, and the CDC.

An internationally recognized thought leader, advisor, and top-rated speaker on change, leadership, and the future of work, Gregg has shared his ideas on navigating the future in the current global situation in Forbes, Rolling Stone, Newsweek, Entrepreneur, as well as on CTV's the Social and Global News.

Gregg is on the Forbes Coaches Council and holds a Master's degree from the University of Leicester in the UK, with a focus on organizational psychology, leadership and performance. Gregg is an Associate Member of the American Psychological Association.

# Mindful change: connecting with ENGAGEMENT

Session four pulls together the previous three sessions to explore and understand how to create mindful and radical engagement. If leaders can see what needs to change within an organisation, it is so tempting to tell or instruct employees on how and what to do differently. However, this can so often come across as 'change by imposition'.

- Creating 'change by choice' not change by imposition
- How to develop radical engagement, so a high proportion of your people want to drive change.
- Mindfully defining what to change, and what not to change.
- Orchestrating the disruption that goes along with change.
- Session four pulls together the previous three sessions to explore and understand how to create mindful and radical engagement.

If leaders can see what needs to change within an organisation, it is so tempting to tell or instruct employees on how and what to do differently. However, this can so often come across as 'change by imposition'.

Us humans are a curious mix of flexibility and stubbornness. On the one hand, we are one of the most flexible species on the planet given the climates we can live in, the food we can eat, and the adaptability we demonstrate.

And yet we can also be the most stubborn if changes to what we know and what we're used to are changed without us having the awareness or the mindfulness as to the reasons or benefits of the change, outweighing the discomfort of doing things differently.

This session will conclude the masterclass series by exploring how leaders can create level of engagement which results and bottom-up and choice-led change, IE, 'change by choice'.

**20<sup>th</sup> June 2023**

## Start Times

EST: 09:00

GMT: 14:00

CET: 15:00

## Duration

3 hours



## Philip Cox-Hynd

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# Leadership Habits for Complex Times

All of us are being impacted in new ways by what's going on in the world today. During these times, we have additional challenges leading people while balancing the stress and the overlap of work and increased family commitments. In this workshop, participants will learn how to lead through ambiguity, build trusting relationships, and foster inclusiveness, connection, and focus while working remotely

We will discuss:

- What are the practical strategies to inspire others and lead during these times?
- How to break out of status quo change management thinking to discover people-centric approaches that actually work?
- What are the critical mindset and skills required to be innovative and engage in change rapidly?
- How do I influence our teams and our organizations to create the future of work to be even better than we are now?

**24<sup>th</sup> October 2023**

## Start Times

EST: 09:00  
GMT: 14:00  
CET: 15:00

## Duration

3 hours



## Gregg Brown

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