
Corporate Seminars & Workshops

An outline of training options for your organization

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How our training stands out

Not all corporate and team training is created equal



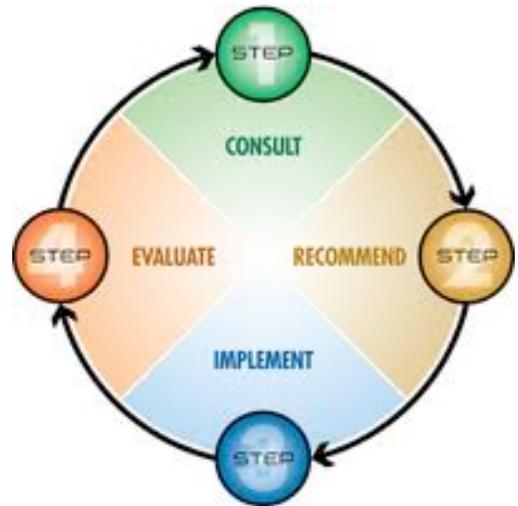
When a business owner, executive or leader reaches out to find a training program, it is not usually to 'just have fun'. Training is typically selected with a result in mind. Be it a problem that is becoming bothersome in a work environment, and leadership is seeking a solution, or a time to breakthrough stagnation to reach the next level of success... training is sought for a purpose.

The most successful training programs are designed specifically to address the needs of the organization and steer the momentum toward measurable goals and results.

Our training programs are custom designed to your needs.

The Process

Step 1. Design begins with you. We will schedule a meeting to understand certain initiatives, goals and issues your organization is experiencing. We will describe in detail the training modules we offer, their purpose and the results you and your team can expect to achieve. You will share the time availability of your staff for participation in the training so as to fit the training into your work schedules.



Step 2. Develop the Training Outline. Within 2 days you will receive a suggested training outline with details on how this will meet your training goals and intentions. Our team will deliver the course outline and can step you through each piece, making certain that we have incorporated your needs.

Step 3. Touch base. As we want to be on top of the needs of your organization up to the day prior, we will call or visit to make certain the goals and objectives of the training we have co-designed with your leadership is still on target. Sometimes the work environment can present changes or demands that need to be addressed prior or in the training itself. Our firm knows how to professionally deliver the solutions and does so with respect of all involved.

Step 4. Delivery of the Training. Simply put, we show up and work magic. Behind the scenes, as in your organization, what appears to be simple and fluid on the surface is a moving, breathing design. Our trainers touch base through the training to make certain how they are delivering the training meets your leaderships expectations.

Step 5. Feedback and follow up. Training does not end with delivery. We schedule a follow up connection with your leadership to review lessons learned, discuss the atmosphere of the workplace and suggest internal next steps to allow you to keep the momentum going. If you can continue to reap the rewards of your investment of time and money, we have done our job well. We will deliver a plan for you to utilize based on our feedback during the training experience.

Step 6. Next steps. Continuing to keep a focus on the development of your staff is key to achieving results. TMJ&C will provide additional input on what you may choose to do to move forward in your goals.

Objectives

Goals provide direction and parameters for success

Consider both individual needs and team goals when designing a training program.

Corporate training and staff development programs, when designed with receptivity to individual needs for development and team goals advance movement of the organization and build a solid foundation for success.

Without open communication of expectations and needs, training programs fall short on delivery and overall results lose effectiveness over time.

Tools for Success

Your organization has taken time and given focused attention to the setting of many goals, objectives and plans that has created many successes for you and your staff over time.



Those goals were, for the most part, not decided in a box. Consideration is often given to prior goals, long term goals, interdepartmental goals, and needs of your staff, clients, and community as a whole.

Seeing the training you help produce become a tool for the success, happiness and health of your organization and staff's ability to do their jobs better, creates a true return on your investment.

Design

Building training programs based on your objectives

Programs can be designed to fit over lunch, a weekend retreat, or series long modules delivered over weeks. The choice is yours.

Training programs that fit into the flow of your work day, and the ebb and flow of your organization, honor your employees and their concerns with doing their jobs well. In most cases, work does not come to a stop because your staff is now in training. Our firm, with your participation, will design training programs that allow delivery of the materials based on your considerations.

Training that impacts

Our training is delivered in ‘vignettes’, short segmented training modules that we use together or stand alone to meet each client’s custom goals. Choose vignettes that meet your needs. Discuss the flow of these modules with your training consultant to honor your day to day operational flow and availability of staff for participation.

Vignettes are typically 45 minutes in length and include educational training and group participation. In addition to the teaching portion, vignettes can include an interactive exercise, a group discussion, personal work, or a combination of all three.

Warnings

We have been asked by the training police to divulge that our programs can cause sudden bursts of laughter, moments of meaningful self investigation, group hugs, the telling of secrets, breaking down of walls, and “ah ha” moments. These effects can sometimes last a lifetime and can also become contagious.

Vignettes

Training modules that pair well for your success

The modules are stand alone and also 'pair well with others'. Your training consultant will assist you with your selections.

Paying Attention

We may think we are paying attention, but are we really? This fun discussion teaches of the power of our 'attention' and how we invest in in our lives. Pay attention to what we pay attention to. What you focus on will determine your results. Your team will see what flows through their minds and how to harness their attention to their true goals.

Learn how to -

- develop an attitude for success
- handle distractions
- focus on what is really being conveyed in communication

Interactive group exercise included. Length 45 minutes for most groups

Smile, it sells

If you closed your eyes, could you tell if someone is smiling? Our attitude and our facial expressions can hold the answer to our sales success. Learn how your body language, seen or not seen, will make or break the sale.

Learn -

- The importance of non verbal communication skills.
- How to have smiling change the way you sell.
- How to have a higher close ratio than ever before.

Interactive group exercise included. Length 45 minutes for most groups

Interesting, tell me more

Drama, bullying, the want to control and shift power can show up in our organizations like brushfires looking for a moment to explode. As managers and leaders in our organizations, we can feel the impact of power struggles and the overall cost to our bottom line. Providing our employees tools to help recognize and put out brushfires respectfully empowers a self directing team.

Learn -

- The importance of non verbal communication skills.
- Dynamics of a receptive conversation
- How to recognize and work with bully, victim, entitled energy
- Language skills that build trust

Interactive group exercise included. Length 45 minutes for most groups

Ultra Listening

Listening takes more than just ears. As we grow in experience and comfort with our peers, customers and market we can begin to form filters through which we hear. Filters that have us begin to assume, judge and hold back, or muscle through. Filters of self deception or our own and other's needs, want, problems and receptivity. Through the module of Ultra Listening we learn how to recognize when we are actually not listening, how to come forward with honesty and receptivity to others, and truly hear what is being communicated, both verbally and non-verbally.

Learn -

- Learn how we tend to listen and how ultra listening can increase your results
- Learn how reflective listening creates more distance, and how ultra listening opens space to be heard
- A level of authenticity that communicates your sincere interest in the other's needs

Interactive group exercise included. Length 45 minutes for most groups

Power Word

One of the base 6 human needs is growth. No matter how wonderful our lives are or are becoming, we innately desire more. Through the Power Word module we take inventory of our wins and look at where we want to improve. Choosing an area to focus on for our own growth and being willing to share, demonstrate and learn through the process of using Power Words is a transformative process that produces long term effects for not only the individual, but also for the team. Teams often incorporate the use of Power Words in their meetings as ice breakers, place bulletin boards up to proudly display and support each other on advancement in their Power Word Progress and more. Something so simple can mean so much.

Learn -

- how to inventory what characteristics you truly own
- Know where you are growing
- and identify where you judge yourself or others
- Adopt meaningful goals for self growth
- and how to share those goals with others

Individual exercise and interactive group exercise included. Length 45 minutes for most groups
Building of Power Word Boards can be added for an additional 2 hour module. (Total time 3 hours)

Choose your attitude

What we do is not as remembered as much as how we are being when we are doing it. Deciding how you are going to show up at work, at home and in all areas of your life brings a confidence and sense of authentic power that enables you to own your own success. You and your team will learn the importance of choosing your attitude and fun ways to support people even in their moments of frustration.

Learn -

- the power of your attitude on your career, your health and your influence in the world
- how to shift your attitude and to communicate truthfully, owning your own choices

Personal work segment. Length 45 minutes for most groups

Change your State

80% of your emotional state originates in your physiology. Your state of mind can be shifted by understanding how the body stores emotion. Mastering your own shifts in emotion will directly effect your outlook on life, on others and in your desire to reach your goals. Learn how to really change your state of mind in a most powerful and memorable way.

Individual exercise and interactive group exercise included. Length 45 minutes for most groups

Chronic PMA

This vignette is 100% hilarious. As it has a very secretive but highly effective component, I do not place information here but can discuss with key decision makers at our discovery and design meeting. Your team will understand how their minds easily create fear, blow things out of proportion and seek to make decisions without facts. Must be included at the beginning of a workshop, or immediately after lunch. Paired with other vignettes, this is not a stand alone vignette.

15 minutes in length.

Speak Up, I can't read your mind

How many of us have been on the receiving end of non clear communication, as if someone wants us to practically read their mind? Learn how to not play the guessing game of figuring out what another wants and how to help others learn to speak up.

25 minutes in length.

Beneath Behavior

Our behavior is received by others based not on the actions but instead by the way of being we have while doing it. This module shows how our sets of rules, consequences, regulations can be adopted with receptivity or meet with resistance. We learn how we appear to others when we are coming from a responsive way of being or a resistant one. Learn what being receptive means to our success, happiness and effectiveness. Groups learn to see similarities versus differences.

Individual exercise and interactive group exercise included. 45 minutes in length.

Black and Red

High Interaction Game for teams that teaches the importance of collaboration, trust, communication, forgiveness and acceptance. The power of the game is in seeing how each 'Team' works together for the common good of all. There are many 'ah ha' moments that your team will remember and discuss ongoing in their work relationships.

Up to 2 hours for this group exercise.

Carry Boxes

We all carry boxes around, sometimes one, sometimes more and in the end they weigh us down. The boxes I am speaking of are those that create drama, frustration, missed expectations, pain and suffering. Understanding the nature of what we call Carry Boxes. Learning how we get ourselves in the box and how we get back out, is immensely valuable information on how to perceive our relationships and our power in them. MOST POPULAR MODULE

2 hour group teaching and interactive discussion.

Baseball

What if effective communication and listening could be paired with the good old American sport of Baseball? Imagine learning how to move from first base to second, then third and then home to have an empowering conversation where both participants win?

90 minute teaching and group interactive exercise.

The Power of Self Esteem

This talk informs about the nature of self esteem, how we build a healthy esteem and how we can live at the effects of a low esteem. We learn how to measure our self esteem, see where we may have given our power away, what that means, how to get it back and what to do with it once we have learned to empower ourselves once more. MOST POPULAR MODULE

30 minute talk or a 2 hour workshop with interactive exercises.

Great Pairings

Great combinations that hit the target

What pairings have other organizations used for their trainings?

These great pairings have produced very satisfied customers and are designed to fit a half work day.

Interesting, tell me more

Ultra Listening

Smile it Sells

Baseball

4 Hours

Chronic PMA

Beneath Behavior

Carry Boxes

Change your State

4 Hours

Paying Attention

Power Word

Change your Attitude

3 Hours