

TABLE OF CONTENTS

PRESENTATIONS	2
FOR ALL AUDIENCES	2
CHANGE MANAGEMENT	2
<i>NINJA TACTICS FOR CHANGE: STEALTHY STRATEGIES FOR TRANSFORMATION</i>	2
COMMUNICATION	4
<i>TAI CHI OF TALK: CRACKING THE STYLES FOR BETTER RELATIONSHIPS</i>	4
<i>WARRIOR SILENCE: THE POWER OF LISTENING BEFORE RESPONDING</i>	6
CONFLICT MANAGEMENT	6
<i>THE ART OF CONFLICT COMBAT: FROM TENSION TO HARMONY</i>	6
HIGH-PERFORMING TEAMS	9
<i>THE BUSHIDO OF GREATNESS – ELEVATING YOUR TEAM TO HIGH PERFORMANCE</i>	9
LEADERSHIP	10
<i>ZEN LEADERSHIP: L.E.A.D YOURSELF TO EFFECTIVELY LEAD OTHERS (INNER PEACE, OUTER IMPACT)</i>	10
<i>BLACK BELT LEADERSHIP: NAVIGATING LEADERSHIP STYLES WHILE EMBRACING YOUR AUTHENTIC SELF</i>	11
PERSONAL BRANDING	13
<i>SAMURAI SHINE: ELEVATE YOUR PERSONAL BRAND WITH WARRIOR WISDOM</i>	13
RELATIONSHIP BUILDING	14
<i>KARATE KATA: PERFECTING SMALL MOVES TO ADDRESS MICRO-INEQUITIES</i>	14
<i>THE DOJO OF AWARENESS: MASTERING UNCONSCIOUS BIAS</i>	15
<i>THE DOJO OF COLLABORATION</i>	17
<i>SAMURAI OF THE SOUL: CULTIVATING EMOTIONAL INTELLIGENCE</i>	17
SELF-IMPROVEMENT	19
<i>THE KEMPO CHALLENGE: TRANSFORMING UNCOMFORTABLE MOMENTS INTO STRENGTHS</i>	19
STRATEGIC PLANNING	21
<i>CHARTING THE COURSE – NAVIGATING OUR STRATEGIC FUTURE</i>	21
SPECIFIC FOR BUSINESS ANALYSTS	24
<i>NINJA DYNAMICS: AGILE STRATEGIES FOR CULTURAL CHANGE</i>	24
<i>THE BUSHIDO OF GREATNESS - ELEVATING YOUR TEAM TO HIGH PERFORMANCE</i>	24
<i>THE MOKUSO OF LEADERSHIP</i>	25
<i>THE KATA OF CHANGE - HOW TO FLOW WITH THE UNKNOWN</i>	25
<i>THE DOJO OF COLLABORATION</i>	26
<i>THE KATA OF RISK - YES RISK CAN BE SEXY</i>	26
<i>UNLOCKING YOUR INNER NINJA - BA MARTIAL ARTS</i>	27
<i>POLITICAL MARTIAL ARTS</i>	28
<i>THE JUTSU OF ELICITATION AND DECISION-MAKING</i>	28
<i>WARRIOR SILENCE: THE POWER OF LISTENING BEFORE RESPONDING</i>	29
<i>THE RECIPE FOR EFFECTIVE CONSULTING</i>	29
PRICING	31

PRESENTATIONS

FOR ALL AUDIENCES

CHANGE MANAGEMENT

NINJA TACTICS FOR CHANGE: STEALTHY STRATEGIES FOR TRANSFORMATION

Length: 60-minute talk, 90-minute talk, or ½ day workshop

Description:

In today's fast-paced and ever-evolving workplace, effective communication and adept management of change and conflict are crucial skills for any professional. This presentation, "Change Champions – Embracing Transformation with Confidence," offers a comprehensive guide to understanding and navigating communication styles, implementing change management strategies, resolving conflicts effectively, and practicing active listening. Designed for leaders, managers, and team members, this session aims to equip participants with the knowledge and tools necessary to enhance workplace harmony, productivity, and collaboration.

Learning Objectives:

Understand Different Communication Styles:

- Identify and define the main communication styles: Assertive, Passive, Aggressive, Passive-Aggressive, Manipulative, Empathetic, and Collaborative.
- Recognize the characteristics and behaviors associated with each communication style.
- Learn strategies to adapt your communication style to various situations and audiences for more effective interactions.
- Appreciate the impact of different communication styles on team dynamics and workplace relationships.

Implement Effective Change Management:

- Gain a thorough understanding of change management and its significance in the modern workplace.
- Explore the key components of successful change management, including communication, leadership, stakeholder engagement, and training.

- Learn to develop and execute change management plans that minimize resistance and maximize buy-in.
- Understand the emotional and psychological aspects of change and how to support teams through transitions.

Master Conflict Management Styles:

- Identify the five primary conflict management styles: Collaborative, Avoidant, Competitive, Accommodating, and Compromising.
- Understand the advantages and disadvantages of each conflict management style.
- Develop skills to recognize and assess the most appropriate conflict management style for various situations.
- Learn techniques to mediate conflicts effectively, ensuring positive outcomes for all parties involved.

Practice Active Listening:

- Define active listening and understand its critical role in effective communication and conflict resolution.
- Learn the key components of active listening, including paying attention, showing that you're listening, providing feedback, deferring judgment, and responding appropriately.
- Explore practical exercises and techniques to enhance active listening skills in both professional and personal contexts.
- Understand the benefits of active listening, such as improved understanding, stronger relationships, and enhanced collaboration.

Presentation Overview:

Introduction:

- Brief overview of the importance of communication, change management, conflict resolution, and active listening in the workplace.
- Explanation of how these skills interconnect and contribute to a healthy, productive work environment.

Communication Styles:

- In-depth exploration of different communication styles.
- Interactive activities to help participants identify their own communication styles and recognize those of their colleagues.

Change Management:

- Detailed discussion on the principles of change management.
- Case studies and examples of successful change initiatives.
- Strategies for leading teams through change with confidence and empathy.

Conflict Management Styles:

- Examination of the five conflict management styles.
- Role-playing scenarios to practice applying different styles in real-world situations.
- Tips for choosing the right conflict management approach based on specific circumstances.

Active Listening:

- Explanation of the active listening process and its importance.
- Practical exercises to develop and refine active listening skills.
- Group discussions on how active listening can improve team dynamics and conflict resolution.

Conclusion:

- Recap of key points and takeaways from the presentation.
- Q&A session to address specific questions and concerns from participants.
- Additional resources and tools for ongoing learning and development.

By the end of this presentation, participants will have a robust understanding of how to communicate more effectively, manage change with resilience, resolve conflicts constructively, and listen actively. These skills are essential for fostering a positive workplace culture, enhancing team performance, and achieving organizational success.

COMMUNICATION

TAI CHI OF TALK: CRACKING THE STYLES FOR BETTER RELATIONSHIPS

Length: 60-minute talk, 90-minute talk, or ½ day workshop

Description:

Effective communication is the foundation of strong, healthy relationships, whether personal or professional. However, understanding and navigating the diverse communication styles of different individuals can be challenging. "The Communication Code: Cracking the Styles for Better Relationships" is a comprehensive presentation designed to demystify communication styles, offering practical insights and strategies to enhance your interpersonal interactions.

This engaging and interactive session will guide participants through the intricate landscape of communication styles, helping them to decode and adapt their approach for more meaningful and productive relationships. By understanding the unique characteristics and preferences associated with various communication styles, attendees will be better equipped to foster mutual respect, minimize misunderstandings, and build stronger connections.

Learning Objectives:

Identify and Define Communication Styles:

- Understand the primary communication styles: Assertive, Passive, Aggressive, Passive-Aggressive, Manipulative, Empathetic, and Collaborative.
- Learn to recognize the traits and behaviors associated with each style.
- Gain insight into how these styles manifest in different contexts and interactions.

Enhance Self-Awareness:

- Reflect on your own communication style and how it influences your relationships.
- Identify strengths and areas for improvement in your communication approach.
- Understand the impact of your style on others and adjust for more effective interactions.

Develop Adaptive Communication Skills:

- Learn strategies to adapt your communication style to better suit different situations and individuals.
- Practice techniques for bridging communication gaps and finding common ground.
- Explore methods for balancing assertiveness with empathy to enhance mutual understanding.

Foster Effective and Respectful Communication:

- Discover how to create an environment of trust and openness in your relationships.
- Learn the importance of active listening and its role in effective communication.
- Develop skills for providing constructive feedback and resolving conflicts amicably.

Improve Professional and Personal Relationships:

- Apply knowledge of communication styles to strengthen workplace dynamics and team collaboration.
- Enhance your ability to navigate difficult conversations and negotiate solutions.
- Build deeper, more resilient personal relationships through improved communication.

Presentation Overview:

Introduction:

- Overview of the importance of effective communication in building strong relationships.
- Explanation of the concept of communication styles and their relevance in various settings.

Identifying Communication Styles:

- Detailed exploration of the seven primary communication styles.
- Interactive activities to help participants identify their own style and recognize others'.

Enhancing Self-Awareness:

- Guided self-assessment exercises to reflect on personal communication habits.
- Discussion on the influence of individual communication styles on relationship dynamics.

Adaptive Communication Skills:

- Techniques for adapting communication styles to different contexts and audiences.
- Role-playing scenarios to practice and refine adaptive communication strategies.

Fostering Effective and Respectful Communication:

- The role of active listening in improving communication and reducing misunderstandings.
- Methods for creating a respectful and inclusive communication environment.

- Tips for delivering and receiving constructive feedback.

Improving Relationships:

- Case studies and real-world examples of successful communication strategies in professional and personal settings.
- Practical exercises for applying communication style knowledge to everyday interactions.
- Group discussions on challenges and best practices for enhancing relationship dynamics.

Conclusion:

- Recap of key points and takeaways from the presentation.
- Q&A session to address specific questions and provide additional insights.
- Resources for further learning and development in effective communication.

By the end of this presentation, participants will have a solid understanding of different communication styles and how to leverage this knowledge to build better relationships. They will be equipped with practical tools and strategies to communicate more effectively, fostering stronger, more positive connections in both their personal and professional lives.

WARRIOR SILENCE: THE POWER OF LISTENING BEFORE RESPONDING

Length: 60-minute talk or 90-minute talk

Description:

We say we listen to what others have to say, but do we really HEAR them? We say we are open to hearing other's perspectives, but are we REALLY? The year 2020 taught us many things. It taught us our realities, and others' realities are not equal. It taught us people want their voices to be heard unapologetically. It taught us we need to take a moment to experience life through someone else's lens. It taught us there are a lot of people who are hurting because people only listen to respond, but not to understand. In order for change to really happen we have to work together. Everyone's voice needs to be heard, not to debate with them, but to understand their perspective and open up learnings you may not even have considered.

So, are you listening to UNDERSTAND or to RESPOND? Let's take this journey together!

CONFLICT MANAGEMENT

THE ART OF CONFLICT COMBAT: FROM TENSION TO HARMONY

Length: 60-minute talk, 90-minute talk, or ½ day workshop

Description:

Conflict is an inevitable part of any workplace, relationship, or team environment. While it can be a source of stress and tension, it also presents opportunities for growth, innovation, and strengthened relationships when managed effectively. "From Tension to Resolution: Mastering Conflict Management Skills" is an engaging and practical presentation designed to equip participants with the skills and strategies needed to navigate and resolve conflicts constructively.

This session delves into the nature of conflict, the different conflict management styles, and the techniques that can turn potential disputes into opportunities for positive change. Participants will gain a deep understanding of how to identify, address, and resolve conflicts in ways that build trust, enhance collaboration, and improve overall productivity.

Learning Objectives:

Understand the Nature and Causes of Conflict:

- Identify common sources and types of conflict in various settings.
- Explore the psychological and emotional factors that contribute to conflicts.
- Recognize the potential positive outcomes of effectively managed conflicts.

Identify and Analyze Conflict Management Styles:

- Understand the five primary conflict management styles: Collaborative, Avoidant, Competitive, Accommodating, and Compromising.
- Assess the strengths and weaknesses of each style.
- Learn to identify your own default conflict management style and how it impacts your interactions.

Develop Effective Conflict Resolution Skills:

- Learn and practice key conflict resolution techniques, including active listening, empathetic communication, and problem-solving.
- Explore strategies for de-escalating tense situations and preventing conflicts from escalating.
- Gain practical tools for mediating disputes and facilitating productive discussions.

Enhance Communication and Negotiation Skills:

- Understand the role of clear, respectful communication in resolving conflicts.
- Develop negotiation skills to achieve mutually beneficial outcomes.
- Learn how to provide and receive constructive feedback to promote understanding and resolution.

Apply Conflict Management Strategies to Real-World Scenarios:

- Engage in interactive exercises and role-playing scenarios to practice conflict management skills.

- Analyze case studies of successful conflict resolution in professional and personal settings.
- Develop action plans for addressing and resolving specific conflicts in your own environment.

Presentation Overview:

Introduction:

- Overview of the importance of conflict management in personal and professional contexts.
- Explanation of the goals and structure of the presentation.

Understanding Conflict:

- Detailed exploration of the nature, types, and causes of conflict.
- Discussion on the impact of unresolved conflicts on relationships and productivity.

Conflict Management Styles:

- In-depth analysis of the five primary conflict management styles.
- Self-assessment activities to help participants identify their own styles.
- Exploration of the situational appropriateness of each style.

Effective Conflict Resolution Skills:

- Techniques for active listening and empathetic communication.
- Strategies for de-escalation and maintaining a calm, respectful demeanor.
- Problem-solving approaches to find mutually agreeable solutions.

Communication and Negotiation:

- Role of clear communication in preventing and resolving conflicts.
- Negotiation tactics to create win-win outcomes.
- Guidelines for giving and receiving feedback constructively.

Practical Application:

- Interactive role-playing exercises to practice conflict resolution techniques.
- Analysis of real-world case studies.
- Development of personalized action plans for resolving current conflicts.

Conclusion:

- Recap of key concepts and takeaways.
- Q&A session to address specific questions and scenarios from participants.
- Resources for further learning and development in conflict management.

By the end of this presentation, participants will be well-equipped with the knowledge and skills to manage conflicts effectively. They will be able to transform tension into resolution, fostering more harmonious and productive relationships in both their personal and professional lives.

HIGH-PERFORMING TEAMS

THE BUSHIDO OF GREATNESS – ELEVATING YOUR TEAM TO HIGH PERFORMANCE

Length: Keynote, 60-minute talk, 90-minute talk, or ½ day workshop

Description:

In most organizations, there is no lack of work. Historically, there is more work than resources to do it. The trajectory of that will not change our reality to bring us more work. We have adapted to this environment by being more creative to produce more with less. A high-performing team can aid in creativity and efficiency. Building a high-performing team does not have to be a daunting task. Once built the empowerment, engagement, and quality of work produced by the team is phenomenal.

Even if you are a manager of BAs, leading a BA team indirectly or part of a project team you influence to elevate your team to high performance. In this session, participants will learn:

Objectives:

- Why a high-performing team
 - What is a high-performing team?
 - What can a high-performing team do for you?
- The Evolution of Greatness - Framework for Effectiveness
 - Vision (+)
 - Your view is not the only point of view
 - Goals (+)
 - What are we going to do in the now that's going to accelerate us toward our vision (1-2 years)?
 - Where there is goal ambiguity there will be an absence of performance
 - Define the work
 - Roles (+)
 - Who is going to do what?
 - To what quality must that leader inhabit that role?
 - I'm the custodian of the organization. What I accept sets the tone of the organization
 - What's the work and how do we operate?

- Processes (+)
 - How do we make decisions?
 - Do our forums serve our vision, goals, and/or roles?
 - Should not have a life of its own
 - Get very strong rules of engagement (6-8)
- Relationships (+)
 - We are never not in relationship with others as a leader
 - Interpersonal - how well do we know each other at work? (Do I know her as a professional at work? - approach, philosophy, how they handle conflict)
 - We don't leverage people we don't know
 - Intrapersonal - How well do you know yourself as a team member?
 - Creating a strategic roadmap to achieve High Performance
 - How will you start?
 - What is the timeline?
 - How do you know you've achieved a HPT?
 - How do you maintain the high performance?

Summary - when a team is working as a well-oiled machine leveraging all strengths to the maximum, amazing business transformations can occur. Not only can the transformation occur but the efficiencies gained can be phenomenal. How can you take your team to the next level of high performance, leveraging the warrior spirit from martial arts? Come to this session to find out!

LEADERSHIP

ZEN LEADERSHIP: L.E.A.D YOURSELF TO EFFECTIVELY LEAD OTHERS (INNER PEACE, OUTER IMPACT)

Length: Keynote, 60-minute talk, 90-minute talk, or ½ day workshop

Description:

“Knowing yourself is the beginning of all wisdom”. These great words were spoken by Aristotle. Even 2,000 years ago there was an understanding it’s important to understand who you are. However, many of us don’t take the time to focus on “US”. We allow our busy lives to take priority. We focus on our jobs, families, communities, and other interests; neglecting ourselves. Don’t get me wrong, those areas are important as well, but if you don’t take care of yourself, are really being as effective as you can be in those areas?

In order to “keep future fit” you need to take care of your future by taking care of yourself. You need to understand who you are. As you experience this journey called life, you must understand that at different points of the journey, who you are may change or be refined due to experiences. It’s important to understand where you are in this journey called life, as you go through the journey.

You see, we are all leaders. Leadership is not defined by a title. Leadership is defined by action. In order to lead others, you must be able to L.E.A.D (Learn, Educate, Accomplish, and Define) yourself. You have to know who you are, where you are, and where you want to go. Let’s take some time to step back and reflect on who you are and who you want to be. When you know who you are you are gaining wisdom, and that will unlock keys to understanding your inner you. This wisdom will help to keep you “future fit”.

It’s time to focus on YOU so you can effectively lead others.

Learning Objectives:

In this session, participants will spend time learning about themselves through the following areas of concentration:

- Who are YOU, and why knowing is important?
- How to leverage L.E.A.D to lead yourself
- Demonstrating the “Best Version of You” - How to keep L.E.A.D alive and well in your life

BLACK BELT LEADERSHIP: NAVIGATING LEADERSHIP STYLES WHILE EMBRACING YOUR AUTHENTIC SELF

Description:

Effective leadership is not a one-size-fits-all endeavor. In today's diverse and dynamic work environments, successful leaders are those who can navigate various leadership styles while staying true to their authentic selves. "Navigating Leadership Styles - Embracing Your Authentic Self" is a compelling and insightful presentation designed to help leaders understand different leadership approaches and integrate them into their unique leadership style.

This session explores the spectrum of leadership styles, from transformational and transactional to servant and situational leadership. Participants will learn how to identify and harness their

natural leadership tendencies, adapt their style to meet the needs of their team and lead with authenticity and integrity. Through a blend of theoretical insights, practical exercises, and real-world examples, attendees will gain the confidence to embrace their authentic leadership style and effectively inspire and motivate their teams.

Learning Objectives:

Understand Various Leadership Styles:

- Explore different leadership theories and styles, including transformational, transactional, servant, and situational leadership.
- Identify the characteristics, strengths, and potential drawbacks of each style.
- Recognize the contexts in which each leadership style is most effective.

Identify Your Authentic Leadership Style:

- Reflect on personal values, strengths, and leadership tendencies.
- Use self-assessment tools to determine your natural leadership style.
- Understand how personal experiences and beliefs shape your approach to leadership.

Adapt and Integrate Leadership Styles:

- Learn strategies for flexibly adapting your leadership style to suit different situations and team needs.
- Explore the benefits of a hybrid leadership approach that integrates elements from various styles.
- Develop skills to recognize and respond to the unique dynamics of your team.

Lead with Authenticity and Integrity:

- Understand the importance of authenticity in building trust and credibility as a leader.
- Learn how to communicate transparently and foster a culture of openness and honesty.
- Develop techniques for aligning your actions with your core values and principles.

Inspire and Motivate Your Team:

- Explore methods to inspire and engage your team through authentic leadership.
- Learn how to create a supportive and inclusive environment that encourages innovation and collaboration.
- Gain practical tools for providing effective feedback, recognizing achievements, and promoting growth.

Presentation Overview:

Introduction:

- Overview of the importance of authentic leadership in today's diverse work environments.
- Explanation of the goals and structure of the presentation.
- Understanding Leadership Styles:
 - Detailed exploration of various leadership theories and styles.
 - Discussion on the characteristics, strengths, and contexts for each style.
 - Interactive exercises to help participants identify their preferred leadership styles.

Identifying Your Authentic Leadership Style:

- Guided self-reflection activities to explore personal values, strengths, and leadership tendencies.

- Use of assessment tools to determine natural leadership styles.
- Discussion on the impact of personal experiences and beliefs on leadership.

Adapting and Integrating Leadership Styles:

- Strategies for flexibly adapting leadership styles to different situations.
- Exploration of hybrid leadership approaches.
- Practical exercises to recognize and respond to team dynamics.

Leading with Authenticity and Integrity:

- Importance of authenticity in building trust and credibility.
- Techniques for transparent communication and fostering a culture of openness.
- Methods for aligning actions with core values and principles.

Inspiring and Motivating Your Team:

- Methods to inspire and engage teams through authentic leadership.
- Strategies for creating a supportive and inclusive environment.
- Tools for providing effective feedback, recognizing achievements, and promoting growth.

Conclusion:

- Recap of key insights and takeaways from the presentation.
- Q&A session to address specific questions and challenges from participants.
- Additional resources and tools for ongoing leadership development.

By the end of this presentation, participants will have a comprehensive understanding of various leadership styles and how to integrate them into their authentic leadership approach. They will be equipped with practical strategies to adapt their leadership style to different situations, lead with authenticity, and inspire and motivate their teams effectively.

PERSONAL BRANDING

SAMURAI SHINE: ELEVATE YOUR PERSONAL BRAND WITH WARRIOR WISDOM

Length: 60-minute talk, 90-minute talk, or ½ day workshop

Description:

In a world inundated with noise and competition, cultivating a standout personal brand is essential for success. Whether you're a budding entrepreneur, a seasoned professional, or someone simply looking to make a lasting impression, your personal brand sets the stage for your unique identity and influence. Welcome to "Samurai Shine: Elevate Your Personal Brand with Warrior Wisdom" – a dynamic 45-minute workshop designed to empower you to shine brightly in any arena.

This workshop is an immersive journey into the core principles and actionable strategies that underpin a compelling personal brand. From crafting your narrative to enhancing your online presence, every facet of your brand will be explored and refined.

The workshop begins with an exploration of personal branding fundamentals, delving into the importance of authenticity, consistency, and differentiation. Participants will uncover their core values, strengths, and passions, laying the foundation for a brand that resonates deeply with their audience.

Next, we dive into how to define your personal brand where participants will begin to craft their personal brand statement.

In the digital age, your online presence is often the first impression you make. That's why we'll dedicate a portion of the workshop to gain practical insights into curating a professional online image that reflects their brand identity and attracts opportunities.

Finally, we'll explore strategies on how to maintain your brand. By leveraging your brand effectively, you'll position yourself as a trusted authority in your field and expand your sphere of influence.

"Samurai Shine: Elevate Your Personal Brand With Warrior Wisdom" is not just a workshop – it's a transformative experience that will empower you to unlock your full potential and leave a lasting impact wherever you go. Join us and embark on the journey to brand brilliance today.

RELATIONSHIP BUILDING

KARATE KATA: PERFECTING SMALL MOVES TO ADDRESS MICRO-INEQUITIES

Length: 60-minute talk or 90-minute talk

Description:

Have you ever walked into an office to speak to someone and instead of giving eye contact they motion you in, but continue working on that email? Or maybe, you walk into a conference room for a project meeting and you are repeatedly ignored when providing input? These subtle small moments can lead to BIG moments in the future where members of the team feel they don't have a voice and don't add value. This is the last feeling anyone should want anyone on a team feeling. But these subtle moments happen often. In order to be successful on projects you need to collaborate and work with the project team, and though it's important to have the technical skills, and business acumen, to do the job, it is also important to understand how your words and behaviors impact those with whom you work.

So, let's take a moment to focus on how something so small can make the biggest impact, and let's make sure our impact is a positive one, instead of negative.

Learning Objectives:

In this interactive workshop participants will learn:

- The difference between micro-inequities and micro-aggressions and their impact
- Interact with different scenarios to understand the impact of micro-inequities
- Tips and best practices on how to handle micro-inequities

THE DOJO OF AWARENESS: MASTERING UNCONSCIOUS BIAS

Description:

Unconscious bias, often hidden and unacknowledged, significantly impacts our perceptions, decisions, and interactions. These biases influence how we view the world, how we treat others, and the decisions we make, often without us realizing it. "Seeing the Unseen: The Power of Unconscious Bias" is an enlightening and transformative presentation designed to help participants recognize and address their unconscious biases. This session aims to foster greater self-awareness, promote inclusivity, and equip individuals with strategies to mitigate the effects of unconscious bias in both personal and professional settings.

This engaging presentation will explore the origins and manifestations of unconscious bias, offering insights into how these biases shape our daily lives. Through a combination of theoretical knowledge, real-life examples, and interactive exercises, participants will gain a deeper understanding of the pervasive nature of unconscious bias and learn practical techniques to counteract its influence.

Learning Objectives:

Understand the Concept of Unconscious Bias:

- Define unconscious bias and differentiate it from conscious bias.
- Explore the psychological and neurological foundations of unconscious bias.
- Recognize the common forms of unconscious bias, such as confirmation bias, affinity bias, and gender bias.

Identify the Impact of Unconscious Bias:

- Examine the effects of unconscious bias on decision-making, behavior, and relationships.
- Understand how unconscious bias affects workplace dynamics, hiring practices, performance evaluations, and team interactions.
- Discuss the broader societal implications of unconscious bias on diversity, equity, and inclusion.

Increase Self-Awareness:

- Encourage self-reflection to identify personal biases and understand their origins.
- Use assessment tools and exercises to uncover hidden biases.
- Learn to recognize situations where unconscious bias is likely to arise.

Develop Strategies to Mitigate Unconscious Bias:

- Explore practical techniques to counteract unconscious bias, such as mindfulness, perspective-taking, and bias interrupters.
- Learn to implement structural changes in the workplace to reduce bias, such as diverse hiring panels, standardized evaluation criteria, and inclusive policies.
- Discuss the importance of ongoing education and training in fostering an inclusive culture.

Promote Inclusivity and Equity:

- Understand the role of leadership in addressing unconscious bias and promoting diversity and inclusion.
- Develop skills to create an inclusive environment where all individuals feel valued and respected.
- Learn to advocate for systemic changes that support equity and reduce the impact of unconscious bias in the organization and community.

Presentation Overview:

Introduction:

- Overview of the significance of unconscious bias in everyday life.
- Explanation of the goals and structure of the presentation.
- Understanding Unconscious Bias:
- Detailed exploration of what unconscious bias is and how it develops.
- Discussion on the science behind unconscious bias, including cognitive shortcuts and social conditioning.

Identifying the Impact:

- Examination of how unconscious bias influences various aspects of life and work.
- Case studies and examples demonstrating the real-world effects of unconscious bias.
- Increasing Self-Awareness:
- Guided self-reflection activities and assessments to uncover personal biases.
- Discussion on the importance of self-awareness in recognizing and addressing bias.

Developing Mitigation Strategies:

- Practical techniques and best practices for reducing unconscious bias in personal interactions and organizational processes.
- Role-playing scenarios and group exercises to practice bias mitigation strategies.

Promoting Inclusivity:

- Strategies for leaders to champion diversity and inclusion initiatives.
- Discussion on creating and sustaining an inclusive organizational culture.
- Tools and resources for ongoing learning and development.

Conclusion:

- Recap of key insights and takeaways from the presentation.
- Q&A session to address specific questions and challenges from participants.
- Additional resources and tools for further exploration and action.

By the end of this presentation, participants will have a comprehensive understanding of unconscious bias and its profound impact. They will be equipped with practical strategies to

recognize, address, and mitigate biases, fostering a more inclusive, equitable, and respectful environment in their personal and professional lives.

THE DOJO OF COLLABORATION

Length: 60-minute talk, 90-minute talk, or ½ day workshop

Description:

In martial arts, the dojo is a respected training facility for the art. Everyone has to be respectful to the instructor and their fellow classmates. In the dojo, the students are there to learn the techniques, with precision, so they can be applied if there is ever a need to use them for self-protection. The students have to work together to sharpen their techniques and skills and rely on each other to help them grow in the art. The ultimate goal is that everyone is developing their techniques and skill sets to perform the art to perfection when needed.

The same is needed to effectively collaborate. In order to transform businesses with powerful solutions individuals must work together. The powerful solutions come from the diversity of the team. However, with diversity can come challenges as you are interacting with different personalities, perspectives, and mindsets. However, you must find a way to work together to ultimately reach the goal at hand. By working with each other, such as you do in the dojo, you are sharpening each other and leveraging each other's skills to transform your business. This interactive session will leverage martial arts, videos, and exercises to demonstrate how to effectively collaborate to build powerful solutions for your organization.

Objectives:

- The Foundation - Building the relationship
- The Culture - How to foster a collaborative environment
- Maintenance - How to maintain the collaborative environment and partnerships built

SAMURAI OF THE SOUL: CULTIVATING EMOTIONAL INTELLIGENCE

Length: 60-minute talk, 90-minute talk, or ½ day workshop

Description:

Emotional intelligence (EI) is a vital skill in today's fast-paced and interconnected world. It involves the ability to recognize, understand, manage, and influence our own emotions and the emotions of others. "Samurai of the Soul: Cultivating Emotional Intelligence" is a transformative presentation that draws parallels between the disciplined, mindful practice of the samurai and the modern pursuit of emotional intelligence.

This presentation will guide participants through the core principles of emotional intelligence, using the samurai's dedication to mastery, discipline, and balance as a framework. Attendees will learn how to apply these ancient warrior principles to develop their emotional intelligence,

enhancing their personal and professional relationships, decision-making abilities, and overall well-being.

Through a combination of theoretical insights, practical exercises, and real-world examples, participants will embark on a journey to become modern-day samurais of the soul, mastering the art of emotional intelligence.

Learning Objectives:

1. **Understand the Concept of Emotional Intelligence:**
 - Define emotional intelligence and its five key components: self-awareness, self-regulation, motivation, empathy, and social skills.
 - Explore the importance of emotional intelligence in personal and professional contexts.
 - Recognize the benefits of high emotional intelligence, including improved relationships, better decision-making, and increased resilience.
2. **Cultivate Self-Awareness and Self-Regulation:**
 - Learn techniques for developing self-awareness, including mindfulness and reflective practices.
 - Understand the importance of self-regulation and strategies to manage emotions effectively.
 - Practice exercises to enhance self-control and maintain emotional balance in challenging situations.
3. **Enhance Motivation and Empathy:**
 - Discover ways to harness intrinsic motivation to achieve personal and professional goals.
 - Explore the role of empathy in building strong, compassionate relationships.
 - Develop skills to understand and respond to the emotions of others, fostering a supportive and inclusive environment.
4. **Develop Advanced Social Skills:**
 - Learn communication techniques to navigate social interactions with confidence and grace.
 - Practice active listening and assertiveness to enhance interpersonal relationships.
 - Explore conflict resolution strategies to handle disputes effectively and harmoniously.
5. **Integrate Samurai Principles into Emotional Intelligence:**
 - Draw parallels between the samurai's code of Bushido and the principles of emotional intelligence.
 - Understand the importance of discipline, mindfulness, and balance in cultivating emotional intelligence.
 - Learn how to apply these principles in everyday life to become a samurai of the soul.

Presentation Overview:

Introduction:

- Overview of the importance of emotional intelligence in today's world.
- Explanation of the goals and structure of the presentation.
- Introduction to the samurai analogy and its relevance to emotional intelligence.

Understanding Emotional Intelligence:

- Definition and exploration of the five key components of emotional intelligence.

- Discussion on the significance of EI in personal and professional settings.
- Benefits of high emotional intelligence.

Cultivating Self-Awareness and Self-Regulation:

- Techniques for developing self-awareness, including mindfulness practices.
- Strategies for effective self-regulation and emotional management.
- Practical exercises to enhance self-control and emotional balance.

Enhancing Motivation and Empathy:

- Ways to harness intrinsic motivation.
- Importance of empathy in building relationships.
- Skills to understand and respond to the emotions of others.

Developing Advanced Social Skills:

- Communication techniques for confident social interactions.
- Active listening and assertiveness practices.
- Conflict resolution strategies.

Integrating Samurai Principles into Emotional Intelligence:

- Explanation of the samurai's code of Bushido.
- Parallels between Bushido and emotional intelligence principles.
- Application of samurai principles in daily life.

Conclusion:

- Recap of key insights and takeaways from the presentation.
- Q&A session to address specific questions and challenges from participants.
- Additional resources and tools for ongoing development of emotional intelligence.

By the end of this presentation, participants will have a profound understanding of emotional intelligence and be equipped with practical strategies to cultivate it in their lives. They will be inspired to embrace the principles of the samurai, mastering the art of emotional intelligence to become true samurais of the soul, leading with empathy, resilience, and wisdom.

SELF-IMPROVEMENT

THE KEMPO CHALLENGE: TRANSFORMING UNCOMFORTABLE MOMENTS INTO STRENGTHS

Length: Keynote, 60-minute talk, 90-minute talk, or ½ day workshop

Description:

Growth and progress often occur outside of our comfort zones. However, the fear and discomfort associated with new and challenging situations can hold us back from reaching our full potential. "How to Get Comfortable Being Uncomfortable" is an empowering and practical

presentation designed to help participants embrace discomfort as a catalyst for personal and professional growth. This session provides strategies to overcome fear, build resilience, and develop a mindset that thrives in the face of uncertainty and change.

In this interactive presentation, participants will explore the psychology of discomfort, understand its role in fostering growth, and learn techniques to manage and leverage uncomfortable situations effectively. Through a mix of theoretical insights, practical exercises, and real-life examples, attendees will gain the confidence to step out of their comfort zones and seize opportunities for development and success.

Learning Objectives:

Understand the Psychology of Discomfort:

- Explore the neurological and psychological reasons why discomfort occurs in new or challenging situations.
- Understand the role of the comfort zone in limiting growth and potential.
- Recognize the benefits of embracing discomfort as a tool for personal and professional development.

Identify Personal Comfort Zones and Barriers:

- Reflect on personal comfort zones and the areas where discomfort is most frequently encountered.
- Identify specific fears and barriers that prevent stepping out of comfort zones.
- Use self-assessment tools to pinpoint areas for growth and development.

Develop Strategies to Embrace Discomfort:

- Learn practical techniques to manage fear and anxiety associated with discomfort, such as mindfulness, deep breathing, and positive self-talk.
- Explore methods to reframe discomfort as an opportunity for learning and growth.
- Practice resilience-building exercises to enhance the ability to cope with and adapt to challenging situations.

Cultivate a Growth Mindset:

- Understand the difference between a fixed mindset and a growth mindset.
- Learn how to cultivate a growth mindset that views challenges and setbacks as opportunities for development.
- Develop strategies to foster a culture of continuous improvement and learning.

Apply Techniques in Real-World Scenarios:

- Engage in interactive exercises and role-playing scenarios to practice embracing discomfort in safe and controlled environments.
- Analyze case studies of individuals and organizations that have successfully navigated discomfort to achieve significant growth.
- Create personalized action plans to step out of your comfort zone and tackle specific challenges.

Presentation Overview:

Introduction:

- Overview of the importance of getting comfortable with discomfort in achieving personal and professional growth.
- Explanation of the goals and structure of the presentation.

Understanding the Psychology of Discomfort:

- Detailed exploration of the psychological and neurological foundations of discomfort.
- Discussion on the comfort zone and its impact on growth and potential.

Identifying Comfort Zones and Barriers:

- Guided self-reflection activities to identify personal comfort zones and barriers.
- Use of assessment tools to pinpoint areas for growth.

Developing Strategies to Embrace Discomfort:

- Techniques for managing fear and anxiety, including mindfulness and positive self-talk.
- Methods to reframe discomfort as an opportunity for learning and growth.
- Resilience-building exercises to enhance adaptability.

Cultivating a Growth Mindset:

- Explanation of the growth mindset and its importance in embracing discomfort.
- Strategies to cultivate and maintain a growth mindset.
- Discussion on fostering a culture of continuous improvement and learning.

Applying Techniques in Real-World Scenarios:

- Interactive exercises and role-playing scenarios to practice embracing discomfort.
- Analysis of case studies demonstrating successful navigation of discomfort.
- Development of personalized action plans for stepping out of comfort zones.

Conclusion:

- Recap of key insights and takeaways from the presentation.
- Q&A session to address specific questions and challenges from participants.
- Additional resources and tools for ongoing growth and development.

By the end of this presentation, participants will have a deeper understanding of the importance of getting comfortable with discomfort and be equipped with practical strategies to embrace and leverage discomfort for personal and professional growth. They will leave with the confidence and resilience to step out of their comfort zones and pursue opportunities for development and success.

STRATEGIC PLANNING

CHARTING THE COURSE – NAVIGATING OUR STRATEGIC FUTURE

Length: 7-hour planning session

Description:

In an ever-evolving business landscape, the ability to strategically plan for the future is essential for organizational success. "Charting the Course - Navigating Our Strategic Future" is an

engaging and comprehensive presentation designed to equip business leaders, managers, and teams with the tools and insights needed to develop and implement effective strategic plans.

This session will provide a roadmap for navigating the complexities of strategic planning, from defining vision and mission to setting goals, conducting SWOT analysis, and crafting actionable strategies.

This presentation will delve into the core components of strategic planning, offering practical guidance and real-world examples to help participants understand and apply strategic concepts. Through interactive discussions and hands-on exercises, attendees will learn how to align their strategic initiatives with their organizational goals, adapt to changing environments, and drive sustained success.

Learning Objectives:

Understand the Importance of Strategic Planning:

- Define strategic planning and its significance in achieving long-term organizational success.
- Explore the benefits of a well-crafted strategic plan in guiding decision-making and resource allocation.
- Recognize the role of strategic planning in fostering innovation and competitive advantage.

Define Vision, Mission, and Core Values:

- Learn the importance of a clear and compelling vision statement in inspiring and guiding the organization.
- Understand how to articulate a mission statement that reflects the organization's purpose and direction.
- Identify core values that underpin organizational culture and guide behavior.

Conduct a Comprehensive SWOT Analysis:

- Explore the process of conducting a SWOT analysis to identify strengths, weaknesses, opportunities, and threats.
- Learn how to leverage strengths and opportunities while addressing weaknesses and mitigating threats.
- Use SWOT analysis as a foundation for strategic decision-making and planning.

Set Strategic Goals and Objectives:

- Understand the difference between strategic goals and operational objectives.
- Learn how to set SMART (Specific, Measurable, Achievable, Relevant, Time-bound) goals that align with the organization's vision and mission.
- Develop actionable objectives that support the achievement of strategic goals.

Develop and Implement Actionable Strategies:

- Explore techniques for crafting strategies that address key strategic issues and opportunities.
- Learn how to create detailed action plans that outline steps, timelines, and responsibilities for strategy implementation.
- Understand the importance of monitoring progress and adapting strategies in response to changing circumstances.

Presentation Overview:

Introduction:

- Overview of the importance of strategic planning in today's business environment.
- Explanation of the goals and structure of the presentation.

Understanding Strategic Planning:

- Definition and significance of strategic planning.
- Discussion on the benefits of a strategic plan in guiding organizational success.

Defining Vision, Mission, and Core Values:

- Techniques for developing a clear and inspiring vision statement.
- Steps to articulate a mission statement that reflects the organization's purpose.
- Identification of core values that guide organizational behavior and culture.

Conducting SWOT Analysis:

- Detailed exploration of the SWOT analysis process.
- Interactive exercises to identify strengths, weaknesses, opportunities, and threats.
- Discussion on leveraging SWOT analysis for strategic decision-making.

Setting Strategic Goals and Objectives:

- Explanation of SMART goal-setting principles.
- Interactive exercises to develop strategic goals and operational objectives.
- Techniques for aligning goals with the organization's vision and mission.

Developing and Implementing Strategies:

- Methods for crafting actionable strategies.
- Steps to create detailed action plans for strategy implementation.
- Discussion on monitoring progress and adapting strategies to ensure success.

Conclusion:

- Recap of key insights and takeaways from the presentation.
- Q&A session to address specific questions and challenges from participants.
- Additional resources and tools for ongoing strategic planning and implementation.

By the end of this presentation, participants will have a robust understanding of the strategic planning process and be equipped with practical tools and techniques to chart their organization's strategic future. They will be prepared to define a clear vision, set actionable goals, and develop strategies that drive sustained success, ensuring their organization is well-positioned to navigate the challenges and opportunities of the future.

SPECIFIC FOR BUSINESS ANALYSTS

NINJA DYNAMICS: AGILE STRATEGIES FOR CULTURAL CHANGE

Length: 60-minute talk, 90-minute talk, or ½ day workshop

Description:

One constant thing is change. Change can occur in multiple different ways. It can be a change in resources, environment, processes, and more. However, one area of change that can be exceptionally hard is when you need to change the culture of an organization to produce better results. In order for culture to change individuals (existing and potentially new) need to first understand the existing culture, understand why the cultural change needs to occur, and understand the part they play in the cultural change. In this interactive session, individuals will learn techniques to support and aid in the cultural change.

Objectives:

- Understanding why, and when, cultural change is needed in an organization.
- Tips and techniques on how to implement cultural change. It's a marathon, not a sprint.
- Maintaining the culture created

THE BUSHIDO OF GREATNESS - ELEVATING YOUR TEAM TO HIGH PERFORMANCE

Length: 60-minute talk, 90-minute talk, or ½ day workshop

Description:

In most organizations, there is no lack of work. Historically, there is more work than resources to do it. The trajectory of that will not change our reality to bring us more work. We have adapted to this environment by being more creative in order to produce more with less. A high-performance team can aid in creativity and efficiency. Building a high-performing team does not have to be a daunting task. Once built the empowerment, engagement, and quality of work produced by the team is phenomenal. Even if you are a manager of BAs, leading a BA team indirectly or part of a project team you influence to elevate your team to high performance. In this session, participants will learn:

Objectives:

- Why a high-performing team
- The Evolution of Greatness - Framework for Effectiveness
- Creating a strategic roadmap to achieve high-performance
- How do you know you've achieved a high-performing team?

THE MOKUSO OF LEADERSHIP

Length: 60-minute talk, 90-minute talk

Description:

To lead others, you have to understand yourself first. Business analysts lead in many different ways. Leadership is not just a title of management, leadership is the act, or an instance, of leading. Leading is a skill. A skill that is imperative to be successful as a business analyst. However, to be an effective leader some characteristics should be possessed AND you must understand yourself. In this interactive presentation, we will leverage martial arts concepts to prepare your mind for self-reflection and self-introspection, self-reflection and self-introspection exercise to understand one's self and uncover your layers, creation of a lead yourself execution plan based on the self-reflection and introspection exercises, defining the brand you want to be known by leveraging the lead yourself execution plan, and finally strategies on how to maintain your brand. Once you clearly know who you are, and the brand you want to portray, you can position yourself to effectively lead others and bring forth the business transformations to take the organizations you serve to the next level.

Objectives:

- The Framework
- Preparing the Mind - Mokuso
- Self-Introspection
- Lead Yourself Execution Plan to be the best version of you

THE KATA OF CHANGE - HOW TO FLOW WITH THE UNKNOWN *(Presented Internationally and Domestically)*

Length: 60-minute talk, 90-minute talk, or ½ day workshop

Description:

The one thing that is constant is change. Surviving change can sometimes be difficult. However, not changing is fatal. Projects exist because of change and we are the change agents to get those projects done. This presentation will leverage martial arts concepts to help participants survive through change.

Objectives:

- How to accept change will occur
- How to acknowledge change
- How to understand change
- How to embrace change to move the organization forward to transformations

THE DOJO OF COLLABORATION *(Presented Internationally and Domestically)*

Length: Keynote, 60-minute talk, 90-minute talk, or ½ day workshop

Description:

In martial arts, the dojo is a respected training facility for the art. Everyone has to be respectful to the instructor and their fellow classmates. In the dojo, the students are there to learn the techniques, with precision, so they can be applied if there is ever a need to use it for self-protection. The students have to work together to sharpen their techniques and skills and rely on each other to help them grow in the art. The ultimate goal is that everyone is developing their techniques and skill sets to perform the art to perfection when needed.

The same is needed to effectively collaborate. In order to transform businesses with powerful solutions individuals must work together. The powerful solutions come from the diversity of the team. However, with diversity can come challenges as you are interacting with different personalities, perspectives, and mindsets. However, you must find a way to work together to ultimately reach the goal at hand. By working with each other, such as you do in the dojo, you are sharpening each other and leveraging each other's skills to transform your business.

This interactive session will leverage martial arts, videos, and exercises to demonstrate how to effectively collaborate to build powerful solutions for your organization.

Objectives:

- The Foundation - Building the relationship
- The Culture - How to foster a collaborative environment
- Maintenance - How to maintain the collaborative environment and partnerships built

THE KATA OF RISK - YES RISK CAN BE SEXY

Length: 60-minute talk or 90-minute talk

Description:

In martial arts, the dojo is a respected training facility for the art. Everyone has to be respectful to the instructor and their fellow classmates. In the dojo the students are there to learn the techniques, with precision, so it can be applied if there is ever a need to use it for self-protection. The students have to work together to sharpen their techniques and skills, and rely on each other to help grow in the art. The ultimate goal is that everyone is developing their techniques and skill sets to perform the art to perfection when needed.

The same is needed to effectively collaborate. In order to transform businesses with powerful solutions individuals must work together. The powerful solutions come from the diversity of the team. However, with diversity can come challenges as you are interacting with different personalities, perspectives and mindsets. However, you must find a way to work together to ultimately reach the goal at hand. By working with each other, such as you do in the dojo, you are sharpening each other and leveraging each other's skills to transform your business. This interactive session will leverage martial arts, videos and exercises to demonstrate how to effectively collaborate to build powerful solutions for your organization.

Objectives:

- The Foundation - Building the relationship
- The Culture - How to foster a collaborative environment
- Maintenance - How to maintain the collaborative environment and partnerships built

UNLOCKING YOUR INNER NINJA - BA MARTIAL ARTS

Length: 90-minute talk or ½ day workshop

Description:

Business Analysis and Martial Arts have a lot of parallels. When individuals think of martial arts the first thing that probably comes to mind is fighting. That is actually not the main component of martial arts. Martial Arts is conditioning and using the mind correctly before learning the art. It's a progression and so is business analysis and leadership.

Business Analysis and Martial Arts are disciplines. Both disciplines have a foundation, techniques, skills, and some type of transformation. Each component builds on each other over time. The foundation is the base and without it, the other pieces will not work. The techniques are learned and each discipline has specific techniques that need to be leveraged to perform the work. Then you have the skill. The skills apply the concepts of the techniques. The skill is what demonstrates how well you understand the techniques. Once you apply the concepts then comes the transformation. The transformation is quite powerful depending on how well you executed the other components before it. As I have studied martial arts, I have been able to use everything I've learned in martial arts in my BA and Leadership roles within my organization. I have created a framework that explains the foundation, techniques, skill sets, and transformations of martial arts and business analysis to demonstrate how business analysts can bring forth some phenomenal business transformations.

At the end of this workshop, you will not only learn the parallels of each but have some fun learning martial arts in the process. Who doesn't want to unlock their inner ninja?

Objectives:

- The Framework
- The Foundation - Unlocking the Foundation of Martial Arts and Parallel to Business Analysis

- The Techniques - Understanding the techniques and skills of Martial Arts and Business Analysis and the parallels between the two
- The Transformation - Unlocking Your inner Ninja to produce business transformations.

POLITICAL MARTIAL ARTS

Length: 60-minute talk, 90-minute talk, or ½ day workshop

Description:

How many times have you tried to move a project forward but politics stop you? How many times have you tried to help others make decisions but politics get in the way? How many times have you just been so frustrated with the politics of the organization that you don't know what to do? No matter the line of work, politics occurs. As long as individuals and corporations exist, so will politics. You mustn't let politics get the best of you. Not all politics is bad, but the majority of the time politics has a very negative connotation. Leveraging martial arts concepts to navigate the political waters, especially when deemed negative or challenging, can be extremely successful. The martial arts concepts can help keep you focused on how to interact with those who tend to want to make everything political. This interactive session will focus on the following objectives:

Objectives:

- The Martial Arts Framework
- What is politics?
- What is political martial arts?
- How to navigate the political water

THE JUTSU OF ELICITATION AND DECISION-MAKING

Length: 60-minute talk, 90-minute talk, or ½ day workshop

Description:

Elicitation and Decision Making are some of the most challenging techniques that business analysts have to do. It takes asking the right questions and strong facilitation to get the information you need to ensure powerful solutions are created to meet the business needs and reach the organizational goals. The main reason these techniques are hard is because you are working with people. People have different perspectives, personalities, temperaments, and more. Though it's important to embrace differences it can also be challenging to get work done if there are strong differences of opinion. Sometimes it can stifle the work that needs to be done. Using the martial arts concepts participants will learn:

Objectives:

The Framework - how marital arts concepts can help you elicit requirements and help in making decisions.

- Know Thy Audience - the importance of getting to know not only the people you work with but also the environment in which you are working to help you be strategic in how you approach elicitation and decision-making.
- Elicitation - what is it and how do you do it?
- Decision Making - what are some techniques that can be leveraged to aid in facilitating decisions?

WARRIOR SILENCE: THE POWER OF LISTENING BEFORE RESPONDING

Length: 60-minute talk, 90-minute talk, or ½ day workshop

Description:

We say we listen to what others have to say, but do we really HEAR them? We say we are open to hearing other perspectives, but are we really OPEN? The year 2020 taught us many things. This was a year I'm sure you will never forget. All of us were tested with some of the most challenging situations we may not have experienced in our lifetime, and probably hope to never experience again. Though it was challenging, it was beautiful and amazing to watch the people start sharing their truths, and realities. Though those realities may, or may not be ours, people listened to each other in some respects. There is a difference between just listening, and ACTIVELY listening though.

As a business analyst, one important part of the role is to elicit requirements from stakeholders to understand the business needs, but are you really listening to gain UNDERSTANDING, or listening to RESPOND with your expertise? If 2020 taught us anything, it taught us people want their voices to be HEARD, and so do your stakeholders. So, are you listening to UNDERSTAND or listening to RESPOND?

Learning Objectives:

In this interactive session, participants will learn:

- The importance of listening
- Tips on how to actively listen and what can occur if you do not
- An opportunity to practice active listening
- How to hold yourself accountable to LISTEN and not just RESPOND

THE RECIPE FOR EFFECTIVE CONSULTING

Length: 3-hour workshop

Description:

Every good recipe is made of the right amount of ingredients to ensure the end product is as delicious as possible. When one of the KEY ingredients is off, or even missing, the recipe may not render the same delicious results. Of course, you do have the opportunity to improve and

find ways to improve the recipe better, but there is always a foundation to build off of. In addition to the ingredients, every good recipe has instructions on how to blend those ingredients to produce the end product. How you blend those ingredients can greatly impact the end result. As business analysis evolves so does the role we play. We are consulted for our expertise to help draw out and bring forth business needs to help build transformational solutions. Not only do we need to bring our skills and experience to the table, but we also need to effectively consult to build the powerful transformational solutions needed. There are ingredients to effectively consult, and there are instructions on how to effectively blend those ingredients together to be effective.

In this session, participants will learn:

Learning Objectives:

- What is effective consulting?
- What are the ingredients of effective consulting?
- How do you blend the ingredients to become the consultant the organization cannot live without?
- How to pay it forward to others

PRICING

To book Paula A. Bell Consulting for an event please visit the following link at “[Contact Me](#)” to submit your inquiry and receive detailed pricing information.

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