



MAKING IMMERSIVE

Learning and development workshops

Learning, activated

Options to purchase

Full workshops

Purchase a full workshop that is ready to go.

Workshop categories:

- Organisational Culture
- Team Performance
- Individual Leadership

These workshops will give you breadth to deliver training with an edge in areas where there is always demand.

Workshop Activities

Upgrade your content with stand alone activities, based around specific topics or let us design something unique.

Some examples:

- Sophisticated ice-breaker activities and games
- Profiling tools and debrief activities
- Stand alone activities around topics such as communication, leadership, ambiguity, organisational values, creative problem solving

Learning, activated

Delivering Workshops

Practicals

Capacity: 12 - 50

Duration: 2.5 hours

Location: No fixed location, pop up experience that can be transported in a standard car or SUV

Space: Open room with enough space for guest tables

Furniture: Tables of 6-8 people and chairs for each guest

If possible: Whiteboard or flip charts in the room

AV: Projector + screen or TV & sound

Facilitator requirements

- Set the room and manage AV
- Deliver content and guide learning
- Pack down

Recommended Staffing

- 12 - 30pax = 1 facilitator
- With add on experience = 2 facilitators

What's provided so you can deliver

- ✓ Curated kit with everything you need for each workshop
- ✓ Packing, kit and room set guides
- ✓ Tech support guides
- ✓ Delivery PowerPoint
- ✓ Script and debrief points with step through facilitation guides
- ✓ Curated soundtrack

Example run schedule for an event

09:00am	Pack kits, drive to location (15min drive)
09:15am	Arrive and set the room (30min set time)
09:45am	Guest arrival
10:00am	Workshop part 1
11:15am	15 minute Break
11:30am	Workshop part 2
12:30am	Workshop concludes
01:00pm	Depart after pack down

Learning, activated

Set up **Requirements**

Collateral and technology

Each workshop kit is made up of the following, supporting delivery on day 1.

Kit includes:

- Printed Activation collateral for first workshop + digital print files for ongoing delivery
- Facilitation materials, including everything you may have thought of and everything you might not have!



Licence

Workshops and activities are available for purchase outright. If activities require technology platform, access is included in purchase price.

Licence includes:

- ✓ Access to product and technology platform
- ✓ Help-desk support
- ✓ Training materials
- ✓ Marketing and sales materials

[ENQUIRE HERE](#) to learn more about the product, licensing structure, support system and costs involved

Delivery Timeframe

Once the licencing agreement is signed and deposit paid the kits and technology will usually be shipped within 4-6 weeks with shipping charged at cost.

Re-connecting with organisational purpose

People love working for something bigger! Purpose creates energy in your business and builds a positive culture.

This workshop is designed to activate an organisation's purpose, vision and mission for all members of your organisation. Taking these foundational concepts out of the boardroom and off the staff-room noticeboard, this workshop will focus on dynamically unpacking what your organisation aspires to be for staff, customers, suppliers and as a broader corporate or not for profit.

Learning activations include

- Story building around organisational purpose.
- Connecting individual motivation and 'why' to that of the organisation.

Your team will walk away with

| Understanding of organisational purpose | Behaviours and positions linked to broader mission | Engagement to workplace | Models for aligned decision making | Understanding the importance of relationships with customers and other stakeholders |

'An **activated organisational purpose** shows up in staff engagement, more aligned decision making at all levels and in better customer service'

89 percent of executives believe a strong sense of collective purpose drives employee satisfaction.

Building values based behaviours in the workplace

Strengthening organisational foundations through defining values and bringing them alive in behaviours changing how you work

This workshop will engage teams in exploring what role their organisational values play, creating personal connection to them to ensure they are memorable and useful. From this point the focus will be on what behaviours are going to support the lived realisation of these values day to day.

Learning activations include

- Exercises that link personal experience to values, creating connection and increased understanding.
- Building values stories that exist and identifying opportunities to live them more.

Team will walk away with

| Fundamental understanding of the place of organisational values and why they are important | New or redefined organisational values | Stronger staff connection with what values in terms of behaviours and norms | Identified organisational behaviours against values | Identified opportunities to continue to build your values base |

‘Operationalised values guides workplace behaviour, focus and connection. When staff understand why and how these work the foundations are in place for great workplace culture and productivity’

90% of organisations who have core values never operationalise them. Their staff either cannot recall them or are unsure what role they play in their day to day

Making the **customer experience** extraordinary

Revisiting who customers are and how they interact with organisations in order to build stronger connections through understanding, surprise and delight

This workshop will engage teams in exploring who their customers are, understanding their motivators, influences and most important touch points. Through building empathetic ties to your customers, teams will unpack pain points as well as opportunities to engage them further through surprise and delight.

Learning activations include

- Mapping out customer journeys in a fun and creative way.
- Creating customer profiles and identifying pain points alongside moments of surprise and delight.
- Creatively workshopping ways to increase customer satisfaction along the journey

Teams will walk away with

| Built out key customer personas | Fully established customer journeys |
Identified pain points and opportunities on the customer journey |
Heightened level of empathy and compassion amongst team members |
Action plan to further win over customers |

‘Be **united in your approach** to wowing your customers, creating moments of surprise and delight to win them over for life’

Your customers are your most important asset, but do you know who they are and how to win them over for life?



Discovering human centered design

Human-centered design (HCD) is a creative approach to problem solving, product and experience design that puts people at the centre

This HCD workshop is an intensive, hands-on learning experience that will challenge you to think differently, get out of your chair and out into the real world to talk to people and test your ideas. Participants will leave the workshop equipped with tools and thinking approaches that can be used across industries, sectors, and geographies to generate breakthrough ideas.

Learning activations include

- Practicing using tools and exercises that unlock human centred design in real organisational and fictional scenarios.
- Develop a set of methods and questions that brings innovation back to the end user.

Your team will walk away with

| Understanding the Human Centered Design process | Applying design thinking at all levels | Creative thinking | Practice creative techniques | Creating a culture of rapid prototyping and innovation |

‘Begin to **think differently** to design your ideas that will be fit for this changing world’

Innovation starts by getting close to users and understand what they need.

Building effective teams

Unlocking teams' performance with a new mindset, tools and insights that will take teams from good to great.

This workshop will engage teams in exploring the dynamics at play with the purpose to use insights to move towards change. In building an environment of psychological safety, teams will explore how to approach conflict, tension and accountability.

Profiling tools will break down walls of misunderstanding and provide those ever valuable 'ah-ha' moments to truly move toward effective workplace relationships that will naturally translate into greater productivity.

Learning activations include

- Using team profiling tools and follow up exercises on diversity and the natural strengths within your team.
- Frameworks and exercises to unpack conflict models and hard conversations.
- Creative solution finding to leveraging team strengths.

Teams will walk away with

| New insights into team diversity, strengths and personality preferences |
New awareness about the attributes of high performing teams | Practical approaches to managing conflict and accountability | Your team connecting with each other and identify common purposes within the workplace |

'An **effective team** shows up in productivity, psychological safety and connection. These elements can be built but also must be maintained'

Great teams start with understanding what sets them apart. In exploring **diversity, strengths and weaknesses** alongside strategic team formation you will **improve productivity and output to level up**



Creative problem solving

How teams approach problems in time and resource constrained environments should be a creative AND analytical process.

In an IMB CEO study of 1500 CEOs worldwide their #1 challenge is increasing complexity.

This workshop focuses on the Creative Problem Solving process during a fast-paced, hands-on, minds-on workshop. Combining structured problem solving approaches, agile methodologies and creative ideation processes this workshop pushes the boundaries of how we think and approach complex problems.

Learning activations include

- Profiling tools to understand strengths within problem solving processes.
- Exercises to leverage diversity make up in teams.
- Using new understandings, teams will take on complex and fast-paced problem solving exercises to stretch their mind and team muscles

Teams will walk away with

| Awareness of mindsets and biases | Expanded view of ways of approaching problems | New tools and processes | Creative thinking skills | Stronger appreciation of diversity | New conversations in established teams |

‘Hack how your team and organisation works, pressure testing whether there are **more effective ways of tackling time and resource pressured problems**’

Creative problem solving ensures you generate better ideas, avoid premature judgement and manage stakeholders better to improve the chances of success.



Working with ambiguity

Developing the mindset needed to work effectively in ambiguous environments is one of the greatest skills for the modern workplace.


Dealing with change makes many uncomfortable – but there are tools, techniques and approaches you can use to become more confident when dealing with ambiguity. This workshop focuses on developing the mindset needed to work effectively in VUCA environments (volatile, uncertain, complex and ambiguous). Drawing on theory and examples from the military, psychology and management science, this workshop is a hands on journey into how we think and act when we don't have all the facts.

Learning activation

- Active unpacking of own reaction to ambiguity through profiling and story telling
- Teams are immersed in an ever changing scenario to actively practice adapting to new targets and information

Teams will walk away with

| New perspective on working with ambiguity | Self awareness of mindset | Practical tools and processes | Practice thinking differently | New conversations in teams about working through challenging circumstances |



‘Having a **core toolkit for dealing with ambiguity** is an essential leadership skill to reduce uncertainty and move forward with purpose no matter the circumstance’

Being comfortable and confident in times of change and uncertainty is a skill that will pay off many times over for managers

Enhancing **communication** and **conflict resolution**

Effective communication is a cornerstone to workplace culture, productivity and employee satisfaction.

This workshop will engage teams in exploring communication styles, conversation defaults and response types in order to increase understanding of personal preferences and how they interplay within the other members of the team.

With this understanding teams will work through tools and exercises to reduce conflict points, enhance effective communication and understand frameworks to positive conflict resolution.

Learning activations include

- Immersing participants in activities to demonstrate different communication styles and preferences to increase understanding between team members
- Identify potential areas of conflict and difference between team members through communication exercises

Teams will walk away with

| Completed individual communication style profiles | Matrix of team communication styles | New insights into personal communication defaults and blind spots | Frameworks for effective communication and feedbacks |

‘To **effectively communicate**, we must realise that **we are all different** in the way we perceive the world and use this understanding as a guide to our communication – Tony Robbins’

Holding space to **understand** what it takes to **communicate well** within the workplace is a **vital element** in moving teams forward in all areas

Finding your leadership style

LEADERSHIP

Fostering leadership at all levels of organisations is one of the best investments companies can make in driving long term performance.

What is leadership? Great leaders drive the vision and values of the company while, at the same time, keeping day-to-day activities in check. That's because great leaders are more than managers. They're inspirational, encouraging, and empathetic. This workshop focuses on facilitating the discovery of individual leadership styles that can be fostered and developed at any level.

Learning activation

- Individual profiling to understand personal leadership styles
- Creative simulations that showcase leadership styles and skills that need to be developed

Individuals will walk away with

| Awareness of leadership strengths | The opportunity to lead at all levels | Personal development goals | Appreciation of diversity | Greater understanding of leadership vs management |

'Build **leadership skills, areas of strength** while becoming aware of personal blind spots and areas for development'

89% of new management hires admit they don't have the full set of skills or knowledge required to do their jobs

Executive Board Recruiting Roundtable

Foundations of emotional intelligence

Emotional intelligence is a skill. And like any other skill you can get better at it with training and practice.

This workshop is a great foundation in foundations of emotional intelligence: self-awareness and self-regulation. Built on personal reflection and an individual skills review this workshop focuses on unlocking new ways of thinking about personal growth and interactions with others. Drawing on the latest research and theory, participants will leave with new drive and practical insights to continue to build more EQ to then be able to support others in their team. A perfect way to re-ignite team discussions around how to work and grow together

Learning activations include

- Identifying where EI exists in the world
- Workshopping personal toolkits to identify base line responses and self-regulation

Individuals will walk away with

| Greater staff self-awareness | Impetus to grow and learn | Practical tools and approaches | New language for articulating needs in the workplace | Awareness of individual differences | 2 core EQ skills |

‘A strong emotional intelligence impacts personal growth and interaction with others. Fostering this skill impacts workplace culture and productivity. Anticipating the needs of others will set your team up for success’

90% of top performers have high EQ, a capacity that can be cultivated to be a huge organisational advantage

Dr Travis Bradberry



Building adaptive leadership

Being able to work effectively and consciously with a range of people and circumstances is the art of adaptive leadership.

This workshop focuses on how individuals can practically adapt communication, decision making and project management based on insights about self and others. Building on leadership and emotional intelligence foundations this workshop steps beyond the individual leader to challenge mindsets around working with diversity and stress.

With a range of hands on exercises, case studies and practical tools this workshop is guaranteed to get people thinking differently about how they work with others and build great adaptive leadership skills over time.

Learning activations include

- Exercises and simulations that showcase individual cognitive bias, practicing mitigating strategies and awareness of others perspectives, experiences and needs.

Individuals will walk away with

| Awareness of the importance of being able to adapt style and preferences
| Tools to diagnose differences | Insights on habits and blind-spots | New approaches to tailoring communication and interactions | Practical tools to guide development |

‘Step beyond the individual leader to consider how leadership impacts others, can challenge mindsets and leverage diversity and stress’

Adaptive leaders use their strengths and high EQ to tailor how they work in ways that unlock the potential in others



Negotiating with confidence

Building practical skills that will help individuals negotiate with confidence and clarity .

This workshop will engage participants in exploring what it takes to negotiate successfully. In exploring styles and frameworks this workshop will demystify the negotiation process. By practicing these skills and tactics the learnings will be embedded within your group so when they are facing their next negotiation challenge, success will be at their fingertips.

Learning activations include

- Negotiation simulations that are fun, simple and ever changing.
- Deep dive into personal negotiation styles to leverage strengths.

Individuals will walk away with

| Clear negotiation framework to use | Greater understanding of types of negotiation and what style to use | Stronger staff confidence in negotiating within and external to organisation | Practicing tactics and maximising outcomes that matter |

‘Overcome **assumptions about negotiating**, with new skills and confidence you can negotiate your way to success’

With the **right framework** and simplifying the process, anyone can walk away with **new found confidence in negotiating effectively**.

Example Marketing copy

Ever yawned your way through a learning & development session... then forgotten everything by the next morning? What's the value in teaching great content if it's quickly forgotten? These workshops activate the learning process to bring exceptional content to life, for knowledge retention that transforms into action.

We're the antidote to boring events and forgotten training, delivering serious results, in a seriously entertaining way. With programs founded in science for experiences that are anything but textbook.

Many learning and development programs focus on top-notch content but few consider how to ensure that fresh knowledge is retained. By matching leadership, learning and laughter to activate the learning process, our programs engage your people with unique development experiences to embed knowledge, delivering more value for your investment.

Through a proven, evidence-based approach, our programs transform layers of important information into knowledge that sticks.

Standard training teaches, but activated learning embeds by building personal connections to engaged content, creating 'aha moments' with peer learning and personal discovery.

This is where our facilitation methodology comes to the fore. With story telling, a strengths-based approach, dynamic workshop exercises and social learning, this is a proven and fresh approach that will drive real outcomes for your team.

Armed with practical tools, your people will walk away with insights into their own strengths and weaknesses as well as a formulated path to further learning.



Optional team building simulations

Use one of these team building simulations to implement learning straight away and provide sticky stimulus to debrief workplace skills.

Teams will form stronger connections through completing a totally different team challenge that will require them to use the skills and learnings from their workshops straight away.

This is a chance to hit some team building goals alongside learning. By engaging in a fictional simulation that is totally outside of the work norm, teams will be swept up in a fun and purposeful learning opportunity.

These simulations will require teams to use the skills any team needs to have a healthy and thriving workplace.

This is a chance to practice those foundational skills that lead to organisational performance in a way that is fun, different and will provide an extra point of connection by doing something out of the ordinary.

These will have participants talking and laughing for hours afterwards, cementing the engaged learning they have just experienced.

