

Lunch 'n Learn Topics



What's the big idea?

Short, entertaining, informative, and refreshing. These 45-90 minute presentations can be conducted over lunch (or breakfast) for small to large groups. This is the most efficient way to get everyone inspired, motivated, and equipped with a valid set of tools to really make a difference!

- ★ Understand the key principles of what makes cross-functional teams work from research and experience.
- ★ Participate in a joyful and creative exploration of team-working.
- ★ Appreciate the strengths of teams and their participants.
- ★ Recognize personal attributes for building collaboration.
- ★ Engage in meaningful, energizing, and insightful dialogue to help create a template for what team collaboration might be.

Choose from the following topics:

RESILIENCE

Good leadership requires *endurance* - people who can "stay the course" and keep their teams on purpose and at the same time avoid "burn out".

What you will learn from this topic:

- 🎧 Recognise the seven factors of "resilience-ability" for wiser management of stress, uncertainty and crisis.
- 🎧 Take the 'RQ' test to find your relative strengths and limitations on these seven factors.
- 🎧 Develop strategies to enhance your personal, organisational, and career endurance
- 🎧 Management techniques that prevent "burn out" and facilitate enduring performance
- 🎧 Learn and practice techniques for wise management of stress at work and at home.

INNOVATIVE INTELLIGENCE

Good leaders inspire and support constructive innovation. You can innovate right where you are with the people you've got.

What you will learn from this topic:

- Recognition of the distinction between innovation and creativity and the context for innovation.
- Understanding the Rational-Experiential model and how to foster global constructive thinking for innovative problem solving.
- Appreciation of the neuroscience of decision making and how to overcome some of the "software flaws" of the brain in order to make good decisions.
- Developing an effective template for operationalizing innovative thinking and decision making for your team.

MANAGING CHANGE

The only constant in life is *change*. How you successfully manage change for yourself and your team is vital to your achievement of strategic directions.

What you will learn from this topic:

- Identification of the seven typical resistance-to-change behaviours and how to overcome them.
- Understanding the Cycle of Change model and how to motivate others to move in the direction of desired change.
- Recognition of the four "languages of change" and how to transform the way we talk in order to change the way we work together.
- Discovery of the characteristics of change resistance within your team and exploration of ways to open up dialogue and create more collaborative decision-making.

WISE DECISION MAKING

If there is one salient message to come out of the global financial crisis, it's that no organisation is infallible. Wise decision-making not only helps organisations to survive in tougher times, it helps them prosper when good times resume.

What you will learn from this program:

- 🎯 Understand typical 'irrational' elements that influence your decision-making.
- 🎯 Harness these elements to make better decisions and influence the decisions of others.
- 🎯 Recognise how your own moral compass positively impacts your decisions, and how this can help you during stressful times.
- 🎯 Review how you've made wise or foolish decisions in the past and how to apply this experience to making wiser decisions in the future.
- 🎯 Practice a six-step process for solving difficult decisions and dilemmas (e.g. "Which members of my team should I invest in?" "Should we invest in new product development or continue to manage costs?" "Should I make some suggestions about some failing processes in the organisation, or should not bother anyone and protect my job?").

TEAM WISDOM

Working effectively in teams is crucial to the success of business and government agencies alike. Managing to get high performance from teams depends not just on technical or administrative skills, but also on *team-communication* skills.

What you will learn from this topic:

- 🎯 How to identify the five critical team KSA's (Knowledge, Skills, and Abilities) and how to harness them for better team performance
- 🎯 Recognize and distinguish the dynamics of low, medium and high performing teams.
- 🎯 A framework for determining your team's positivity/negativity ratio for better performance.
- 🎯 The four stages of team development and techniques for leading your team through to the final and most productive stage.
- 🎯 The eight strategic issues that must be addressed for your team to achieve high performance.
- 🎯 Strategies for overcoming problems with the way team members work together (such as, groupthink, social loafing, scapegoating, and conflict).

AUTHENTIC LEADERSHIP

Capable leaders are required to demonstrate integrity, awareness and self-management, and to cultivate productive relationships. How do they do this? By discovering the most appropriate leadership style to apply to each team member in each situation. This is *wise leadership*.

What you will learn from this topic:

- 🎧 Techniques for consistent wise decision-making for you and your team.
- 🎧 Identify your 'authentic' leadership style and how it will positively influence your team's performance.
- 🎧 Recognise the six principles of 'phronetic' (practical wisdom) leadership, and how to use these principles to build a sustainable work culture.
- 🎧 Understand the measurement of wisdom to identify potentially foolish actions and prevent damage to your company's reputation.
- 🎧 Practice the FORMat dialogue method for building resourcefulness and personal responsibility in your team.

YOUR PRESENTER



Peter Webb is a *Wisdom Psychologist!* He is Co-Founder and Principal of ITC, a Sydney-based training, consulting, and coaching provider. And He is also a Facilitator for Chifley Human Capital - part of Chifley Business School, and an Associate Program Director at the Mt Eliza Executive Education Centre - part of Melbourne Business School.

Peter is a Member of the Australian Psychological Society (APS), the Society for Coaching Psychology, and the University of Sydney Coaching and Mentoring Association.

He holds a Masters Degree in Applied Science (Coaching Psychology) from the University of Sydney, a Bachelor of Naturopathy Degree from the Australian College of Natural Medicine, and a Bachelor of Economics Degree with Honours in Organisational Psychology from the University of Queensland.

Clients

Peter has provided training, consulting and coaching services for a range of clients such as: The Sydney Institute of TAFE, Office of the Motor Accidents Authority NSW, CSIRO, Charles Sturt University, The Hunter Institute of TAFE, Landcom (NSW), South East Sydney and Illawarra Area Health Service (SESAHS), Clayton Utz, Colonial First State, The Federal Court of Australia, Insurance Australia Group (IAG), Landor Associates, Alleasing Finance Australia Limited, the Australian Department of Defence, ABN Amro, AusTrade, PricewaterhouseCoopers, Centrelink, Ernst & Young, The Health Insurance Commission (NSW), and the Commonwealth Bank.