

Leadership Development

The Art of People Leadership

Your organization has the opportunity - and responsibility - to grow and develop employees as you collectively journey toward company milestones. How do you embrace and unleash the full potential of your leaders to achieve organizational success while maintaining both focus and balance?

Through leadership development opportunities that align to core values, we'll help you create paths to success that celebrate discovery and growth, while positioning talent for tomorrow's needs.

At **humanworks**, we do this through leveraging "The 8," eight spectacular human qualities we all share. Our proven process for elevating leaders at all levels of the organization weaves The 8 into engaging workshops and critical thinking exercises, resulting in leaders who can confidently lead and grow thriving teams with purpose.



Bring Work to Life for Your Team

humanworks partners with organization leaders to create opportunities where employees at all levels can learn and grow both personally and professionally. Our workshops inspire and enable connectivity and spark momentum across all facets of business.

Let us creatively develop an engagement for your team that amplifies organization values and energizes relationships. Topics include:

-  Activate Your Instinct: An Introduction to Kolbe
-  Authoring Personal Core Values
-  Defining Unique Abilities
-  Well-Being for Leaders
-  The Five Dysfunctions of a Team
-  The Ideal Team Player
-  The Content Leader
-  Leading in a Diverse World
-  Building a Gratitude Practice
-  The Power of Questions

Workshops range from 90 minutes to full day sessions. We recommend limiting to 20 participants each to allow for meaningful interaction. Session descriptions can be found on the following page.

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Leadership Development Offerings

Activate Your Instinct: An Introduction to Kolbe

Leverage the innate instincts of your employees to improve business results. We help you apply the principles of Kolbe Wisdom™ to build employee confidence, improve productivity and strengthen teams. **humanworks** will engage employees in the Kolbe A™ Index and facilitate an interactive workshop that brings the power of Kolbe Wisdom to life and makes it tangible for all participants.

Authoring Personal Core Values

Elevate confidence and develop deeper connections with your employees through defining personal core values. We lead a workshop that helps individuals define their values and explore how they align to the values of your organization. Participants will end this engagement with the foundation for their set of personal values and be able to apply them at work, at home and at play.

Defining Unique Abilities

Ensure the right people are in the right roles. We lead a workshop that helps your team define their individual Unique Abilities, helping them achieve their best work and accomplish more by focusing on their ultimate strengths. The critical thinking and reflection done through this exercise can also be used in the performance management process.

Well-Being for Leaders

Establish a balanced, energizing environment through refocusing your leaders on well-being and community. This workshop is based on **humanworks'** Leader Well-Being Self-Assessment and focused on creating action and accountability.

The Five Dysfunctions of a Team

To reach your organization's goals, your people must trust each other, understand how the other members of the team work and commit to your vision. This workshop is designed to teach the concepts of Patrick Lencioni's *Five Dysfunctions of a Team* model and apply them to real team challenges. Through a Team Assessment, reflection and discussion, **humanworks** will dive into the heart of teamwork and help you set a course for success.

The Ideal Team Player

A follow-up to The Five Dysfunctions of a Team workshop, this session builds on the three indispensable virtues of a team player. **humanworks** guides team conversation around Patrick Lencioni's *Ideal Team Player* framework and facilitates brainstorming around applications for your organization's hiring, recognition and employee growth practices. An individual assessment completed during this time will also guide future actions and boost accountability.

The Content Leader

Leaders of the future must move forward courageously and not falter in the face of rapid change or seemingly insurmountable obstacles. During this session, participants will learn how profound strength is found in the unexpected practice of contentment. We'll lead exercises in vulnerability, break through the "failure factors" and explore the **humanworks** Leadership Contentment Survey.

Leading in a Diverse World

Leaders must embrace the value of diversity and create environments that model empathy, seeking first to understand and free employees to be their true selves. During this session, participants will practice a model for being part of and leading diverse teams with openness and curiosity.

Building a Gratitude Practice

Take a moment to meaningfully pause. Learn and discover the value in building a gratitude practice as we share 10 gratitude principles that can change your life and form a foundation for your future outlook. Participants will leave with a new perspective and immediate actions to take.

The Power of Questions

Successful teams rise to the challenge of each day by questioning together, and great leaders know that nothing unlocks possibility like asking the right question at the right time. Learn how to ignite a culture of questioning that will lead to the discovery of opportunities, greater autonomy and stronger interpersonal relationships.