THE ADAPTIVE ORGANIZATION AND THE IMPORTANCE OF PROFESSIONAL DEVELOPMENT

Change is a constant in today’s organizations, and people running those organizations need to know how to develop a culture that is agile and responsive. Key to that is encouraging people to drive organizational change by creating an environment where they can seek out new opportunities and new challenges. People must be developed for the future so that they can drive change. The organization should not define what people do. People should define what the organization does.

DISRUPTING SIMILARITY BIAS

This 20-minute talk gives an overview of what similarity bias is, why it is toxic, and why it is so important to recognize it in ourselves. We are all guilty of similarity bias. It’s not a matter of being cured of it, but rather to understand it and keep ourselves from making unjust decisions where bias has clouded our understanding of a situation. In this way we can foster more inclusive, productive, and effective teams and organizations.

THE FOLLOWERSHIP FALLACY

The concept and competency of followership has been around for quite a while, but how it relates to leadership is murky. “The Followership Fallacy” looks into just what followership is supposed to mean, why the term is used, and some good reasons why you may want to avoid using this competency at all. Along the way we will also take a look at what it means to be a “good” leader.

LEADING WITHOUT FORMAL AUTHORITY

This talk is designed for anyone who finds themselves in one or all of the following situations:

1. You’re required to manage the workloads of people who do not technically report to you
2. The person or people you report to need your insight and expertise but they’re not listening
3. You would like your thoughts, ideas, and concerns to carry more weight on your work team
4. You have discovered that your title isn’t enough to get the folks reporting to you to do what you need them to do

All of us at some point are likely to find ourselves in a situation where we need other people to take certain action. Sometimes we have the weight of title or hierarchy on our side and sometimes we don’t. This course teaches you how to be highly effective at influencing up, managing peers, and helping colleagues (and friends and family) move in the right direction.
MECHANICS AND NUANCE OF PUBLIC SPEAKING

This talk discusses and challenges some of the conventional principles of public speaking and provides insights on less familiar aspects of this powerful and important discipline. Participants will leave the course with a framework for understanding what constitutes effective public speaking and presenting, as well as clear guidance for how they can continuously improve their own skills. Exercises in this course have the beginning public speaker in mind.

Those who have a fear of public speaking are encouraged to attend. While practicing public speaking is the most important exercise for becoming a public speaker, this class is designed for those who are interested in a class that does not require participants to speak publicly during the class.

MEETING EFFECTIVENESS

Whether you're running a meeting or attending a meeting, this course provides you with important insight into how you and your team can most effectively use the time spent in meetings. Learn important concepts and tools for understanding why some meetings fail and others succeed.

PROJECT MANAGEMENT BASICS WORKSHOP

Projects Management Basics teaches participants how to apply the elements of project management that are most useful for knowledge workers. Project management can be a highly complex endeavor, but in many industries just knowing a few basic principles can make a significant difference in how successfully an organization accomplishes its operational and strategic goals. Project Management Basics provides brief overviews of both traditional and Agile project management principles, and gives leaders and their staff a solid understanding of how to manage projects for the way they work. This event can be run as a workshop where participants work on actual projects.

SELF-LEadership

Self-leadership is about taking control of what we need to achieve. Before productivity tips and tricks can be of any real value, we must understand behavioral and cultural influences that affect how successful we are at accomplishing what we set out to do.

Self-leadership is a series of 6 2-hour classes that incorporate research, anecdotes, and introspective exercises to illustrate and examine how our actions and pre-conceived notions may be keeping us from being as productive and successful as we would like. Self-leadership teaching critical thinking, decision-making, problem solving, prioritization, and many other skills that will help you realize your potential.
THINKING STRAIGHT

Ten concepts and theories on thinking and productivity distilled in one hour and one very big, very messy chart. Join Emil Kresl as he diagrams live the productive thinking process. Having trouble thinking straight? Bombarded by distractions that are keeping you from having a single clear thought? Wondering why you’re getting less productive the harder you try to be productive? Always wondered how some people are able to get so much done and learn so many new things while seeming to be so in control? Having trouble explaining to your colleagues, friends, and family that being overly busy is not healthy or productive? Register for this short course and get some answers fast.

VALUES WORKSHOP: DEFINING AND APPLYING YOUR VALUES

While articulating your values can help customers and other organizations understand who you are and how you operate, they are about much more than marketing and branding. Values should be highly challenging and regularly applied to how the work gets done. Discover and articulate your organization’s values and how to apply them in a way that will allow you to work as a healthy and productive team. This workshop explores how applying values to how you approach your work can improve collaboration and increase the likelihood of realizing your desired results.