



GATHER: Organizational Development Options

Valuing Differences

Organizations create a competitive advantage when they build an inclusive environment that makes the most of people's diverse experiences, ideas, and talents. A first step is exploring your own and others' unique perspectives, understanding and leveraging inherent differences, challenging devaluing behavior, and respecting everyone's differences.

Navigating Beyond Conflict

The differences people bring to the workplace can promote tremendous creativity and innovation. When those differences escalate to discord or disputes, morale and productivity can suffer. Reduce the cost of conflict by recognizing the warning signs and taking action to defuse strong emotions, keep the lines of communication open, and build trust.

Mastering Emotional Intelligence

The workplace sometimes can be intense, full of competing demands and expectations on your time, talent, and patience. In such a setting, is there room for emotion? Is it even appropriate? This course will familiarize you with the emotional side of work – including how to recognize it, when to use it, and how to manage it, and what benefits practicing this singular form of intelligences has for you, your team, your peers, and your organization.

Crucial Conversations

This 1-hour workshop will provide you with materials and information about the need for having crucial conversations and steps to handle these interactions effectively. Crucial Conversations provides high-leverage skills for effectively holding conversations where there are high stakes, opposing opinions, and strong emotions. You may be familiar with the book, *Crucial Conversations: Tools for Talking When Stakes Are High*, by Patterson, Grenny, McMillan and Switzler.

Fostering Innovation

People are at the heart of sparking innovation for every organization. How they ignite and fan the flame might be a matter of personal style, but there are four proven practices to fuel the effort. As you master them, you will learn to seize opportunities to innovate, and you'll build the kinds of robust, out-of-the-box ideas that will inspire others and drive your organization forward.

Developing Yourself

Development is critical to preparing for future career opportunities and using your talents to the best of your ability. This practical process guides your development efforts so that your plans support you and your organization's current and future business needs.

Super-Power Your Network

Networking is the art of making purposeful connections. Being purposeful means being aware of who you know today and whom you need to meet to enlarge your network. This course provides some helpful tools on building your various networks and why having networks is so important.

Declare Your Brand

Logos and brands can be very powerful. A brand statement is a promise of the quality of goods or services a business has to offer. A brand declares an image that evokes emotions and makes connections with others. Declaring your personal brand shares the impact you have on those who work with you and the unique experience that comes from working with you. In this course you will learn more about personal brands and begin to write your own.

Embracing Change

If there is one constant in the world, it is change. Most people experience distinct phases as workplace changes unfold and need help tackling and overcoming the challenges change presents. Your ability to embrace change and adapt to it - your Change IQ - can be a gateway to success for you and your organization.

Fail Forward

Powerful learning comes from failing. Once we view failure as a learning opportunity, a chance to reflect and try again, we transform the word "fail" from something that can paralyze us to something that can empower us. Through a review of both fixed and growth mindsets, we will learn some useful ways to fail forward.