



Twin Oaks Guest Ranch **Professional Development**

1. Discover Your Creative Edge

In this workshop session participants will work individually and collaboratively to identify and remove creative blocks. This process will create the clarity they need to take meaningful action right away. In this empowering workshop the participants will hear inspirational true stories about the process of personal development. It will inspire them to adopt a creative mindset by teaching them the tools they need to access creativity at any moment. We will discuss topics such as fear, self-doubt, stress, awareness, personal narrative, energy, connection, vibration, mindset, health, habits, community, belonging, trust, joy and love and how they impact our ability to lead. This workshop will allow the participants to relate to themselves in a new way, to see themselves with more grace, and inspire them to believe that their ideas are

2. Storytelling using Abstract Art Techniques

In this workshop participants will use a custom creative process to tell their story visually with abstract art techniques. They will be guided through a multi-step exercise to express their personal story with paint. Beth leads participants through a series of steps to create a space specifically for creative expression. Through these phases Beth will inspire participants to tell their story using line and color to represent movement through space. Specific techniques discussed are gridding, line drawing, choosing colors, mixing colors, painting in layers and intuitive painting. Participants will paint their story and leave with a finished fine art piece that represents their unique narrative and creative expression.

3. Leadership in “The New Normal”

While everyone seems to be talking about “The New Normal”, does anyone know what this will actually be? Regardless of how it plays out, you need to prepare for post-COVID as an executive and leader. This workshop begins with the concept of scenario planning, which is a valuable tool for identifying the optimal future strategy. Participants will develop these for their own organization, using templates provided by the facilitator. Group interaction will ensure that the final output is as useful as possible.

In addition, participants will learn to appreciate the key leadership traits needed to drive success after we emerge from the pandemic. These are not necessarily what they were in the past, so understanding them can be a substantial difference-maker going forward. Based on the results of a self-assessment provided in this workshop, each attendee will create a Leadership Development Roadmap that documents their best path for personal growth. By using this, participants will significantly enhance the likelihood of succeeding

in whatever “The New Normal” will be.

4. Building an Adaptable and Resilient Culture

Now more than ever, organizations must be able to adapt, or the consequences are dire. One need only consider the fate of Blockbuster Video or Eastman Kodak as vivid examples. For today’s leaders, it is imperative that the organizations they manage are capable of adjusting to changing market conditions, aggressive competitors, an evolving multi-generational workforce, and disruptive new business models. The challenge: It is human nature to resist change. This can make it difficult for leaders to instill a culture that is conducive to long-term success.

This workshop is based on the premise that successful companies will need both the mindset and the skills to navigate today’s dynamic business environment. Participants will learn a proven, step-by-step process for developing these capabilities within the entities they lead. Working as a team, they will create an actionable, measurable roadmap by which to build the adaptability and resilience that often make the difference between “good” and “great”, or in some cases even survival. The Importance of Strategic Thinking

In his classic work *The Art of War*, Sun Tzu states that “Tactics without strategy is the noise before the defeat”. This is certainly just as applicable to the business world as it is to military conflict. Especially today with so much global unpredictability and limited resources, few if any organizations can afford to make the wrong investment decisions. The need for sound and intelligent strategies is therefore more important than ever.

Many leaders express concern that there is a lack of strategic thinking expertise within their organizations. This is due to several factors, one of which is that these employees have never been trained to develop this ability. It is a mindset and a skill, so this workshop focuses on straightforward, step-by-step processes for developing both. Participants will learn what strategic thinking actually entails and how to identify and evaluate multiple alternatives. They will also be given specific insights that will facilitate successful execution once strategic decisions are made. The teams will apply these to their own environments, thereby providing them with a practical real-world outcome.

5. Emotional Intelligence: What It Is and Why It Matters

Extensive research has been conducted in this area, and the consistent finding is that a person’s Emotional Intelligence is roughly four times more important for their success (both personal and professional) than their IQ and job skills combined. Furthermore, it is increasingly cited as one of the most valuable of all leadership qualities. Everyone is born with a base level of Emotional Intelligence, known as Traits. The second aspect is Abilities, which anyone can improve if they make that a priority. Such an effort results in the greater success noted above.

This workshop explains in detail what Emotional Intelligence entails, especially as it pertains to the workplace. Participants will be given a brief self-assessment tool to gauge their current level, helping them identify their relative strengths and weaknesses. The insights provided will enable them to create a personal development plan for enhancing their own capabilities in this vital area. In addition, they will be given real-world scenarios to increase their understanding of how to apply Emotional Intelligence

in a variety of situations.

6. Re-Energizing Your Team

The level of employee stress and burnout is at an all-time high, due of course to the pandemic. Conscientious leaders are very worried about the effects of this, as well they should be. One of the main consequences is apathy, which correlates with a loss of energy and motivation. Many executives cite this as a major concern going forward. It is risky to assume that people will automatically return to their former level of productivity and commitment once we emerge from the COVID world. Leaders need a plan for how to ensure that they do, and this requires a thoughtful assessment of their working environment. The participants in this workshop will proactively address the challenging situation by determining the areas that will have the greatest impact on re-energizing their staff members. In teams, they will then identify specific initiatives to maximize the likelihood of a successful restoration of previous performance levels.

7. Your Brain on Threat

John Medina, author of Brain Rules, says “threat is as debilitating to the brain as arthritis is to the body.” The greatest one thing we can do for ourselves, our teams, and our families is to recognize and minimize threat. Learn specific ways threat impacts the brain, the top 10 threats in the workplace, and strategies for turning threat into opportunities.

Participants will:

- Learn 3 Big Deals about the brain
- Discuss specific ways threat impacts the brain
- Discover the top 10 threats
- Identify specific strategies for minimizing the negative impact of threat

8. Intelligent Productivity: Work Smarter, Not Harder

Smarter choices equal better performance, better decisions, and better relationships. Most American workers suffer from information overload. The result is we make poor decisions, communicate poorly, suffer from stress-related illnesses, and compromise our relationships. Let's get more intentional in the way we think, manage resources, communicate, resolve conflict, and build our social networks.

Participants will:

- Discover the habits of high performers
- Discuss ways to leverage four critical times of the day to improve productivity
- Explore a variety of productivity tools and templates

9. Five Steps to Focus

How do we create more FOCUS in a distracted world? Much like a building muscle, creating focus is intentionally combining both science and strategy. By studying the brain and habits of high performers, we can build the focus muscle to increase performance and decrease overwhelm.

Participants will:

- Learn the part of the brain responsible for focus and ways it can be hijacked
- Discover common habits of high performers
- Receive practical suggestions for creating and maintaining focus throughout the day

10. One Page Roadmap

High performers set goals, review those goals on a daily basis, and make sure that their beliefs and actions support those goals. The One-Page Roadmap leads participants in setting goals in 7 areas: biological, mindset, social, material, presence, spiritual, and custom ...all on one page for easy reference.

Participants will:

- Set goals in seven areas essential to overall wellness and happiness
- Create a one-page visual for easy reference
- Discover how to align beliefs and actions with desired results

11. Habits of High Performers

High performers set goals, review those goals on a daily basis, and make sure that their beliefs and actions support those goals. The One-Page Roadmap leads participants in setting goals in 7 areas: biological, mindset, social, material, presence, spiritual, and custom ...all on one page for easy reference.

Participants will:

- Set goals in seven areas essential to overall wellness and happiness
- Create a one-page visual for easy reference
- Discover how to align beliefs and actions with desired results

12. Discovering My Leadership Strengths

You are uniquely wired. Learn how to leverage that power. In this workshop you will unlock your team's potential by discovering the unique strengths – that only you can bring to your team.

Using the CliftonStrengths™ tool, you and your team will have “aha” moments as you

experience new ways to understand what makes you unique and what can make your team uniquely dynamic.

With knowledge, comes POWER. This retreat experience will teach you how to apply your strengths in a way that adds VALUE and competitive advantage to others.

13. Leading Hybrid Teams

This “new normal” requires a new skill set for leaders. The skills of clear direction, constructive feedback and engagement take on new meaning when the team environment is not in one physical space. Belonging, connection, results, growth must be reframed for every team player.

This retreat experience will equip you with a mindset and approach that ensures clarity and shared understanding with your team when physical distance separates you.

14. Communication DNA: You, Me and Our Team

What if every person on your team communicated to the greatest effectiveness and efficiency? Communication is one of the most powerful skills that drive successful teams. Imagine the power your team can experience when communication skills are honed and focused.

This retreat experience will help you discover your unique communication style as well as your team composite. Learn how to leverage those strengths in a way that creates greater effectiveness and efficiency with each other and everyone you interact with.

*Note, this experience includes pre-session assessment that takes approximately 15 minutes to complete. Results are shared during your retreat session.

15. 360 Degrees of Influence

As a leader, wouldn't it be great to know what you do well and the small degrees of change that would make your leadership even stronger?

You have the power to influence every relationship around you – your team, your peers and your leaders. Because those relationships are different, it's important to have feedback from each perspective.

Through a simple tool, you can receive a holistic view of perspectives from yourself and others to discover the behaviors that drive positive influence.

This retreat experience will equip you with a powerful action plan to hone your interactions and ultimately impact your goals

16. Storytelling Skills for Leaders

Whatever message you want to convey, the key to your peoples' heart is a story!

Our lives are full of stories: stories about what we have done, what we are doing, or what we are going to do.

For business leaders, the power of storytelling is a key leadership skill, one that is often underestimated. It is a powerful, vital communication tool that can engage and motivate your people, as well as unlock their potential.

This retreat experience will unlock your potential to communicate powerful concepts to your team in a way that influences and connects the messages that matter.

17. Influencing Personalities

The ability to influence others in order to reach your goals is one of the top three skills that new leaders seek to develop. Whether you have authority over the other person, are their peer, or have a need to manage up more effectively, having the skill to persuade others is a game changer.

In this 90-minute workshop, you'll:

- Gain knowledge about the different personality styles and more importantly, how they prefer to be influenced.
- Practice influencing different styles through case studies
- Be coached on how to influence your most challenging person

*Pre-work: Influence Style Indicator assessment

18. Let's Be Clear

"Seek to understand before being understood" is what this 90-minute workshop is all about! If you want people to hear you, then you first have to show them that you are fully engaged in what they have to say.

In this 90-minute workshop, you'll:

- Practice a listening exercise which has you listening for facts, feelings and values, then
- Practice a feedback method which further assesses, challenges, and supports in a clear and concise manner your recipient's impact on... and sets clear performance expectations.

19. Reframing and Resolving Differences

Conflict occurs when an individual or group feels that other individuals or groups have frustrated, or are about to frustrate, their plans, goals, beliefs, or activities. So, the conflict starts with an assumption that you or the other party made – an assumption that first needs to be reframed, then resolved.

In this 90-minute workshop, you'll:

- Review your DiSC Conflict Profile in order to reframe a conflict you've had with someone, then
- Practice an approach to open dialogue with the other party that will bring you to actionable agreement.

*Pre-work: DiSC Conflict assessment

19. Five Behaviors of a Cohesive Team

Wiley Workplace Learning Solutions and best-selling author Patrick Lencioni worked together to create a team development program with a simple goal—to improve team effectiveness and productivity through the understanding and application of The Five Behaviors™: Trust, Conflict, Commitment, Accountability, and Results.

Powered by Everything DiSC® or TYPE survey, The Five Behaviors® is a unique experience that utilizes workplace personality assessments to help participants understand the personalities on their team and how they can effectively work together.

In this 90-minute workshop, you'll:

- Review your TEAM survey results and identify the primary behavior needing improvement
- Get to know your team's personality dynamics
- Commit to actions for improving team success

*Pre-work: Five Behavior of a Team powered by DiSC or Type

20. Agile EQ

Develop the emotional intelligence necessary to build a thriving agile culture. Everything DiSC® Agile EQ™ is a classroom training and personalized learning experience that teaches participants to read the emotional and interpersonal needs of a situation and respond accordingly. By combining the personalized insights of DiSC® with active emotional intelligence development, participants discover an agile approach to workplace interactions and learn to navigate outside their comfort zone, empowering them to meet the demands of any situation.

In this 90-minute workshop, you'll:

- Discover the instinctive mindsets that shape your responses and interactions
- Recognize opportunities to stretch beyond what comes naturally to you

- Take action to become more agile in your approach to social and emotional situations

*Pre-work: DiSC Agile EQ