



MAKE TRUST *Your Currency*

SPARK CONNECTION FOR HIGH-PERFORMING TEAMS

WANT TO COMMUNICATE EFFECTIVELY TO BUILD AND EARN TRUST?

Trust me, if you lead a team or are part of any group you care about, this is the class for you! Learn about trust and how to build strong connections with others.

WHO IS IT FOR? (Remote) Teams & Leaders

Trust and connection are built by being reliable, open, straightforward, and accepting. It is the foundation of high-performing teams or groups with an important mission. When people are given the skills and support to connect and reconnect their relationships will flourish, and shared performance and results will follow.

Knowing how to build a deeply connected task force and making transformational conversations part of the shared culture is probably one of the most powerful leadership skills that is still too rare!

BY JOINING THIS CLASS, TEAMS AND LEADERS WILL DISCOVER HOW TO:

- Activate our trust and downregulate distrust (networks in our brain) by gaining insight into how the brain responds during conversations
- Track defensiveness and mind stories that undermine trust in relationships and how to overcome them
- Listen to connect more deeply
- Identify the signals and what kind of conversations to have when trust levels are down.
- Change conversation dynamics and encourage transparent and honest conversations with others

FORMAT:

This workshop is delivered by Sandy, either:

Online: 6 x 2hrs; **In-person:** 2 days

Or custom designed to your needs

LANGUAGES: Can be facilitated in **English, French and (Swiss) German.**

Sandy Perrin

Contact Sandy to talk more about this workshop:
sandy@sandyperrin.com or book a call on www.sandyperrin.com



PREPARE AND ENGAGE IN *Difficult Conversations*

MAKE IMPOSSIBLE CONVERSATIONS POSSIBLE

WANT TO FACE DIFFICULT CONVERSATIONS WITH MORE EASE?

If you find yourself in a situation where you need to have an important conversation with someone but you don't know where to start or navigate this must-have conversation, then start here!

WHO IS IT FOR? **EVERYONE**

If you are finding it difficult to approach or navigate important conversations, let me assure you that you are not alone. Having difficult conversations is never easy and most often very challenging. For many, only the **THOUGHT** of having a conversation that might have an impact on our life, marriage, career or business, is simply **TERRIFYING**.

At the same time avoiding these conversations or not having them at the right time, will most likely lead to more misunderstanding, conflict, or simply prevent us from getting what we want.

Get ready to step more confidently into challenging conversations that make a real difference in your life.

IN THIS CLASS YOU WILL LEARN TO:

- Identify, prepare and practice for difficult conversations to increase chances of reaching satisfying outcomes
- Develop the skills and confidence needed to intelligently navigate even the most difficult conversations.
- Develop your interpersonal skills - your emotional self-control. Compassion, listening with curiosity, and responding instead of reacting.
- Communicate your needs clearly

FORMAT:

This workshop is delivered by Sandy, either:

Online: 6 x 2hrs; **In-person:** 2 days

Or custom designed to your needs

LANGUAGES: Can be facilitated in **English, French and (Swiss) German**.

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DELIVER AND ACCEPT *Feedback*

CREATE A SHARED CULTURE OF FEEDBACK FOR LEARNING AND GROWTH

ARE YOUR EMPLOYEES FINDING IT DIFFICULT TO APPROACH AND NAVIGATE FEEDBACK EFFECTIVELY?

This training is for teams, departments and entire organisations wanting to shift feedback conversations into opportunities for better performance, connection, mutual growth and trust.

WHO IS IT FOR? (Remote) Teams & Leaders

Let's face it, for many having feedback conversations is daunting. When people don't feel confident in delivering and accepting feedback, they often tend to avoid it altogether. We all know this can come at high costs since not speaking up, avoiding feedback, or not having these conversations at the right time is often the main cause of misunderstanding, conflict, low trust, and poor performance.

Give people the feedback skills to proactively regulate relationships and work expectations. Being able to articulate your point of view with clarity, confidence, and care, so that your feedback is received as a contribution instead of criticism, is quite an art that requires practice.

IN THIS TRAINING PEOPLE WILL LEARN TO:

- Be clear, concise and authentic when giving and receiving feedback and appreciation.
- Have clear and shared agreements on how and when to give feedback to each other.
- Listen with empathy.
- Support and mentor each other to recognise and take ownership of their reactions and the impact on others.
- Put processes and rituals in place that encourage open and honest conversations in everyday interactions.

FORMAT:

This workshop is delivered by Sandy, either:

Online: 3 x 2hr sessions ; **In-person:** 1 full day session

Or custom designed to your needs

LANGUAGES: Can be facilitated in **English, French and (Swiss) German.**

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COLLABORATIVE *Problem-Solving*

ACTIVATE YOUR TEAM'S COLLECTIVE INTELLIGENCE

WHAT BECOMES POSSIBLE WHEN GREAT MINDS REALLY MEET?

This interactive workshop will activate the collective intelligence of any team. Upskill your team for collaborative conversation in order to connect, overcome defensiveness, shape each other's mindset, thoughts and ideas for great collaborative outcomes

WHO IS IT FOR? TEAMS AND LEADERS

Most of us have been in teams, where people react instead of interact with each other. Especially when miscommunication and difficult conversations happen, many teammates simply don't have the conversational skills and proper etiquette to comfortably deal with each other. This often comes at high costs, such as unconscious competition, power plays and manipulation resulting in ineffective collaboration and low morale.

Introducing Collaborative Conversations brings more consciousness and confidence for healthy conversations into teams. Knowing how to breach the gaps in our understanding of others, being able to listen deeply, whilst speaking openly and with honesty, lay the foundation for collective intelligence to emerge.

IN THIS WORKSHOP PEOPLE WILL LEARN TO:

- Practice to differentiate and adapt to different types of conversations, apply better listening, expressing, and connecting with others in a clear and transparent way.
- Include and leverage convergent viewpoints in collaborative problem-solving
- Develop an understanding of the ways conversations can trigger various emotional responses and upskill on emotional intelligence to better read those cues.
- Become more aware of their own thinking - Do you want to be right, no matter what? Do you want to control the narrative? Or do you come from a place of compassion and mutual understanding?

FORMAT:

This workshop is delivered by Sandy, either:

Online: 6 x 2hrs; **In-person:** 2 days

Or custom designed to your needs

LANGUAGES: Can be facilitated in **English, French and (Swiss) German.**

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