



The BW Rising Institute

Business World Rising is pleased to announce The BW Rising Institute, advancing the practice and development of leadership skills **for leaders and experienced professionals at all levels of management**. Our dynamic seminars and workshops are designed to accelerate professional development and build stronger organizations by fostering more inclusion, mentorship and collaboration between genders, cultures and generations.

The BW Rising Institute offers you more!

- All programs are designed to develop and enable high potential professionals, leaders, managers and executives to transition smoothly to higher-level leadership roles through:
 - Professional Development
 - Management Development
 - Strategic Leadership Development
 - Inclusive Leadership Development
 - Team Development
- All programs can be customized and are held on-site to meet the needs of specific personnel or work groups within your enterprise.

Professional Development

- **The Art of Negotiating and Influencing** - this 1 day workshop covers:
 - Defining power and influence
 - Influencing strategies self-assessment instrument
 - The influence model
 - Examining the styles and behaviors associated with influencing
 - Using the various influencing strategies
 - Stages of negotiation
 - Planning for a negotiation
 - Create a personal action plan to become more effective at negotiating and influencing
- **Managing Conflict** - this 1/2 day session will help leaders assess and understand:
 - Your own contribution to conflict
 - 5 response styles to conflict
 - Assessing your response style
 - Flexing your style to match the situation
 - Strategies for dealing with others in conflict
 - Action Planning
 - What we're planning for

- **Managing Up** - a 1/2 day session designed to cover:
 - Your managers role, needs and priorities
 - Accepting feedback graciously
 - Providing feedback up
 - Action plan for managing up

- **Managing the Dynamics of Time** - this 1/2 day session offers specific tips for using time more effectively to reduce stress.
 - Identify your time challenges, styles and goals
 - Explore the four dynamics of time
 - Learn tips for dealing more effectively with time
 - Create a plan to increase your effective use of time.

- **Mastering Business Networking** - this 1/2 day session addresses:
 - The value of networking
 - Powerful introductions
 - Preparing for networking
 - Expanding your current network
 - Articulating your unique value; what makes you different?
 - Your networking action plan

- **Taking Control of your Career** - one day session or two 1/2 day sessions explore:
 - Why define and develop career objectives?
 - What does success mean to you?
 - How are you seen by others?
 - Identifying your developmental needs
 - Developing your short term and long term plan
 - Managing your career plan

Management Development

- **The Behavioral Event Interview** - typically a 1/2 day workshop focused on one specific type of interview process.
 - Identify critical competency gaps in your work group and choose an appropriate and realistic method to fill the gaps
 - Describe the stages and the typical flow of a competency based interview
 - Probe for evidence of talent during a behaviorally-based interview
- **Change Initiatives that Work** - a customizable one-day session aimed at driving successful change.
 - The intent of change initiatives
 - Common change initiative mistakes
 - How to overcome common change initiative mistakes
 - Developing a winning leadership mindset
 - Performing in new ways
- **Difficult Conversations** - a 2/3 day workshop explores:
 - What are difficult conversations?
 - What makes them so difficult?
 - The dynamics of difficult conversations
 - The stake model
 - What's required for difficult conversations?
 - Keys to effective difficult conversations
 - Planning for a real, difficult conversation
- **Engaging and Retaining Top Talent** - this 2/3 day workshop explores:
 - What engagement is and why it is important
 - What contributes to engagement?
 - What is the leader's role in creating engagement?
 - What is the connection between engagement and retention?
 - How men and women uniquely engage
 - Why do employees decide to leave?
 - How can leaders impact retention?
- **Managing Conflict** - this 1/2 day session will help leaders assess and understand:
 - Your own contribution to conflict
 - 5 response styles to conflict
 - Assessing your response style
 - Flexing your style to match the situation
 - Strategies for dealing with others in conflict
 - Action Planning
 - What we're planning for
- **Managing Up** - a 1/2 day session designed to cover:
 - Your managers role, needs and priorities
 - Accepting feedback graciously
 - Providing feedback up
 - Action Planning

- **New Leader Assimilation** - Four days of on-site assimilation conducted over the course of three months, designed to assimilate a new manager into a new department / culture quickly and successfully.
 - Build your direct reports' understanding of your strengths, style, needs and aspirations
 - Clarify the expectations you have of each other
 - Motivate your direct reports
 - Support you and your direct reports' ongoing learning and development
 - Build mutual trust between you and your direct reports
 - Discuss and gain alignment to business goals and define steps to achieve them.

- **New Managers School I** - 2 week sessions, meeting 2-1/2 days per week (or meet 10 half-days over a longer period) on each of the following topics:
 - Transitioning from individual contributor to manager
 - Delegation
 - Development planning
 - Time management

- **New Managers School II** - 2 week sessions, meeting 2-1/2 days per week (or meet 10 half-days over a longer period) on each of the following topics:
 - Recruiting and interviewing
 - Difficult conversations
 - Performance management
 - Setting expectations
 - Giving Feedback

- **Understanding How Technological Changes Can Impact Revenue** - a customizable session to fit your needs to stay ahead of your competition:
 - Three technology trends every leader needs to know
 - Why generational diversity is directly connected to technological success drivers
 - Connecting technological and demographic changes to business goals
 - Identifying challenges and obstacles to technological changes before they impact productivity
 - How to maximize technology and minimize interpersonal friction
 - Keys to successfully transforming your business in an increasingly dynamic technologically and demographically driven environment

Strategic Leadership Development

- **Appreciative Leadership** - A two day session designed to provide a transformational approach to leadership by developing a positive orientation to your organizational environment. Offered over a series of full or half days:
 - Identifying your own individual strengths
 - Developing your own personal approach to positive leadership
 - Increasing your ability to bring out the best in people and organizations
 - Embracing and using diversity to improve team performance
 - Enhancing your organization's capacity for innovation and productivity
 - Embracing the unique talents and strengths of each individual
 - Appreciating the commonalities and differences of the genders, cultures, generations
 - Building a culture of appreciative leadership
- **Change Initiatives that Work** - a customizable one-day session aimed at driving successful change.
 - The intent of change initiatives
 - Common change initiative mistakes
 - How to overcome common change initiative mistakes
 - Developing a winning leadership mindset
 - Performing in new ways
- **Developing A Mentoring Environment** - typically a 1/2 day session, conducted as a preface to the development of an in-house mentoring program, explores:
 - Who makes the best mentors?
 - How to identify potential mentors and proteges
 - How to build a mentoring relationship
 - How to get the most out of the relationship
 - How to serve as a mentor to others
- **Understanding How Technological Changes Can Impact Revenue** - a customizable session to fit your needs to stay ahead of your competition:
 - Three technology trends every leader needs to know
 - Why generational diversity is directly connected to technological success drivers
 - Connecting technological and demographic changes to business goals
 - Identifying challenges and obstacles to technological changes before they impact productivity
 - How to maximize technology and minimize interpersonal friction
 - Keys to successfully transforming your business in an increasingly dynamic technologically and demographically driven environment
- **Vision Casting** - a customizable 1/2 day session.
 - The importance of the vision
 - Why employees need a bigger picture
 - Developing your vision
 - Communicating the vision
 - Who to include
 - Generating enthusiasm

- **New Executive School** - Combines the following seminars into a 2 week session, meeting 2-1/2 days per week (or meet 10 half-days over a longer period) on each of the following topics.
 - Appreciative leadership
 - The art of negotiating and influencing
 - Developing your own mentoring environment
 - Creating an inclusive environment
 - Engaging and retaining top talent
 - Understanding how technology changes can impact revenue
 - Change initiatives that work

Inclusive Leadership Development

- **Appreciative Leadership** - designed to provide a transformational approach to leadership by developing a positive orientation to your organizational environment. Offered a over series of full or half days:
 - Identifying your own individual strengths
 - Developing your own personal approach to positive leadership
 - Increasing your ability to bring out the best in people and organizations
 - Embracing and using diversity to improve team performance
 - Enhancing your organization's capacity for innovation and productivity
 - Embracing the unique talents and strengths of each individual
 - Appreciating the commonalities and differences of the genders, cultures, generations
 - Building a culture of appreciative leadership
- **Creating an Inclusive Environment** - a one day session that addresses:
 - Gender differences (how YOU think is not necessarily how others think)
 - Gender commonalities
 - Cultural differences and similarities
 - Generational differences and similarities
 - The impact of the gender, cultural, generational overlay
 - Multi-generational leadership
- **Developing A Mentoring Environment** - typically a 1/2 day session, conducted as a preface to the development of an in-house mentoring program, explores:
 - Who makes the best mentors?
 - How to identify potential mentors and proteges
 - How to build a mentoring relationship
 - Mentoring men / mentoring women
 - Generational differences and commonalities
 - How to get the most out of the relationship
 - How to serve as a mentor to others
- **Generational Diversity - What it REALLY Means** - a customizable session for the four-generation workplace, that explores:
 - Demographic birth curves and basic generational differences
 - Benefits and limitations to a generational perspective on human capital
 - Generational cohorts as customers
 - How generational engagement drives business innovation and success
 - Organizational transformation that meets generational and business needs NOW
- **Understanding How Technological Changes Can Impact Revenue** - a customizable session to fit your needs to stay ahead of your competition:
 - Three technology trends every leader needs to know
 - Why generational diversity is directly connected to technological success drivers
 - Connecting technological and demographic changes to business goals
 - Identifying challenges and obstacles to technological changes before they impact productivity
 - How to maximize technology and minimize interpersonal friction
 - Keys to successfully transforming your business in an increasingly dynamic technologically and demographically driven environment

Team Development

The following training is delivered via a series of short modules that are one and two hours in length. There are no PowerPoint lectures. Exercises in each module are fun, active and involving. Team members learn by continually connecting theory to practice, while exploring big ideas and committing to action plans in a face-to-face dialog.

- **Level 1: Set up for Success**
 - **Getting Grounded in Team Basics**
 - Whether you are a new team or an existing one, this module will lead you to valuable insights about team structure, characteristics and growth.
 - **Creating Team Operating Guidelines**
 - Once defined, your operating guidelines hold surprising power for the team and become a template for assessing your own performance
 - **Establishing Team Goals, Objectives and Values**
 - This module will help to clarify alignment and action for your team and define your team's purpose and goals.
 - **Clarifying Team Roles**
 - Your team will go through a facilitated process that leads to more clarity about team roles, reduces conflict and leads to higher performance.
 - **Building on Style Differences**
 - Turn team differences into a source of innovation and improved performance
 - **Assessing the Team**
 - Each team member will assess the team on a broad number of dimensions and the results will give you a comprehensive picture of your team's health
- **Level 2: Go Team!**
 - **Enhancing Team Communications**
 - Improve team efficiency by learning to communicate better, increase team capability for advocacy and inquiry, and communication will become a source of learning, transformation and innovation
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 - **Running Effective Team Meetings**
 - Learn how to make meetings become a place where real work gets done instead of a place of disagreement and lost time
 - **Making Team Decisions**
 - By working through an actual decision that your team faces, team members will encounter a repeatable process for making decisions that includes key considerations before, during and after the actual decision.
 - **Avoiding Group Think**
 - Equip your team with the tools to avoid "group think".
 - **Solving Team Issues I**
 - Your team will deal with an actual conflict and through the process, will learn to turn daily conflict into a force to drive innovation.

- **Solving Team Issues II**
 - Team members will encounter a disciplined and repeatable process for resolving issues and moving forward.

- **Level 3: See You At The Top**
 - **Building Team Trust**
 - Your team will create its own model of trust and identify behaviors that kill trust and those that enhance trust and leave with a plan of action for increasing team trust.
 - **Giving and Receiving Feedback**
 - Feedback is necessary to team culture, processes, tasks and relationships. Team members will share feedback with each other and build valuable skills they can use in the workplace.
 - **Sharing Leadership**
 - This fun, highly interactive module gives each team member a plan for developing their own unique leadership style.
 - **Sparking Team Creativity**
 - Creativity is a discipline and process that any team can exercise at any time. In this module your team will learn to use this technique any time it needs to generate new opportunities and new ways of thinking.
 - **Managing Change**
 - Your team will practice a multi-lens approach to confronting a real world change and will deal with their own reactions to change, analyze the nature of change and develop a plan of action for managing change.
 - **Leveraging Team Learning**
 - Learning is very much a team activity. In this module team members will think about their learning styles and learn to coordinate them for powerful and ongoing learning.