



Workshop Services

The Acorn Group offers the following workshops to teams and organizations. We strive to design content based on your targeted needs and appreciate the opportunity to have a needs-based discussion prior to designing your workshop.

Effective and Clear Communication

Re-learning the art of speaking and listening

Learning how to effectively communicate with each other is an essential skill for team members and leaders at all levels in the organization. Leave the workshop with increased ability to:

- Give and receive effective feedback
 - Make clear requests
 - Ask powerful, solution oriented questions for more purposeful conversations
 - Apply “Level 3” listening to help you hear what the other person is not saying, so you can uncover the key issues
 - Diffuse potentially sensitive issues
 - Uncover assumptions to intent
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Coaching for Breakthroughs

Transform the Way your Team Thinks & Solves Problems

What if you coached your team toward more powerful ways to think, and as a result, could transform performance? As a leader and coach, it’s tempting to put their “monkey” on your back! Learn techniques to improve ownership and accountability, and what it takes for each person to experience breakthroughs.

- Understand basics of the brain and how breakthroughs occur
- Build conversations on mutual trust, respect and openness
- Demonstrate powerful questioning to uncover root cause, not symptoms
- Hold open conversations to facilitate possibilities and new opportunities
- Lead conversations to help team members get unstuck and moving in a new direction

Neuroscience of Performance

How our brains work to improve decision making, conflict resolution and group behavior

No doubt we function at a higher level when we are fully engaged with our work. But what does our brain have to do with this? In this program, we will explore the plasticity of the brain, and the impact of emotion on thinking styles and decision making.

- Look at a 6-step approach to develop new neural pathways
- Learn to regulate your emotions
- Increase positive emotions in your work and personal life
- Use a greater capacity of your brain's resource for new breakthroughs
- Learn to focus attention and become more mindful

Creating Development Plans & Goals that Stick

Getting results that matter and supporting long-term change

Along with New Year's Resolutions, we often complete the annual performance plan, and like the Resolution, start with good intent, but lack the results needed from the attaining goals. Instead of checking this routine off the list, create a dynamic and personalized development plan that sticks.

- Learn a research-based process of goal setting
- Understand neuroscience to unlock motivation and focus
- Connect your development plan with a broader vision of success
- Find milestones and feedback meters along the way to let you know where you stand
- Distinguish between activities and results, and align results to your performance goals
- Leverage your strengths and build bridges to areas of development
- Identify your accountability sources

Build your Resilience & Flexibility Muscles

Identify triggers, self-limiting beliefs and reactions

Our beliefs play the starring roles in our stories, and how we treat those actors effect the number of repeat performances. Identifying our triggers and increasing our self-awareness can help us see the lens we use to interpret our world. The new perspectives help us to make more powerful choices and ultimately, build our resilience and flexibility by offering us a greater array of choices. In this program, we will:

- Look at what holds us back from getting what we really want
- Explore "Learned Optimism" and research-based ways to improve resiliency
- Understand the differences between an assessment and assertion
- Naming your "inner critic" and look for times when it shows up
- Experience the power of writing your own story

Connecting with others using Body Language

Understanding non-verbal messages

We've all met someone and experienced a connection, but what was communicated through their body? What did we feel? Our body, eye contact and facial expressions give clues to how we are responding to others. In this module, learn to recognize the 8 basic emotions and be able to read the micro-expressions associated with each one.

- Look at the four golden doors of language
 - Learning universal emotions and associated facial expressions
 - Understand three critical guidelines for interpreting behavior
 - Look at congruency between your message and your body
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Navigating Change Successfully

Creating a road map in unfamiliar territory

Most of us want to minimize the effects of change and reduce the inevitable stress that comes along with it. By looking at change in six predictable and sequential steps, creating strategies becomes easier knowing the road signs along the way. By applying the information to a real change, it can help steer our own course in a time when feeling lost or unsure feels normal.

- Step back from the change and observe what is occurring
 - Pinpoint emotions associated with each level of change
 - Find stress relievers to deploy
 - Practice research proven methods of generating self-compassion, gratitude and well-being in your life
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Other topics

Here is a sample list of some additional topics. They can be delivered as a single workshop, or build on the above mentioned programs.

- **Managing Conflict** – Hold a “mineral rights conversation” to uncover the key issues. Use a process for finding facts and validating assumptions to improve conflict resolution and built trust with others. (Pre-reading: “Fierce Conversations” by Susan Scott)
- **Competing Commitments** – Learn the subconscious way our minds keep competing commitments which limits are ability to meet our goals. (Pre-reading: “Immunity to Change” by Robert Kegan, Lisa Lahey)