



# MOBIUS 1-DAY SKILL BUILDING WORKSHOPS 2024



**MOBIUS**  
EXECUTIVE LEADERSHIP



# NEW MANAGER BOOTCAMP

## 1 DAY SKILL-BUILDING WORKSHOP

**New managers have to navigate a profound shift from being an individual contributor to leading people.**

This 1-day program supports new managers with critical skills for effective leadership, including: building trust, resolving conflict, coaching and giving feedback. Based on two decades of experience developing leaders, this 1-day session concentrates Mobius' best-in-class transformational work into a high energy, experiential learning bootcamp that will put new leaders on the road to success.

**After this program, participants will be able to:**

- Share both appreciative and constructive feedback effectively.
- Bring a solution focus and a coaching approach to business issues raised by direct reports.
- Address conflict skillfully, by drawing out key interests and concerns.
- Bring an expanded emotional intelligent toolkit to their everyday interactions
- Build deeper, trusting relationships across their team.

### SAMPLE MODULES

#### **Building Trust**

This module introduces four elements of trust (reliability, openness, acceptance and congruence) as well as the difference between self-orientation and attention to "other." Participants track their own strengths and developmental areas for building strong relationships across their teams. Application is made to building trust in difficult conversation contexts and how to repair broken trust.

#### **The Leader As Coach**

In this experiential module, participants practice addressing a challenge raised by a direct report. In round one, participants witness a fishbowl demonstration of various suboptimal managerial approaches (micro-managing, problem-focus, etc.). In round two, participants pair up to practice a coaching approach to the conversations marked by open-ended inquiry, summarizing, emotional management, and solution focus conversation.

#### **Feedback For Growth**

This module introduces the BIG feedback model. Participants learn a tool for identifying concrete behaviors ripe for either appreciative or constructive feedback, sharing their interpretation of those behaviors and their impact, then structuring a productive conversation for how the direct.



# LEADERSHIP PRESENCE

## 1 DAY TRANSFORMATIONAL WORKSHOP FOR NEW LEADERS

### **Executive Presence at Every Level of the Organization.**

Whether giving presentations, leading meetings, or conducting a 1-on-1, your quality of presence is your most powerful tool for inspiring others, creating inclusion, and building trusting relationships. This workshop will help participants from any level of the organization bring their authentic presence to life. Whether the leadership task is to exhibit mastery and command, lighten a formal presentation with humor, or mark a solemn occasion with gravitas, this lively and engaging session will help participants embody the traits needed to connect with their audience and bring the best version of themselves to the fore.

### **After this program, participants will be able to...**

- Speak with greater power and persuasion.
- Embody a more natural, masterful, and approachable presence
- Connect more effectively with the emotions of listeners and “read the room” with greater acuity
- Build more trust, followership, and buy in
- Show up more authentically even in moments of stress

### **SAMPLE MODULES**

#### **Reading The Room And Finding Connection**

In this module, participants learn a framework and set of practices for attuning to the facial gestures, body language and subtle signals of others. Special application to client situations such as team meetings, speeches.

#### **Four Archetypes Of Business Presence**

Participants learn four key leadership archetypes and the body language, tone, and affect associated with each. Through live coaching in roleplay exercises, participants come to identify their own habitual patterns across the four and stretch into the unfamiliar archetypes to create a broader repertoire of leadership expression.



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# NEGOTIATION ESSENTIALS

## 1 DAY SKILL-BUILDING WORKSHOP

**Business leaders negotiate every day to influence colleagues, business partners, vendors, and customers. Most of us worry that we're being too accommodating or that the other side may be getting a better deal.**

Based on Harvard's famous interest-based negotiation approach, this course introduces a systematic negotiation strategy that can be applied to any business transactions. Build confidence and multiply your negotiation returns by learning to build trust and rapport, identify key interests, identify creative deal terms that expand the pie (integrative strategy) and holding firm against pressure so you can claim the maximum value for your organization (distributive strategy).

**After this program, participants will be able to:**

- Prepare effectively for negotiations using a structured approach that considers the 7 critical levers for negotiation success
- Build more trusting relationships to uncover key interests of the other party
- Explore novel value creating solutions based on each party's interests
- Negotiate better outcomes with greater confidence and ease.
- More skillfully navigate the difficult tactics of hard bargainers, using a simple tactical framework

### SAMPLE MODULES

#### **Preparing to Negotiate**

After learning the Negotiation Essentials™ Framework, participants practice using it to prepare for a negotiation. Participants are divided into two groups, and each receiving a set of confidential instructions for a negotiation role-play. Each group is led by one of the two instructors through a structured preparation session.

#### **Difficult Tactics**

This module summaries of common difficult tactics and strategies to overcome them. After sharing these tools, we use fishbowl demonstrations to show these skills in action, by having one participant and one instructor practice dealing with difficult tactics, while the other instructor facilitates the observation and discussion process with the group.

#### **Negotiation Simulation**

Value Creation. In this second negotiation simulation, participants role-play the scenario in pairs. Participants practice applying the techniques from the Value Creation Framework during the negotiation. This exercise reinforces the core negotiation approach and helps participants gain fluency in applying these skills.

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# MASTERFUL CONVERSATIONS

## 1 DAY SKILL-BUILDING WORKSHOP

**Empower your organization to navigate the challenging conversations critical for your business.**

This workshop introduces participants to the classic patterns that difficult conversations can take and supports business leaders to disrupt those patterns in order to create more productive conversations that build trust while solving the substantive issues at hand. Participants will identify their own unproductive behaviors under stress and learn tools for managing diverse ideas and perspectives. Participants will leave the course with a system for preparing for a conversation and navigating the unpredictable elements of a conversation with skill and grace.

**After this program, participants will be able to:**

- Apply a strategic approach (Substance, Process and Relationship) for any difficult business conversation
- Identify and intervene in the classic patterns of unproductive conversations
- Better manage their own strong emotions
- Enhance psychological safety even in conflict
- Deploy a range of behaviors needed for both assertiveness and empathy
- Drive more “win-win” outcomes, even with challenging stakeholders

### SAMPLE MODULES

#### **Difficult Conversations in the Organization**

Faculty facilitate a discussion of the common difficult conversations in the organization, the business and relationship risks of raising those conversations, as well as the risks of avoiding those conversations. This module links leadership performance to the ability to effectively prepare and conduct business critical tough conversations.

#### **High Stakes Case**

As pre-work, participants identify a high stakes conversation in which they did not get the business results they wanted. These cases provide data that will illuminate for each participant some of their unproductive conversation patterns as well as opportunities for personal skill development. The module focuses on three skills: advocacy (putting forward your view), inquiry (trying to understand the other party's view), and acknowledgment (summarizing the essence of their message to ensure understanding)

#### **Managing Others' Emotions**

In this module faculty role-play common errors in managing others' strong emotions and teach the micro-behaviors needed to demonstrate empathy, attunement, deep listening and caring.

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