

Interactive Learning, Training & Development Workshops

- Clarify your vision & values
- Communicate with respect & care
- Lead with empathy & conviction
- Inspire creativity & innovation
- Move forward with purpose
- Embrace change & uncertainty with confidence

Overview

Strengthening and improving team skills and collaboration could be the key to unlocking your company's full potential. Our Facilitated Interactive Workshops are designed to strengthen human capacity, organizational culture, and impact the bottom line. They help every leader and team optimize opportunities and embrace the challenges they may be experiencing. Your team will receive training, in person or virtually, in the soft skills required to handle the ever-changing landscape of business in proactive, innovative ways.

Now more than ever communication, connection, remote training, learning and skill development are key to leading an engaged workforce. Our customizable workshops ensure your team is fully engaged with your values, prepared to pivot in the face of challenges and effective in unearthing and communicating their aspirations, concerns and ideas for the future. Many of our programs are also eligible for the Work BC Workforce Training Grant in order to help you achieve the extraordinary. As we all face challenges in the future, it is the most adaptive, together teams striving for success that will ultimately prevail as industry leaders. A Pinnacle Pursuits Workshop will be your stepping stone to achieving those aims.

Potential Features & Formats

- Virtual or in-person options available
- Best suited for 4-50+ participants
- Allow 2-8 hours per topic; at least 1 hour per session/module if virtual
- Customized to suit your brand & culture
- Pre and post-program engagement exercises and coaching available
- Handouts & worksheets included

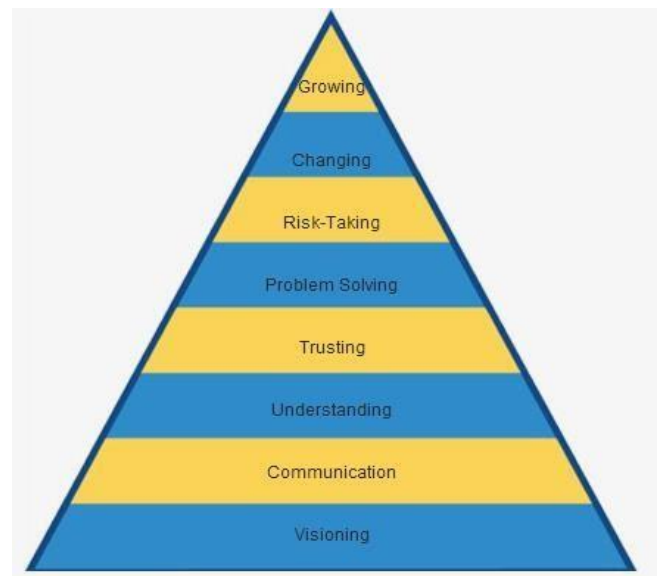
BUILDING OUR FOUNDATION: Pinnacle Performance Pyramid

As with all our effective team performance content, we will frontload the day by initially introducing our signature model – the “Pinnacle Performance Pyramid”.

The Pinnacle Performance Pyramid™ or the 8 Keys to Highly Effective Teams, is the foundation of our programs and our success.

This is Pinnacle Pursuits' signature model for creating and evolving people, positive relationship, teams, and organizations. This is a pyramid style model, where, when used effectively, positive communication and trust is critical to creating high performance teams and productive growth.

We build teams and organizational cultures with a foundation of aligning a shared vision and values, so that ***clear communication, understanding, and trust*** can be developed. By ensuring this foundation, we can help build teams that commit and are accountable to solving problems, taking risks, change, and growth.



Regroup. Rethink. Retool. Embracing the ‘New Now’:

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1. Team Visioning & Values:

Creating What's Most Important & Imbedding it into your Everyday Culture

During this current time of uncertainty, we have an opportunity to realign ourselves to what's most important, recreate our team dynamics, and possibly redefine the big picture to embrace future opportunity. Now is the time to focus on the foundation – why we do what we do and what makes us who and what we are! Based on the Visioning and Values level of the Pinnacle Performance Pyramid, our Team Visioning and Values program will help you clarify and re-invigorate your sense of purpose and bolster your collective identity. Through illuminating questionnaires, creatively facilitated exercises and collaborative brainstorming, this session will engage participants to unite with common values, create a shared vision for the organization's future and recognize how every member of the team can contribute to moving forward with a renewed sense of purpose and motivation.



*Note: You may already have a have clear Vision, Mission and set of actionable Values, but may not have created the means to express them. If you do already have these but have not yet on-boarded staff to adopt them, we have the skills and processes to help your team and company develop practises to connect and integrate them into your everyday systems and processes. We will help you embed what's most important into your organizational culture and staff development, as well as into your internal and external marketing and communications strategies, thus bringing to life exactly what you stand for, what your brand exemplifies, and what you want to create as you move forward.

2. Team Communication: *Clear Communication = Clear Leadership*

With the current challenges facing every company or organization, we need to put the best foot forward and have teams performing at their highest level. Psychological safety and employee engagement are the two biggest factors affecting team performance and both are underpinned, almost entirely, by the need for clear communications, effective leadership, and smooth rhythm. Whether your team works in person or remotely, communication approaches and strategies are vital in creating and maintaining inclusive, constructive and collaborative relationships as you strive toward your goals. Focussing on creating meaningful connections, our Team Communications workshop concentrates on the skills required to create positive norms, give direction, foster collaborative problem solving, respectfully resolve conflict and practise positive habits. Our expert facilitators equip your team with a new set of tools, strategies and takeaways to empower you to lead group process, establish psychological safety and communicate in the most constructive way.



Using our Communication Wheel framework (adapted from on Marshal Rosenberg's NVC model) we empower participants to look at facts, acknowledge assumptions, clarify needs, and find out what they are willing to do to create equal and respectful agreements to move forward in a win-win-win style (me, you, and the greater good).

- *Step forward with heightened self-responsibility, empathy, clarity and confidence*
- *Learn to communicate difficult messages*
- *Use and share a common language and frame of reference*
- *Learn how to give and receive feedback*
- *Practice real workplace scenarios*
- *Experience fun and interactive experiential activities in a dynamic team environment*

After the workshop, teams will have practiced the essential skill of active communication and will have learned a common language enabling them to implement the tool in their daily lives with work colleagues, customers and or in their personal relationships.

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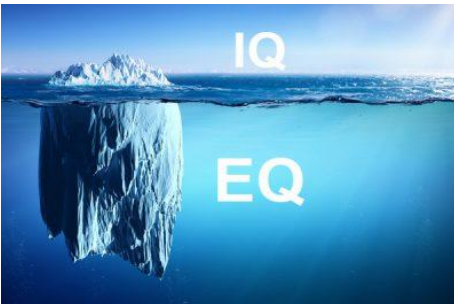
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3. Who's on the Team?: *Unlock Your Team's Potential & Fast-track Performance*

Team understanding is key to team trust. Unlock the potential you knew has always been there with one of our engaging set of remote toolkits that improve self-awareness and development while highlighting individual and team competencies and leadership styles. When we know how people tick and why they think, behave and say what they do, we create a stronger sense of understanding, value in diversity, inclusiveness, and respect. Our facilitators specialize in a number of approaches, such as Myers Briggs, 4Di, EQ, True Colours, DISC, 360' - that are designed to help bring out the best in your people. These program options will use various personality, thinking and behaviour exercises and assessments to help highlight the differences, commonalities and strengths that people bring to the team. The result will help accelerate your collective competencies, synergy and potential!

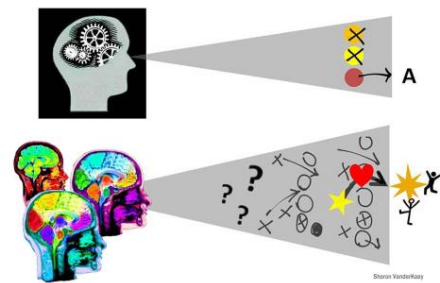
Example approaches that we use to understand and maximize individual and group potential include:



Team Emotional Intelligence. Team Q assesses Emotional Intelligence with a view to positively understand and manage both our emotions and the emotions of others. Self-awareness and management combined with relationship awareness and management are the keys to creating a cohesive environment for self-responsibility, active participation, cooperation and personal effectiveness. For each area, we facilitate experiential exercises that provide opportunities for participants to reflect on themselves and their colleagues, observe their behaviours and interactions in the face of leadership, and empower each other to see both their strengths and their potential blind spots. This workshop will help participants manage themselves to influence positive outcomes in their relationships with others, in life and at work.



True Colours identifies the personality types, working styles, motivations and traits of the individuals within your team. By understanding each person's strengths, preferences and natural tendencies, leaders and team-members are better informed for determining communication approaches to use, roles, goals and responsibilities. Each participant will receive a personal inventory to determine their True Colours and trained on how to use the information to maximize their skills and abilities to achieve results. After exploring the value of each style and its relevance to daily work situations, participants test their new insights in creative, practical activities to see how can optimize their diversity, working styles and skillsets and support those around them to do the same.



The 4D-i[®] is a state-of-the-art assessment tool designed to help individuals work smarter and maximise potential based on their thinking preferences. Everyone has been in a team where they have felt there might be something lacking, potentially a decision maker, a deeper thinker or a creative spark that makes the whole thing click.

The 4D-i[®] efficiently identifies those people within or possibly missing from your organization allowing you to understand what you need to fire on all cylinders. It assesses the thinking preferences of the individual members and the team as a whole giving you an in-depth report on where you will collectively excel or struggle. It also allows you to hand pick your teams for certain projects based on what you know of their

strengths and what the project will demand. It is the access code needed to form teams based on the skills required to achieve success whether it requires recruitment or development.

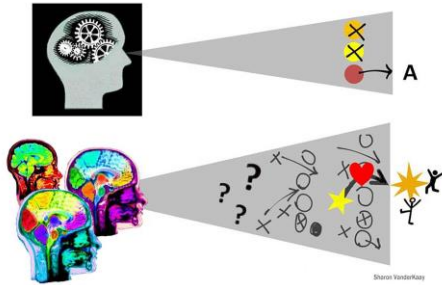
Other workshops and assessments available include: DISC, 360, Insights, 4-Frames, Myers Briggs (MBTI) and others.

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4. Creative Problem Solving: The Team 4D-i® - Smarter Thinking. Smarter Teams.



As a continuation of the individual 4D-i® assessment, the *Team 4D-i®* is the 21st Century people & process development solution for increasing organizational efficiency and effectiveness. Research shows that innovation, collaboration, problem solving and communication are the key skills that smart organizations need to develop in order to succeed in the 21st Century. Leaders need to find ways to manage their human capital with the same degree of attention they use to manage their financial capital. However the answer does not necessarily lie in skilled problem-solving; it lies in identifying the right problem to solve. The *Team 4D-i®* teaches a method to make meetings more

effective, processes more effective and empowers teams to learn how to not only identify the right problem, but create a options for innovative solutions. Learn how to shift and develop your thinking skills. Create more ideas. Understand, communicate and collaborate better with others. Make smarter decisions. Build your resilience. Learn the core strategies and skills to master all 4 dimensions of high performance thinking.

5. Navigating Change Effectively: Embrace Adversity & Uncertainty with Confidence



Change has been the one constant across all industries. Typically it's the companies and teams who adapt the best and seek opportunities to become innovative that become resilient and thrive in any market. Currently, every organization is experiencing the biggest disruption to their approach to business and team dynamics in living memory. The ability to pivot has become a vital facet to stay ahead of the game. Teams look to leaders to navigate through uncertainty, however they too may not necessarily know the path ahead either, making the needs for creative group collaboration key.

This program will help prepare workforces who are ready to acknowledge the losses and the need to adjust, address unhelpful habits, capitalize on opportunities, make constructive decisions and, above all, embrace the path ahead. It will provide leaders and teams with the strategy and accompany-ing tools to understand the challenges posed, re-frame beliefs, embrace a new paradigm and set a clear vision for moving forward together. Having the mindset, tools and ability to respond with agility to changing market demands will be crucial to thriving instead of just surviving.

Other Pinnacle Pursuits Training & Development Offerings include:

- Leading in Complexity – from Ordinary to Extraordinary
- Top Leadership & Decision-Making Practices
- Team Development, Team-Building & Team Dynamics 101
- Goal-setting, Goal-achieving, Defined Workplans & Tracking Progress
- Workplace Health & Wellness – Imbedding Best Practises
- Creating Core Culture-based Employee Value Propositions & Evaluations

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Explore you Possibilities Today! Whether a virtual or in-person workshop, a series of custom Training & Learning sessions, or a Team-Building event, Pinnacle Pursuits' award-winning experiences are guaranteed to be *refreshing, educational, fun, and results-focussed!*

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