



We believe that today's leaders require new tools and insights in order to be successful. With the responsibility for success squarely on the shoulders of leadership, adapting style to fit situations and coaching opportunities is a challenge for even the most experienced. Leadership energy is an organization's most important and scarce resource. A leader's time and attention must be directed toward facilitating change toward the successful creation and implementation of strategy.

Whatever the challenge, a leader must understand how s/he perceive and affect their team and circumstances around them; self awareness is the cornerstone to success.

Business Improvisation Program Overview

Business Improvisation is the ability to perform creatively under pressure. As a skill improvisation is a valuable asset for leadership, sales or any spontaneous circumstance where real time execution is paramount to success.

The workshop will concentrate on 3 main areas;

1. Analysis of individual style & attention preferences using proven psychometric tools.
2. Business Improvisation process and application in real life situations.
3. Communication style, status & performance under pressure.

The benefits to any organization of the workshop will be:

- Learn to think quickly on your feet
- Read and react in crisis situations with confidence
- Read people and groups more accurately
- Be creative under stress
- Build relationships faster
- Solve problems in real time
- Be more confident
- Shorten sales cycles
- Increase in self awareness, group dynamics, communication and performance.
- Leverage current training and process content in critical situations.

Each participant will explore:

- Awareness of style and attentional preferences and how they effect live situations.
- How stress inhibits spontaneity and how to overcome it in critical situations.
- Status: What is your body language really saying. How to develop an awareness of this and harness it to your leadership advantage.
- Improvisation techniques that will improve listening, communication skills, and conflict resolution in real time.
- How existing training, knowledge and processes can be accessed under pressure.



Each participant will complete an on-line TAIS (The Attentional and Interpersonal Style inventory) report. TAIS is a 144 item self-report questionnaire that measures twenty different attentional concentration skills, personal and interpersonal attributes. Those specific attentional skills and personality style characteristics can be thought of as the building blocks upon which more complex human behaviors depend – which in turn, affect leadership and performance style. Each participant will then receive a 25+ page detailed report summarizing their attention skills and personality characteristics.

Part one of the workshop is a detailed overview of the report and its value to the individual facilitator and how those attributes affect performance under pressure. This portion is lead by a certified TAIS Psychometrist.

The second part of the workshop will explore and explain the processes involved in Business Improvisation in real life business situations. It will also engage the participants in exercises and discussions that reveal their unique reactions under pressure and how to leverage Business Improvisation. The material is process driven in order to provide participants with a tool kit to access in the field.

The workshop will conclude with an interactive exploration of Status as a communication tool and its affect on individuals and groups. Status is the combination of body language, movement and attitude.

Pressure and stress can block us from accessing our problem solving skills and creativity. We will help participants identify and address the blocks to creativity and spontaneity that may be holding them back. We demystify the creative process as it applies to objectives while still playing inside the guidelines of real business.

Imagine harnessing your creative energy at its highest and applying it to your most stressful and intense moments, to shine when others collapse or choke. Accessing that creativity by utilizing business improvisation would certainly be a significant competitive advantage and is already embraced and employed by many successful business people. The good news is that business improvisational skills can be learned behaviours.

The workshop is one day and can accommodate groups from 5 to 30 participants; larger groups can be facilitated through break-out sessions.

Who should attend?

- Executives
- Sales teams, Managers
- Human Capital Professionals
- Facilitators, Learning Professionals
- Anyone in a leadership position
- Anyone dealing with customers
- Teams that need to work together

All workshops are facilitated by certified TAIS facilitators.