



Twin Oaks Guest Ranch **Professional Development**

1. Think With Your Hands, powered by LEGO® Serious Play™

Think With Your Hands — the hands-on, minds-on, big-fun workshop to engage groups with their work, their team, and their organization. This immersive experience of “play for a purpose” has been a source of delight and meaning for over 9,000 people around the world since 2001.

A powerful process to develop group understanding, connection, and commitment. Your team will play seriously to co-create numerous LEGO artifacts and stories about your organization, and you will walk away with models, images, and sounds of “us at our best.” www.thinkwithyourhands.com

2. Discover Your Creative Edge

In this workshop session participants will work individually and collaboratively to identify and remove creative blocks. This process will create the clarity they need to take meaningful action right away. In this empowering workshop the participants will hear inspirational true stories about the process of personal development. It will inspire them to adopt a creative mindset by teaching them the tools they need to access creativity at any moment. We will discuss topics such as fear, self-doubt, stress, awareness, personal narrative, energy, connection, vibration, mindset, health, habits, community, belonging, trust, joy and love and how they impact our ability to lead. This workshop will allow the participants to relate to themselves in a new way, to see themselves with more grace, and inspire them to believe that their ideas are meaningful. It will give them a variety of tools to choose from and experiment with to adopt new habits to support their actions.

3. Storytelling using Abstract Art Techniques

In this workshop participants will use a custom creative process to tell their story visually with abstract art techniques. They will be guided through a multi-step exercise to express their personal story with paint. Beth leads participants through a series of steps to create a space specifically for creative expression. Through these phases Beth will inspire participants to tell their story using line and color to represent movement through space. Specific techniques discussed are gridding, line drawing, choosing colors, mixing colors, painting in layers and intuitive painting. Participants will paint their story and leave with a finished fine art piece that represents their unique narrative and creative expression.

4. Discovering My Leadership Strengths

You are uniquely wired. Learn how to leverage that power. In this workshop you will unlock your team's potential by discovering the unique strengths – that only you can bring to your team.

Using the CliftonStrengths™ tool, you and your team will have “aha” moments as you experience new ways to understand what makes you unique and what can make your team uniquely dynamic.

With knowledge, comes POWER. This retreat experience will teach you how to apply your strengths in a way that adds VALUE and competitive advantage to others.

5. Creating “Sticky” Leadership

An employee will follow a great leader ANYWHERE...
So how do you know if you are great leader?

There are many answers; but most importantly, you have an engaged team that is connected, committed and creating real results.

Those teams don't happen by accident. They are built because the leader has cultivated a “sticky” factor with every member of the team.

This powerful retreat experience will explore that critical attributes leaders today must have to build a strong team. In an age where your team has many choices, the ability to lead with sticky principles is more important than ever before.

6. Emotional Intelligence: Your Secret Weapon of Success

Success rises and falls on my effectiveness.

The ability to guide conversations in a way that addresses issues and also preserves relationship is critical skill for every professional. And in today's workplaces, teams face a myriad of complex scenarios. This session links the principles of emotional intelligence to the practical skills of crucial conversations with others. This retreat experience will unlock the opportunities to create and drive a new level of engagement with your circle of influence.

Note: This experience includes a pre-session assessment that takes approximately 15 minutes to complete. Results are shared during your retreat session.

7. Leading Hybrid Teams

This “new normal” requires a new skill set for leaders. The skills of clear direction, constructive feedback and engagement take on new meaning when the team environment is not in one physical space. Belonging, connection, results, growth must be reframed for every team player.

This retreat experience will equip you with a mindset and approach that ensures clarity and shared understanding with your team when physical distance separates you.

8. Communication DNA: You, Me and Our Team

What if every person on your team communicated to the greatest effectiveness and efficiency? Communication is one of the most powerful skills that drive successful teams. Imagine the power your team can experience when communication skills are honed and focused.

This retreat experience will help you discover your unique communication style as well as your team composite. Learn how to leverage those strengths in a way that creates greater effectiveness and efficiency with each other and everyone you interact with.

*Note, this experience includes pre-session assessment that takes approximately 15 minutes to complete. Results are shared during your retreat session.

9. 360 Degrees of Influence

As a leader, wouldn't it be great to know what you do well and the small degrees of change that would make your leadership even stronger?

You have the power to influence every relationship around you – your team, your peers and your leaders. Because those relationships are different, it's important to have feedback from each perspective.

Through a simple tool, you can receive a holistic view of perspectives from yourself and others to discover the behaviors that drive positive influence.

This retreat experience will equip you with a powerful action plan to hone your interactions and ultimately impact your goals.

10. Storytelling Skills for Leaders

Whatever message you want to convey, the key to your peoples' heart is a story!

Our lives are full of stories: stories about what we have done, what we are doing, or what we are going to do.

For business leaders, the power of storytelling is a key leadership skill, one that is often underestimated. It is a powerful, vital communication tool that can engage and motivate your people, as well as unlock their potential.

This retreat experience will unlock your potential to communicate powerful concepts to your team in a way that influences and connects the messages that matter.

11. The Secret of GREAT Teams

Strong teams can accomplish ANYTHING!

Great teams don't happen by accident? Why? Because it takes real work to ensure connection, cohesion and collaboration.

This powerful retreat experience will explore the 5 critical building blocks strong teams prioritize. Rejuvenate your team in a way that reinforces team strengths and the competitive advantage of your team.

12. Influencing Personalities

The ability to influence others in order to reach your goals is one of the top three skills that new leaders seek to develop. Whether you have authority over the other person, are their peer, or have a need to manage up more effectively, having the skill to persuade others is a game changer.

In this 90-minute workshop, you'll:

- Gain knowledge about the different personality styles and more importantly, how they prefer to be influenced.
- Practice influencing different styles through case studies
- Be coached on how to influence your most challenging person

*Pre-work: Influence Style Indicator assessment

13. Let's Be Clear

"Seek to understand before being understood" is what this 90-minute workshop is all about! If you want people to hear you, then you first have to show them that you are fully engaged in what they have to say.

In this 90-minute workshop, you'll:

- Practice a listening exercise which has you listening for facts, feelings and values, then
- Practice a feedback method which further assesses, challenges, and supports in a clear and concise manner your recipient's impact on... and sets clear performance expectations.

14. Reframing and Resolving Differences

Conflict occurs when an individual or group feels that other individuals or groups have frustrated, or are about to frustrate, their plans, goals, beliefs, or activities. So, the conflict starts with an assumption that you or the other party made – an assumption that first needs to be reframed, then resolved.

In this 90-minute workshop, you'll:

- Review your DiSC Conflict Profile in order to reframe a conflict you've had with someone, then
- Practice an approach to open dialogue with the other party that will bring you to actionable agreement.

*Pre-work: DiSC Conflict assessment

15. Five Behaviors of a Cohesive Team

Wiley Workplace Learning Solutions and best-selling author Patrick Lencioni worked together to create a team development program with a simple goal—to improve team effectiveness and productivity through the understanding and application of The Five Behaviors™: Trust, Conflict, Commitment, Accountability, and Results.

Powered by Everything DiSC® or TYPE survey, The Five Behaviors® is a unique experience that utilizes workplace personality assessments to help participants understand the personalities on their team and how they can effectively work together.

In this 90-minute workshop, you'll:

- Review your TEAM survey results and identify the primary behavior needing improvement
- Get to know your team's personality dynamics
- Commit to actions for improving team success

*Pre-work: Five Behavior of a Team powered by DiSC or Type

16. Agile EQ

Develop the emotional intelligence necessary to build a thriving agile culture. Everything DiSC® Agile EQ™ is a classroom training and personalized learning experience that teaches participants to read the emotional and interpersonal needs of a situation and respond accordingly. By combining the personalized insights of DiSC® with active emotional intelligence development, participants discover an agile approach to workplace interactions and learn to navigate outside their comfort zone, empowering them to meet the demands of any situation.

In this 90-minute workshop, you'll:

- Discover the instinctive mindsets that shape your responses and interactions

- Recognize opportunities to stretch beyond what comes naturally to you
- Take action to become more agile in your approach to social and emotional situations

*Pre-work: DiSC Agile EQ

17. Sales Team Training

Every team needs a coach. Is your sales team hitting on all cylinders? Do your new hires get the training they need to match top producers? Are your salespeople motivated and inspired to CRUSH their goals? With education and inspiration from an experienced coach, your team will be ready to meet new challenges head-on. We'll help you fire your team with the skills and attitude they need to meet and exceed your revenue targets.

18. Overcoming the Imposter

In *Overcoming the Impostor*, Kris Kelso breaks down the mental battle of Impostor Syndrome. He gives entrepreneurs and business leaders the tools they need to silence their own worst enemy - the inner critic that wants to limit their potential and sabotage their career. Using engaging stories and powerful metaphors, Kris helps audiences to see the world differently - embracing failure as part of success, recognizing fear as a positive sign, and leading with vulnerability when the stakes are high. Identify the underlying fear behind Impost