CM Group

<u>Train-the-Trainer Course Objectives</u>

Objectives as individual contributors:

- To understand the need for change personally and in business
- To have a greater understanding of how the brain functions and its effect on behavior and company culture
- To gain insight into own behavior and its effects on others
- To emerge with the focus and energy needed to reduce the time, expense and trauma associated with change
- To value differences between people
- **To add at least two Rapid Change tools to their tool box in the workplace**
- **To consciously/purposefully use these tools upon returning to the workplace**

Objectives as educators:

- To develop an empowering style of engaging others
- **To understand when and where to use Rapid Change tools in the workplace**
- To be a resource to others in the application of Rapid Change tools
- To recognize the different types of conflict in the workplace and **be more willing to address conflict quickly and constructively**
- To recognize the critical emotional/social elements of a successful initiative

Objectives for the team:

- Teach the workshops in England
- Teach the workshops once or twice a year for new managers
- Create versions of the workshops so all employees are exposed at onboarding, etc.
- Create and lead sessions for "Stewards."
- **To develop a support system among the group**
- Serve as resources for the PLT and Team leaders
- Develop ways to keep alive your tools (e.g. courage scale in conference rooms, etc.)

AGENDA

<u>**MONDAY   1p-6p**</u>

I   THEORY

    A. Feel. Act. Think.

    B. Growth vs. Fixed Mindset

    C. Primary Emotions
           How emotions work
           You don't fix emotions you process them
           Mad. Sad. Glad. Scared, Disgust
           Courage Scale

    D. Sequential Brain
           Brain as a network of 85 billion connected computers
           Information passes through one way; can't go backwards
           Stories as most efficient means of transferring information

    E. Tools, not rules
           Why we stress the need for best principles, not best practices
           Educating not teaching

    F. Q&A on Pre-reads

<u>**TUESDAY   9a to 5p**</u>

I   APPLICATION

    A. Presentation Skills/Telling stories
    B. Performance Culture Structure for LPMW
    C. Competent, Connected, Appreciated
    D. Prioritization (Forums), Execution (RapidLean), Collaboration
    E. Personal development tools
    F. Team development tools
    G. Pre-read Q&A continued

WEDS   9a to noon

I   LPMW
      A. Remove Barriers & Build Trust (Safety First/Emotions are Data)
      B. Create Patterns (Go First; Go Back)
      C. Transform (Collaboration and Innovation are built on conflict)

WEDS   1p to 5p

II.   LPMW
      A. Teach Back of selected modules by students to Instructors
      B. Q&A

THU   9a to 2p

I   LPMW
      A. Build-a-Workshop for Workshop 3.