

BigBlueGumball: Workshop Topics List

**Please note that each of these topics can be customized to meet your needs, learning objectives, timeframe, and budget, and can be offered as 90-minute, half-day (3-4 hour), one-day (5-8 hour), two-day, or three-day versions. Please contact us any time to discuss!*

| | Title | Description |
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| 1 | Confidence, Assertiveness, & Executive Presence | While talent, skills, intelligence, and experience get you on the field and in the game, the difference between success and failure can often come down to one word: Confidence. In this interactive and inspirational workshop we will take a deep dive into each of the Three Types of Confidence, and show how you can quickly enhance your own self-confidence, make others feel more confident in you, and lead others to gain greater confidence in themselves. We'll also explore a variety of creative and empowering ways in which you can instantly enhance your assertiveness, increase your influence, and develop your executive presence. |
| 3 | Communication Skills | In today's world, what can be more important than the ability to communicate effectively? Whether it's in a one-on-one conversation, a small group meeting, up in front of a room, or through email, text message, or social media, it's all about getting our message across with clarity and impact. With all that in mind, this workshop will simplify the complexities of communication by taking a look at what we say and how we say it. From speaking skills to listening skills, from body language to communication style, this workshop will help participants create greater understanding and have greater impact and influence. |
| 4 | Delegation, Empowerment & Accountability ("DEA") | It has been said that the single greatest cause of failure in managers is their inability to effectively delegate. Delegation is not just about giving people work to do; it is so much more! And, so, doing it well is both an art and a science. This workshop will introduce a powerful 8-step process that will help managers to delegate more strategically, overcome the common pitfalls, and set your people up for success through creating a culture of ownership, empowerment, and accountability. |
| 2 | Delivering Effective Feedback | Being good at something is one thing – being able to bring out the best in others is something else. The ability to coach our people (including delivering effective feedback) is one of the most valuable and crucial skills that any manager can possess. And while it takes time, practice, and experience to master the art of coaching, it is most definitely a skill that can be learned. This interactive and experiential program will provide participants with a powerful collection of classic and cutting-edge coaching and feedback tools, tips, and techniques that will enable them to help their people maximize their performance, productivity, and potential. |

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| 5 | Delivering Effective Performance Reviews (for Managers) | Ah, the dreaded performance review. But what if we could turn it around so that both managers and employees not only stopped “dreading” their 6-month or annual performance reviews, but actually looked forward to them! This workshop will turn the performance review process on its head and show how you can transition it from a painful exercise to a positive and powerful, motivational and memorable learning and developmental experience for all involved. |
| 6 | Developing Your High Potentials | Our high potentials are our future. Develop them and watch them shine. Ignore them, neglect them, or take them for granted and watch them wither and die... or leave. So why do so many organizations fail to capitalize on the tremendous win-win opportunity to grow their best people? The top two reasons are they're either too busy or they don't know how. In this workshop you will learn how to identify and grow your high potentials, reaping the benefits -- and the satisfaction -- of allowing them to spread their wings and fly. |
| 7 | Effective Emails | It seems like we spend at least half our working hours (if not more!) on email. One reason for that is that we may not be using email as efficiently or effectively as we can. This workshop will explore the various ways that individuals, team, departments, and organizations can change the way they do business simply by changing the way they use email. |
| 8 | Effective Facilitation Skills | It's one thing to be sitting in a meeting as a participant. That's basically about just showing up. It's another to be asked to lead a meeting, mediate a problem-solving discussion, or run a brainstorming session. To do that requires facilitation skills...and, in this interactive session, we will pull back the curtain and reveal our secrets to show you how. |
| 9 | Effective Meetings | With all the time we spend sitting in meetings, it makes sense to think about whether our meetings are as efficient and as effective as they could be. This workshop will provide a variety of tools, tips, and techniques for getting the best out of your people by making the most of your meetings. |
| 10 | Innovation & Creativity | It's great when new ideas just magically pop into our heads, but sitting around waiting for the muse to strike is not the most practical or realistic way to go about our business. In this fun, interactive, high-energy workshop we'll explore a variety of time-tested ideation methods and processes that will lead to more creative idea generation and more innovative problem-solving and solution-finding. We'll also show how you can create a culture of innovation within your organization to enable and encourage the constant flow of new ideas. |
| 11 | Leader in You, The | Contrary to popular belief – leaders are not born, but made. In this intensive, introspective workshop, participants will turn their focus inward to gain valuable insight into who they are and how they are as leaders. One of the most important qualities of successful leaders is emotional intelligence, which is driven by self-awareness. So taking a “past, present, future” approach, participants will: take a look back on the origins of your views on leadership; explore your core values and personal definition of leadership; and give some serious thought to your “leadership legacy” by pondering the classic question: “Why Should Anyone Be Led By You?” Participants will leave with their own “Personal Leadership Action Plan,” intended to provide them with a road map and guiding compass for their personal leadership journey. |

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| 12 | Leadership Competencies Model | One way of inducing higher levels of performance from our people is through instituting a Leadership Competencies Model. This workshop will introduce a powerful behavioral assessment, development, coaching and feedback tool that will help leaders develop their people's abilities in the following areas: Thinking, Interpersonal, Communication, and Action. Each of these four clusters consists of three behaviors in which individuals are rated on a three-point scale. This model is then used as a developmental and coaching tool that has proven to lead to dramatically improved performance and productivity. |
| 13 | Leadership Training for Managers ("LTM") | This is our flagship management/leadership development program. Offered in a variety of different formats and lengths, based on your needs and budget, and customized to your organizational culture, this program provides your managers with the foundational mindset, toolset, and skill set they need to manage and lead their teams, and your organization, to higher levels of performance. Whether they have an MBA or have never taken a management course in their life, and whether they have 25 years of management experience or just got promoted into a supervisory role for the very first time, this interactive, experiential leadership development program will provide managers of all levels with a collection of classic and cutting edge tools, tips, and techniques to equip, enable, and empower them to maximize their own – and their people's – performance, productivity, and potential. |
| 14 | Leadership Training for Senior Executives | Even the most senior-level executives can benefit from brushing up their skills every once in a while! So, even if you have an MBA and 25-plus years of leadership experience, it never hurts to hit the pause button and take some time for yourself to "sharpen your saw" by focusing on your own professional development alongside your peers. While adding some new tools, tips, and techniques to your management and leadership toolkit, this interactive, hands-on workshop is customized to meet the needs of the senior executive who knows that it takes self-awareness and on-going professional development to continue to be a great leader. |
| 15 | Leading Change | If it's true that "the only constant is change," then we better be ready for it when it happens -- which is always. But leading our people through transformation is not easy. It involves an 8-step process that involves forming and articulating a clear and compelling vision, and communicating that vision so that others see, understand, and are inspired by it. This workshop will equip leaders with the knowledge and tools they need to lead their people through a successful change process. |
| 16 | Management Skills 101 for New Managers & Supervisors | Stepping up to a management or supervisory role is not easy. It is common for top performers to be thrust into these roles because they are good at what they do, but that does not necessarily mean that they are going to be successful at managing or supervising others, because, as we all know, managing people requires a completely different mindset, toolset, and skill set. This workshop will give new managers and supervisors the foundational knowledge and tools they need to set them up for success so that they can hit the ground running and get the most – and the best – out of their people. |
| 17 | Motivational & Inspirational Leadership | What makes people tick? What gets them up and out of bed in the morning? How do we keep morale up and get the best and the most out of our people, even in tough times? There is no "one size fits all" answer to these timeless questions, as different people are motivated by different things. But there are certain time-tested, universal ways of keeping people engaged and creating a more passionate, dedicated, loyal, and happy workforce. This workshop will take a deep dive into the various ways in which we can attract and retain our people while inspiring them to achieve results and reach new heights. |

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| 18 | Power, Influence & Persuasion | Getting anything done in the business world requires the power to make decisions and the ability to influence others. The good news is...you have a lot more power than you think! In this interactive workshop we'll introduce our PowerDial™ model and show how you can leverage and/or develop nine different sources of power so as to increase your influence...and your confidence. |
| 19 | PowerPoint Design | Say goodbye to "Death by PowerPoint"! In this hands-on interactive workshop, we'll introduce a variety of innovative ways of designing more creative, effective and impactful presentations. Taking a deep dive into the fundamentals of presentation design, participants will develop a greater understanding of the art and science of visual communication, and see how they can quickly and easily learn how to use imagery and visual storytelling to create context, communicate meaning, and generate emotion in order to "Educate, Engage, & Excite."™ |
| 20 | Presentation/Public Speaking Skills | Presentation is everything. In this fully immersive workshop, participants will develop their abilities to design and deliver more powerful presentations. Through a mix of classic tools, tips, and techniques, participants will learn how to: structure a presentation, open, close, use evidence, tell more effective stories, facilitate a Q&A, and improve their delivery (voice, pace, body language, etc.). With our time-tested, "strength-based" approach, participants will be put at ease as they practice these new skills while guided along with real-time coaching and feedback -- both from the instructor and from their peers -- so as to build confidence, overcome fear and anxiety, and vastly improve their public speaking skills so as to "wow" their audience and impact the world. |
| 21 | Strategic Influencing | It is said that you can have the greatest ideas in the world, but if you can't convince other people then it doesn't matter. And to convince and persuade people takes influence. Legendary author, Dale Carnegie, wrote in his classic bestseller "How to Win Friends and Influence People" that the only way to get someone to do something is to get them to WANT to do it. So how do we win people to our way of thinking and get their willing cooperation and commitment? Through strategically influencing them! This workshop will introduce a variety of strategic ways to tailor your message to your audience and present your ideas so as to gain buy-in and become a more powerful and effective influencer. |
| 22 | Team Bonding & Team Building (workshop and/or offsites) | It's been said that talent wins games, but teamwork wins championships. And winning teams don't happen by chance. They require leadership, a common goal, and a strategic approach to maximizing the value of each individual team member. This workshop takes a deep dive into what it takes to build and lead a high performing team by exploring such topics as: the four stages of team development; the six team basics; guiding principles; team roles; behavioral styles; communication, collaboration and conflict; dysfunctional teams; team leadership; and so much more. As the saying goes: "As a T.E.A.M...Together Everyone Achieve More." This action-packed workshop will show you how. |
| 23 | Time Management & Personal Productivity | Management guru Peter Drucker said that "Time is the scarcest resource; if it is not managed, nothing else can be." We each have the same 24 hours in a day, and yet some people are simply more productive than others. So why is that? The difference simply comes down to your ability to prioritize and more efficiently and effectively manage your time. This workshop will help you better understand how (and where) you tend to spend your time, empower you to be more proactive, and provide you with a collection of tools, tips, and techniques to help you to maximize your performance, productivity, and potential. |

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| 24 | Train-the-Trainer | It's one thing to know how to do something; it's another thing entirely to be able to train others. As the saying goes, "training ain't telling." Training is about presenting content in a way that people "get it" so that they can then go out and "do it." So how do you design and deliver a more effective training program? How do you keep participants engaged? How do you simplify complex information? How do you create an effective, experiential, adult learning environment? And how do you make learning "stick"? In this highly-interactive and hands-on train-the-trainer program, we'll introduce you to our "5 Core Competencies of Effective Trainers" model, and provide you with a collection of tool, tips, and techniques to set you up for success. |
| 25 | Visual Thinking & Visual Communication | We've all heard the expression, "A picture is worth a thousand words" – but why is that, and how can we leverage the power of visual thinking and visual communication so that people will say, "I see what you're saying!" In this innovative, interactive, and fun workshop, we'll explore the fundamentals of visual thinking, and show how you can more creatively generate ideas and more effectively communicate these ideas to others through the power of visuals. Based on our soon-to-be published book, "VisuaLeadership: Leveraging the Power of Visual Thinking in Leadership and in Life" (*to be published in mid-2020 by Post Hill Press/Simon & Schuster), this workshop will equip and enable you to use visual imagery, mental models, metaphor/analogy, visual storytelling, and humor to change the world. |

Todd Cherches
CEO & Co-Founder
BigBlueGumball
www.bigbluegumball.com
Management/Leadership/Teambuilding
& Presentation Skills/Public Speaking
Consulting, Training & Executive Coaching
New York City
Cell: (917) 359-6752
Email: todd.cherches@bigbluegumball.com
LinkedIn: www.linkedin.com/in/toddcherches
Twitter: <http://twitter.com/toddcherches>



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