

Inspired Teams

How to thrive in times of change & uncertainty



This masterclass provides a perfect introduction to the power of the Pathfinder programmes to change attitudes and behaviours.

Summary

Only people performing at their very best can keep your organisation thriving in these times of change and uncertainty. Employees and managers with heightened imagination, stamina, positive energy, self-belief and the capacity to collaborate are vital to your organisation's survival.

Employees and managers who show these qualities - we call **Pathfinders**. They set an example; they solve problems; they create solutions; they engage people and they create a powerful culture of "I Can! We Can!".

Style and Outcomes

Our Masterclasses are interactive and immersive. We will inspire participants to reach beyond their comfort zones and encourage them to see things differently. We use a variety of exercises, inspirational video clips and group discussions.

Participants will leave with increased clarity around goals, self-confidence and an improved capacity to deal with uncertainty and change. They will be more willing to engage in positive, collaborative solution creation.

Who is this suitable for?

This masterclass has been designed to enable employees at all levels of the organisation prepare, cope and eventually thrive on change. Executives, managers and staff have all rated this programme "exceptional".

Bespoke in-house versions of this Masterclass can be tailored to achieve specific outcomes for your organisation.

Participants will learn:

- The roots of human behaviour - how and why people behave as they do - and how to influence change
- How to align thinking, values, feelings and behaviour
- How to build confidence in an environment of change and uncertainty
- How to deal positively with delays, disappointments and disasters
- How to take command of your personal mindset - and achieve greater personal results
- How to achieve clarity around goals, resources and obstacles
- How to reveal the hidden, subconscious barriers to performance and achievement
- How to use the transformational questions of the Pathfinder's Facilitation Storyboard - a disciplined framework for thinking through issues, problems and opportunities and achieving results

This Masterclass will cover:

Pathfinder Principles

- Head, Heart, Gut - Thoughts, Feelings, Actions
- The foundations of individual and team performance are the 'stories' being told about what can and can't be done
- Management and leadership are about influencing and transforming negative 'stories' into 'positive' action

The Pathfinder Storyboard

- Identifying the hidden forces delaying or derailing a goal or project
- Gathering the mindset and resources needed to propel a goal or project to completion

Personality & Performance

- Frameworks for understanding how each individual thinks, feels and behaves
- Powerful motivation strategies for all personality styles

Creating a positive future

- Powerful, cutting edge goal setting techniques for individual and team performance

Follow Up Support

Participants will be able to continue their learning on the IHD's personal development website, www.MyPathfinder.com, which provides an ongoing feed of inspirational materials, tools and techniques to support their personal development.

Bespoke Versions of this Masterclass

Versions of this masterclass have been tailored for CEOs and Executive teams, management groups and frontline employees.

We shape the masterclass around your outcomes and culture, using our learning frameworks and the Pathfinder philosophy to create a powerful programme on immediate change.