



**GIANT LEAP**  
**CONSULTING**

**COURSE CATALOG**



**COURAGE**

## COURAGEOUS LEADERSHIP: BUILDING BACKBONE AND BOOSTING RESULTS

The Courageous Leadership workshop is Giant Leap Consulting's flagship offering. The program, which was authored by Giant Leap's founder and is published by Wiley Publishing, has been taught to thousands of executives from leading organizations all around the globe.

Aristotle said that courage is the first virtue because it makes all the other virtues possible. Courage is also the first virtue of business, because it's the lifeblood of leadership, entrepreneurship and innovation. Courageous workers step up to challenges, seek out leadership roles, and assert innovative ideas...all for the good of the company. This workshop will focus on helping people be more courageous at work so they can be "opportunity seekers".

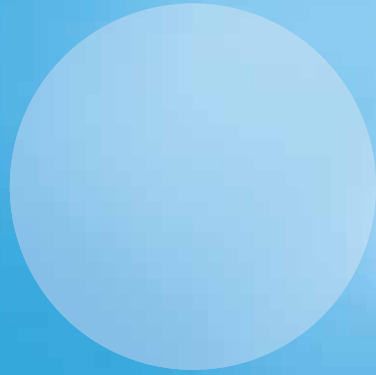
- » The impact that fear and comfort have on individual performance.
- » Three distinct types of courage and how to differentiate among them.
- » How to create an environment that supports courageous behavior.
- » The differences between managers who encourage workers, and those who discourage them, what Giant Leap calls Fillers and Spillers.
- » Tips on how to be more courageous and how to inspire more courageous behavior among those you lead.
- » Workshop includes the Courageous Leadership Profile so participants can identify their strengths and weaknesses on three different dimensions of courage. The workshop can also be delivered exclusively for women audiences (Courageous Leadership for Women).

Learn more at [www.couragebuilding.com](http://www.couragebuilding.com)

"The messages in Courageous Leadership are delivered in a clear, straightforward way and create a compelling reason for practicing courage. Our associates walked away with easy to implement strategies for demonstrating the three buckets of courage every day."

Pamela Booker,  
Sr. Director of  
Learning and  
Development,  
Saks Fifth Avenue





# OPPORTUNITY

## OPEN-DOOR LEADERSHIP: HOW TO LIFT PEOPLE, PROFITS, AND PERFORMANCE

Great leaders are opportunity-creators; they “open doors” of opportunity for others. Drawing on the concepts introduced in the bestselling leadership training book, *Leaders Open Doors* (published by ATD Press and authored by Giant Leap’s founder), participants learn radically simple ways to help people and organizations grow by creating challenging and meaningful opportunities.

People and organizations grow and develop when they intentionally pursue goals and challenges that stretch their skills and test their mettle. This workshop focuses on aligning the needs of the organization with the career aspirations of those they lead. The emphasis is on equipping participants with specific actions and “take aways” that can be immediately applied back on the job. Content includes:

- » Understand what it means to be an Open-door Leader.
- » Learn why being an opportunity-creator is far more valuable than being a problem-solver.
- » Learn why making people uncomfortable is a core part of a leader’s job.
- » Be introduced to six leadership “doors” that all leaders need to open.
- » Understand why having confident humility is central to being a great leader.

A leader has two primary jobs; 1. Leave the organization better off than you found it, and 2. Leave people better off than you found them. This workshop will help leaders accomplish both!

Learn more at [www.leadersopendoors.com](http://www.leadersopendoors.com)

“The message of *Leaders Open Doors* is insightful – if you aren’t opening doors for your people, you’re closing them!”

Marshall Goldsmith,  
bestselling author,  
MOJO

“Our work with Giant Leap Consulting on our leadership development program has been transformative for our company. We see GLC not as a vendor but a trusted strategic partner for developing our people and strengthening our business.”

Craig Atkinson,  
Senior Director of  
Communications,  
The Walsh Group





## **LEADING CHANGE: GETTING FROM HERE TO THERE... QUICKLY!**

Leadership is all about results and forward momentum. Leaders are responsible for leading, managing, and championing change. That means getting a group of people to move from point A to point B. Even if point B is in people's best interest, a lot of people will resist the change. During this workshop, participants will be provided with information and techniques to help them lead change initiatives more effectively. Content includes:

- » Understanding why change is important to leadership.
- » Review the critical reasons most change efforts fail.
- » Understand how and why human beings resist change and what leaders can do about it.
- » Review powerful tools and frameworks to advance the change process.
- » How to create a culture where people more readily embrace change.



## LEADING CULTURE: BUILDING A CULTURE OF PEAK PERFORMANCE

As Lou Gerstner, the former CEO of IBM once said, when it comes to leadership “culture isn’t just part of the game, culture is the game.” Leaders create the climate that everyone else live within. Getting culture right is central to being a great leader. Leaders create, maintain, and when appropriate, disrupt culture. During this workshop, participants will learn ways to recognize and impact culture to improve performance.

- » Understand culture's impact on performance.
- » Learn the four types of cultures and ways to recognize each.
- » Learn how to identify your own culture, and how to differentiate it from your competitors.
- » Clarify the impact and obligations leaders have on creating culture.
- » Devise specific leadership actions to create a culture of accountability and high performance.

“Aldridge Electric has been very pleased with our relationship with Giant Leap Consulting. They’ve done a great job of understanding the dynamics of our company and culture. The workshops they’ve designed don’t waste our time and are always filled with useful and interesting content.”

Steve Rivi, CEO,  
Aldridge Electric  
Incorporated







## LEADERSHIP 101: ESSENTIALS FOR LEADING OTHERS

This workshop is perfect for those who are new to the leadership ranks, or those who have never had any leadership training. Participants will learn the essentials for inspiring great performance and getting stellar results. They'll come away with greater clarity about what it means to be a leader, and greater confidence to lead others. But the real benefit is to those who are being led by the course graduates. The best reflection of a great leader is seen in the performance of those being led! Great leaders get great results...from their people.

- » How to define the word "leadership."
- » What bad leadership looks like and why it's so common.
- » Practices and behaviors common to all great leaders.
- » Specific tips for increasing leadership effectiveness and impact.





## GO TEAM GO!: A WORKSHOP ABOUT LEADING TEAMS

The great paradox of leadership is that until leaders learn to stop doing things, they'll never get more done. Immature leaders try to do it all themselves. Effective leadership requires that leaders mobilize and build teams to carry out the work of the organization. Thus, learning now to marshal, align, and inspire teams is a critical part of a leader's development. During this workshop, the leaders will:

- » Become clear on the difference between a group and a team – labeling a group a “team” doesn't make it one!
- » Gain knowledge about how teams develop and mature over time.
- » Experience powerful activities that can be used to help the team catch itself, being itself.
- » Review the importance of trust and teaming, and how to prevent common team dysfunctions.
- » Learn tips and techniques for effectively leading teams.

“Each time that Giant Leap has worked with us, they've had the uncanny ability to identify issues that our teams were wrestling with. Their programs seemed perfectly tailored to our firm and we saw immediate improvement as a result of their efforts.”

Joel Freedman,  
Johnson & Freedman,  
LLC

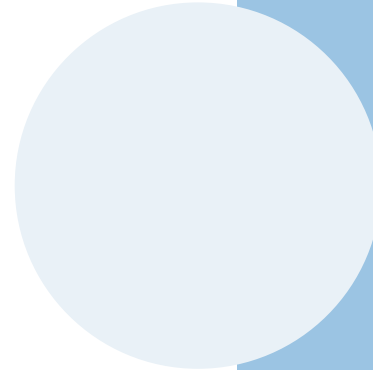




## THE RIGHT AND WRONG OF RISK-TAKING

To risk is to live, to live is to risk. Still, for most organizations risk is viewed as a four-letter word that needs to be minimized, mitigated, and controlled. But it's not enough to manage risk, people and companies need to take risks too. Risk leadership is more important than risk management, because risk central to innovation and entrepreneurship. Knowing the difference between a right risk and a wrong one is key to making sure you or the organization doesn't wipeout. This workshop draws on the concepts introduced in *Right Risk* (Berrett-Koehler Publishers), the seminal book on risk-taking, authored by Giant Leap Consulting's founder. The workshop covers:

- » The nature of risk and why many human beings are naturally risk-averse.
- » Statistics and the real (and absurd) odds behind common dangers, that turn out to be quite uncommon.
- » How perceived risk impacts performance, and how to manage the fear that often clouds risk judgment.
- » Tools for evaluating risk and for increasing the likelihood of a successful outcome.



## STEPPING IT UP!: A WORKSHOP ON PROFESSIONALISM

Your credibility will be enhanced or reduced by how you “show up” in the workplace. Regardless of how smart or competent you are, if you come off as unprofessional – in your demeanor, dress, or language – you won’t go far. When it comes to a thriving career, professionalism matters. So pull up your drawers, starch your shirt, and straighten your back, it’s time to be seen as a real pro! In this workshop, you’ll learn:

- » Seven “C’s” of professionalism: character, caring, clothing, customer service, communication, composure, and commitment.
- » Professional dress, including what not wear!
- » Three types of workers: Go-getters, Coasters, and Slackers!
- » How not to waste people’s time in a meeting.
- » Electronic etiquette (email, texting, etc!).
- » Tips on proper dining and entertaining etiquette.

“This workshop had excellent and relevant content and should be taught to everyone in our organization. Very useful information with lots of great take-aways.”

Actual workshop participant





## UNLOCKING HORNS: OPTIMIZING CONFLICT & NEGOTIATION

There's no two ways about it, conflict "is." The reality is, as much as people would rather avoid and "manage" conflict, it is an unavoidable reality in the workplace. This workshop will not focus on how to avoid conflict. Rather, leaders will learn techniques for "optimizing" conflict. Meaning, this workshop will focus on getting the most out of conflict situations so that the organization ultimately benefits. During this workshop, leaders will:

- » Understand the difference between constructive (healthy) conflict, and destructive (unhealthy) conflict.
- » Learn facts and statistics about the prevalence and damage conflict causes in many workplaces.
- » Review different conflict styles, and assess the style of each leader (through the use of a conflict survey).
- » Learn "dos and don'ts" for resolving conflict, as well as tips for preventing conflict in the first place!
- » Learn tips and techniques for increasing "win/win" interactions.



## PRESENTATION SKILLS

Powerful Presentations is an interactive workshop that can be delivered in a one-day or two-day format. It is designed to help professionals improve the delivery, content, and visual aids of their business presentations. Participants present multiple videotaped speeches, in front of their classmates. Afterward, they receive immediate feedback from the class facilitators after each speech. Participants learn to:

- » Use energetic delivery skills, including eye contact, vocal variety, meaningful gestures, and confident stance
- » Overcome nervousness.
- » Target presentations to their audience.
- » Strengthen their presentation content and organization.
- » Be more persuasive by using a relevant and attention-getting opening and a strong close.
- » Strengthen the impact of PowerPoint slides.

“Thanks! I took the Powerful Presentations class last winter . . . it was SO helpful! This past week I’ve had the opportunity to get in front of two large crowds and present some difficult training about changes in store for our company. The good news is – I received lots of compliments! . . . it is the most beneficial class I’ve had in my career.”

Actual workshop participant



## COACHING FOR HIGH PERFORMANCE

The surest way to improve individual performance is to provide solid, helpful, and regular feedback. People need coaching to perform at a high standard. Imagine a sports team, for example, trying to win games without a coach. Yet as important as coaching is, many people have never been trained in how to be a great coach. This practical workshop focuses on improving individual and organizational performance through coaching excellence. The workshop includes:

- » The difference between a coach and a cop.
- » Attributes of a great coach, and great coachee.
- » Powerful questions that draw out the best in coaches and coachees.
- » A framework for having a productive coaching conversation.
- » How to identify and leverage your coaching style (Personal Coaching Style Inventory).
- » The “Martini Method” and other great approaches for giving performance feedback.

## BOLDLY GO! GOAL-SETTING AND ACCOUNTABILITY

Momentum and results, that’s what leadership is all about. Leaders add value to an organization to the extent that they further the organizations goals. And they can only do that if the people their leading actually do the work their tasked with doing. Goal-setting and accountability go hand-and-hand...or at least they should. Excuse-making and blame are still too common in too many organizations. This workshop focuses on helping leaders inspire a culture of accountability so that goals get achieved!

- » Learn five characteristics of goals that motivate.
- » Be introduced to three types of workers: Go-getters, Coasters, and Slackers.
- » Get clear on what makes a good goal, and what makes a weak goal.
- » Review essential goals that every leader must set.
- » Learn how to surface and prevent excuses even before the project has started.
- » Learn practical tips for ensuring that everyone is “all in” when it comes to individual, project, and company goals.

## SAY WHAT?! BEST PRACTICES FOR EFFECTIVE COMMUNICATION AND LISTENING

Now here this: great leaders are great communicators! Leadership involves enlisting people around a compelling mission, and ensuring everyone knows their part. Leaders need to be versatile in communicating to large groups and to individual team members. They also need to be versatile in communicating to people at every level on the hierarchical ladder. Leaders need to be skilled at something else too: listening. As one senior executive commented during this workshop, “Here’s my advice for becoming a more effective leader: listen better!”.

- » Practice using “Leader Language” to improve performance.
- » Gain insight into how stress impacts effective communication.
- » Understand how communication breaks down (and how to prevent it).
- » Take a pre-workshop communication survey.
- » Learn to be a more effective leader and practice techniques for better listening.

## MOTIVATING SELF AND OTHERS

Nothing is more important to work than the ability to get ‘er done! Results are what matter most in an organization. But unless people are inspired to do good work, performance will suffer. This workshop first focuses on things that leaders can do to keep themselves motivated, then shifts to actions they can take to motivate and inspire those they lead. Content includes:

- » Learn about what de-motivates employees, and how to prevent it.
- » Be introduced to time-tested motivational frameworks and theories.
- » Understand the differences in what motivates across the four generations - Millennials, GenX, Boomers, and the Silent Generation.
- » Complete a motivational survey (the DiSC profile) to learn about what “makes you tick” and what about your style “ticks people off.”



## 90% OF GIANT LEAP'S BUSINESS COMES FROM REFERRALS

### Satisfied clients include:

Saks Fifth Avenue  
Accenture  
Lenovo  
UBS Bank  
Hugo Boss  
Spanx  
Walsh Construction  
Aldridge Electric Incorporated  
Borg Warner  
Cox Enterprises  
Total Petrochemicals USA  
Uline  
DaVita  
PNC Bank  
Plote Construction  
The University of Michigan  
Harvard University  
MIT  
UC Berkeley  
Georgia Tech  
USC

Giant Leap is an  
approved GSA vendor.  
Our government  
clients include:

NASA  
The CDC  
National Science Foundation  
The US National Forest Service  
The US Veterans Administration Hospitals  
The US Army

## CUSTOM WORKSHOP DESIGN & DEVELOPMENT

Let us custom design a workshop or training program for your organization! Giant Leap Consulting prides itself on designing high-impact, useful, and entertaining workshops and training programs. We have deep instructional design experience creating educational programs that range from half-day workshops to comprehensive succession programs spread out over multiple years.





Dear clients and friends,

You are the focus of everything we do at Giant Leap Consulting. When you leave a Giant Leap workshop, seminar or keynote, you will be armed with practical strategies and tools that you can immediately put to use back at work. As I often tell our clients, the person leaving our training programs should not be the same person who entered it. You deserve to be more confident, skilled and capable after experiencing a Giant Leap program.

Since our founding in 2002, Giant Leap has been fortunate to have worked with thousands of executives from some of the best organizations in the world. You've taught us a lot about what works – and what doesn't – when it comes to adult learners. You can count on us to always provide learning experiences that have rich content, insightful dialogue, engaging activities, and relevant case studies.

There's something else you can count on too: first-rate course materials. Our participant notebooks, PowerPoints, and course materials are among the best in the world. I know that's a tall claim, but it's true! You can sample our course material and see for yourself! – just send an email to [info@giantleapconsulting.com](mailto:info@giantleapconsulting.com).

Please take a moment to immerse yourself in Giant Leap's new course catalogue. In addition to introducing our tried-and-true training courses, it also showcases our two "signature" programs: Courageous Leadership, and Open-door Leadership.

Stay Courageous!



Bill Treasurer, Chief Encouragement Officer,  
Giant Leap Consulting, Inc.

P.S. Need a customized course? Giant Leap loves to develop new and original content for our clients!

Contact: [info@giantleapconsulting.com](mailto:info@giantleapconsulting.com)

Visit our websites:  
[www.giantleapconsulting.com](http://www.giantleapconsulting.com)  
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