

INSPIRATIONWORKS, LLC

Developing effective organizations...one Self at a time



Inspiration InCorporation™: Putting Insight to Work

"I'm walking away from this...with a whole new outlook on life...the concepts are so simple and basic, but it's amazing how recognizing them and finding ways to incorporate them in everyday living can truly change your life." (RH)

Issue: Maintaining productivity, integrity and focus during times of change and stress

Organizations are in a time of dramatic, often painful, change. Our investment in human capital, truly our most valuable asset, is at risk. We lose the individuals in whom we have invested the most. New skills...new tools are needed.

We are not given these tools in school...or in life. Nor do most people intuitively realize them. The traditional techniques of Organizational Development and Organization Management approach issues from the organization's, not the individual's, perspective. Often this is like attempting to strengthen a building by carefully rearranging the cubicles. The heart of the matter is the bricks. The individuals. Us.

Employees are often skeptical and cynical of the training they receive. "Our people are our most important assets" and "We're a learning organization" do not ring true when the training does not address crucial human needs. At a time when many of our most senior and most experienced and most valuable people are asking "Why am I here?" and "Why should I stay?" we are failing to answer.

Imperative: Learning and using practical, new tools... to incorporate inspiration and put insight to work

By giving each individual new tools—powerful, appropriate, practical tools—tools that can be incorporated easily at work and at home, the organization can sincerely answer the individual's and the organization's need to feel and be inspired.

Effective organizational development builds an identifiable personality and soul for the organization that is solid enough to not only survive change but also actually thrive and grow in change. As every member of the organization—each Self—is fortified with these new tools, the integrity and vitality of the whole organization emerges.

Results

Participants in Inspiration InCorporation™ inspire in themselves and their organization greater focus, productivity, integrity and creativity as well as an improved sense of well being. The result is individuals with an enhanced level of trust, greater preparedness for and acceptance of change, and a heightened ability to more fully experience the richness of life. Participants invariably have a sense of gratitude for the experience.

What if you could reduce employee turnover by 5%?

Inspiration works!

“Never did I anticipate the profound impact these simple tools would have on me.”(AN)

Inspiration InCorporation: Putting Insight to Work

Inspiration InCorporation™ is a three-day workshop offered by Valerie and Roger Pease of InspirationWorks, LLC. Together they bring decades of experience and consulting with Xerox Corporation, Touche Ross & Co., Intel, Ford, Inland Steel, Tektronix, the State of Oregon, the City of Portland, Blue Cross Blue Shield. This workshop presents the pragmatic tools developed for their ten-week course at Portland State University. These tools develop and reinforce the work and life habits necessary to

encourage growth of the individual’s spirit in the workplace while maximizing one’s sense of Self and one’s ability to more fully experience the richness of life.

The workshop includes learning about and practicing specific communication skills, lateral thinking, discovery sessions, and tools to understand and promote emotional intelligence. Designed for effectiveness with different learning styles, it incorporates discussions and exercises on boundaries, honesty, fear, anger, and trust, as well as the often-overlooked contribution of the spirit in the workplace. The workshop examines human nature in the workplace and the application of concepts about the mind and meaning.

Immediate and Long-term Benefits

For the individual:

- Increased comfort with change and stress
- Improved self-confidence
- Practical life skills
- Improved morale and job satisfaction
- Enhanced focus and discernment of the important
- Increased freedom and creativity
- More effective problem solving
- Acceptance of responsibility for one’s own well being in the workplace
- Improved recognition and enjoyment of the richness of life at work and at home

For the organization:

- Protection of the organization’s investment in human capital
- Improved adaptability to change
- Higher level of employee responsibility, integrity, and trust
- Enhanced engagement of employees
- Increased productivity
- Improved retention and loyalty
- Improved customer perception
- More effective strategic thinking and problem solving
- Improved profitability

Who Should Attend

Inspiration InCorporation is recommended for employees at all levels in the organization, from top management and board members to middle managers, supervisors, support staff and line employees. Special sessions up to 35 participants can be created for groups within departments or divisions of an organization or from several departments or divisions.

Scheduling Your Workshop

Schedule Inspiration InCorporation for your organization!

Contact: InspirationWorks, LLC
503-638-8607
www.inspirationworks.com

Optimum group size is 25-35 participants.
The fee is \$500 per day, per participant, plus travel expenses, if any.

What if you could reduce health care claims by 4%?

Inspiration works!

"I came looking for a paradigm shift, and I got one...one to do with myself. I am once again centered." (JB)

Inspiration InCorporationTM : Putting Insight to Work

Three days to a new understanding of your Self and your work

Day One

Morning: My Spirit, My Self, My Work

Recognize, feel and experience how discovery sessions can amplify the thinking of your team

Experience the continuous flow and real impact of emotions in communication

- Listening, suspension of judgment, assumption identification, reflection
- The four-player model in communication: movers, followers, opposers, bystanders
- Fatal communication errors: criticism, contempt, defensiveness and stonewalling

Afternoon: Aspects of Human Nature in Business

Focus on connecting, not just competing; maximize your strengths by owning your vulnerabilities

- Learning styles
- The four stages of learning
- Discovery versus debate, discussion, conversation

Day Two

Morning: The Mind and Language

Learn how language indicates how the brain is working, focuses the brain, and creates intention

- Ladder of inference
- Tuning into your inner-sportscaster
- Using language to create your positive or negative reality

Afternoon: Emotional Intelligence

Explore different perspectives, expand response choices, use more data and intuition in choices, open up to other people and ideas

- Four categories of emotional intelligence
- Revelations from the left-hand column
- Lateral thinking: unlocking your creative Self

Day Three

Morning: Boundaries and Detachment

Recognize needs and communicate them to others, detach appropriately from difficult situations

- Focusing on what you can impact, accepting what you cannot
- Boundaries in differentiated adults
- The power of using scripts

Afternoon: Silence as a Tool

Learn to use silence to enhance your creativity, productivity, and sense of well being

- The value of silence at work, at home
- Creating and using silence: breathing, journaling, meditation

What if you could reduce absenteeism by 10%?

Inspiration works!

"I have learned so much more from this class...in looking at how much I have [changed] in such a short time and with such basic, simple rules of thumb to follow, I am completely fascinated. I guess you could say I have stepped out of my box and allowed myself to experience [the change]...especially at work where I need it most" (KH)

Your Guides

InspirationWorks, LLC applies cognitive science—the science of how people think and learn—to the work place. Elements of neuroscience, linguistics, psychology, philosophy combine with decades of corporate experience to improve the productivity and creativity of organizations. Individual employees develop pragmatic tools to use in communicating within the organization, in their personal lives, and with themselves. The result is individuals and organizations that survive, thrive and stay inspired. Inspiration works!

Valerie Pease

- A highly motivated counselor and strategist with excellent motivational, analytical, communication, and interpersonal skills. Experienced facilitator for change in individuals and organizations.
- Adjunct faculty: Portland State University
- MST: Portland State University, cognitive science
- Experience: management, consulting, high-tech sales, computer systems analysis with Xerox Corporation, Marshall Field & Company, and Hart Schaffner & Marx

Roger Pease

- An experienced management professional, mentor and guide. A highly motivated leader with excellent team building, communication, analytical, and interpersonal skills.
- Adjunct faculty: Portland State University
- MBA: Kellogg School, management, finance
- Experience: CEO high-tech startups Lattice Semiconductor Corporation, Payline Systems Inc. Firstlink Inc.; partner, international public accounting and consulting firm Coopers & Lybrand, Touche Ross & Co.



INSPIRATIONWORKS, LLC

401 Southwest Long Farm Road • West Linn • Oregon • 97068
www.inspirationworks.com • 503-638-8607

Developing effective organizations...one Self at a time