

LifeLabs⁷
Learning

A Better Way to Work

Workshop Catalog



Welcome to LifeLabs Learning

The gold standard for leadership development that drives productivity and profitability - fast.

Browse our catalog to find detailed descriptions of our workshops and learning experiences. We offer today's must-have leadership skills for managers, senior leaders, and individual contributors.



Why LifeLabs Learning?

We're not your typical corporate training provider.

LifeLabs Learning is all about delivering real change, really fast. No more waiting weeks or months to see results. Our programs are designed for rapid transformation, focusing on **Tipping Point Skills™** – the small changes that lead to a big impact.

Our commitment to **live learning experiences** ensures every session is practical, memorable, and joyful. You get expert facilitators (teachers, psychologists, researchers, and training experts) providing world-class guidance. So participants leave equipped with practical skills they can put into action on the very same day.

And you can count on our programs to deliver organization-wide results. It's not just rhetoric – LifeLabs Learning programs are **backed by behavioral science**. We use in-house data and real-world outcomes from leading organizations to shape what we teach and how we teach it.

Find the perfect fit for you or your team.

- **Team Training** – Get custom live training programs exclusive to your team. We go beyond teaching skills to help reshape company culture, creating workplaces where individuals don't just work – they thrive.
- **Membership** – An all-access pass to daily live virtual workshops. It grants the flexibility to learn at your own pace, on your schedule, and includes interactive coaching opportunities, plus 1-hour workshops for those with busy schedules.

More isn't always better – learn about our curated approach at lifelabslearning.com/our-approach

Our Approach

Science-backed skills with real-world impact

Over the past decade, we've studied tens of thousands of managers around the world. What we found was clear: **the most effective people leaders share a core set of skills.**

We call these the **Tipping Point Skills™**, the most important skills that drive immediate, high-impact results. Each of our 15 Tipping Point Skills™ is grounded in research and validated by academic and practitioner literature.

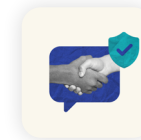
Tipping Point Skills™ form the foundation of every LifeLabs program. They are:

- ✓ **Timeless:** They hold up across industries, leadership levels, and time.
- ✓ **Universal:** They're relevant for every team and leader.
- ✓ **Proven:** They consistently deliver tangible results.

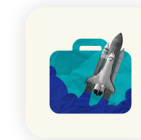
The Lifelabs Learning Tipping Point Skills™



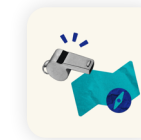
Adaptivity & Resilience



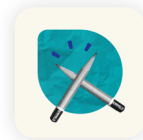
Building Trust



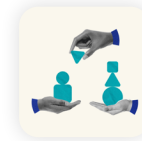
Career Growth



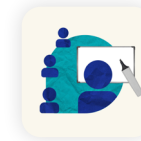
Coaching



Conflict & Collaboration



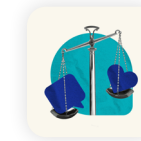
Delegation



Facilitation



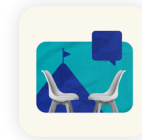
Feedback



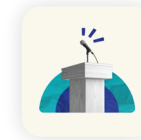
Inclusive Systems Thinking



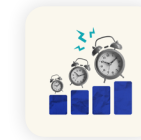
Leading Change



Manager Conversations



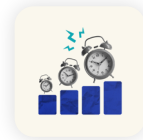
Presenting



Productivity



Strategic Thinking



Time Management & Prioritization

Our Approach

Immediately useful tools

We break down each Tipping Point Skill™ into individual **Behaviors & Methods** that can be immediately put into action. This drives behavioral change immediately, and helps learners build habits that lead to long-term success.

These 100+ Behaviors & Methods are woven into every workshop, toolkit, and learning experience, because building better leaders and stronger teams starts with building the right habits.

Example Behaviors & Methods:

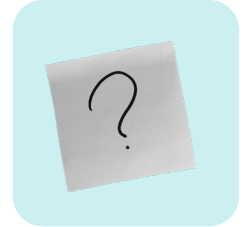


Coaching

Q-step Behavior

Intentionally shifting from a “telling mode” to a “question mode,” prioritizing inquiry over giving immediate solutions.

Why? To foster stronger engagement and self-directed problem-solving among teams.



Playback Behavior

Paraphrasing back what you saw or heard from someone in a conversation.

Why? To create clarity, understand the problem faster, catch misunderstandings as they come up, and build trust.



SOON Funnel™ Method

A coaching method that helps people move from clarity to action.

Why? To transform leadership conversations, shifting dialogues from problem-focused to solution-driven.



Strengthen the People Intelligence behind your AI strategy.

AI transformation depends as much on people as on tools. We build the people intelligence that makes AI initiatives succeed. Through expert-led, social learning, we develop sharper decision-making, stronger collaboration, and the trust needed to turn AI from a tool into a performance advantage.

Workshop	How this workshop accelerates your AI transformation
Adaptivity & Resilience →	As AI transforms how work gets done, leaders who can regulate their reactions, make grounded decisions, and help others stay centered will build teams that don't just cope with change, they thrive in it.
Behaviors of Inclusion →	Employees who build inclusive mindsets and behaviors help create workplaces where all contributions are valued and accessible, even as AI transforms how we work.
Building Trust →	Building trust helps leaders and teams strengthen the behaviors that support inclusion, deepen interpersonal connections, and maintain psychological safety in environments where change is constant.
Career Growth →	As AI changes what companies need, employees who know how to grow their employability and design their own trajectory will thrive.
Coaching →	Building coaching capabilities strengthens human judgment, trust, and adaptability, which become essential as AI tools scale across organizations.
Conflict & Collaboration →	Strong conflict and collaboration skills help teams adapt faster, reduce tension, and make better decisions, even when priorities and tools shift rapidly.
Delegation →	Effective delegation now requires not just assigning tasks, but also defining ownership in a blended human-AI environment. This involves setting clear expectations and developing people's ability to apply judgment, verification, and critical thinking.
Delivery Skills →	As expectations for precision and efficiency rise, your ability to deliver messages credibly, connect with audiences, and handle the unexpected becomes a differentiator.
Effective 1-1s →	Effective 1-1 skills are now a critical leadership capability in an AI-enabled workplace, ensuring rapid technological change is matched with the human connection, clarity, and support people need to thrive.
Feedback →	These habits build the clarity, fairness, and balance that leaders need to guide their teams through complex, rapidly changing environments.
Group Coaching: Coaching →	In an AI-enabled workplace, teams benefit from a dedicated space to practice these skills in real time. This practice helps people sharpen their thinking, collaborate more effectively, and maintain strong human connections as work speeds up and expectations evolve.
Group Coaching: Feedback →	As AI speeds up the pace of work, skilled human feedback becomes even more important. These capabilities help people give feedback that is specific, balanced, and easy to hear, so trust and growth stay strong even as the pace of work accelerates.
Inclusive Interviewing →	Inclusive interviewing skills are now a critical capability in an AI-enabled hiring landscape, ensuring technology accelerates decisions without undermining equity, human judgment, or the candidate experience.
Inclusive Systems →	Inclusive systems leadership is now a critical capability in an AI-enabled workplace, ensuring that every new process, policy, and tool advances accessibility, fairness, and genuine involvement rather than amplifying bias.
Influential Communication →	Influential communication strengthens the human capabilities that AI struggles with: asking high-quality questions, understanding stakeholder motivations, and creating alignment through insight rather than pressure.
Leading Change →	Understanding the science of change is now a critical leadership capability in an AI-enabled workplace, helping leaders navigate the emotional, cognitive, and behavioral realities people experience as new technologies shift how they work.
Manager Intensive 1 →	Manager Intensive strengthens managers' ability to apply these foundational people skills under pressure, so they can lead clearly and confidently in complex, rapidly changing environments.
Manager Intensive 2 →	Strong, well-practiced management skills are now a critical leadership capability in an AI-enabled workplace, ensuring that technology amplifies performance without eroding connection, accountability, or shared understanding.
Managing Distributed Employees →	Strong distributed management skills are now a core leadership capability in an AI-enabled workplace—essential for matching the technology-driven speed with the human connection and stability people need to do their best work.
Meetings Mastery →	Effective meeting design and facilitation skills are now a critical leadership capability, ensuring that AI-powered efficiency translates into inclusive, energizing, and decisive time together.
People Development →	By strengthening developmental conversations and planning, these skills help teams build adaptability and stay future-ready as AI reshapes roles and expectations.
Productivity & Prioritization →	Prioritization is now a core leadership capability in an AI-enabled workplace, keeping teams focused, aligned, and resilient amid fast-moving demands.
Strategic Thinking →	As AI increases the volume of information and accelerates execution, strategic thinking has become a critical leadership capability that turns raw speed into meaningful, sustainable impact.

Curated workshops for the skills that matter most

Access our workshops by opting for a Team Training program tailored to the unique needs and culture of your company, or choosing from our Membership plans.

Custom Team Training →

Looking for a personalized learning solution? Our Team Training programs are structured yet flexible, designed to fit your culture, values, and goals. Our Program Consultants will work with you to create a learning experience that meets your unique needs.



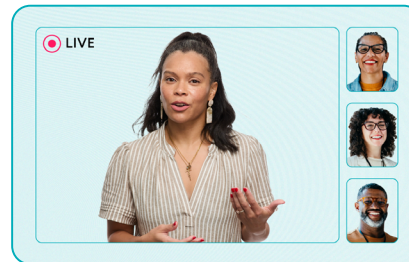
Manager CORE 1 →

Manager CORE 2 →

Individual Contributor CORE →

DEI Program →

Membership →



Skill Up









Level Up

Lead Up

Custom Team Training

Choose a path that meets your team's goals, whether you're building stronger managers, leveling up individual contributors, or creating a more inclusive culture.

All Programs Include:

-  Science-backed content
-  Customization to your culture and goals
-  Expert live facilitation
-  Consulting for program launch & impact plan
-  Dedicated success and support
-  Scalable tech platform with real-time reporting
-  On-demand courses and learning resources
-  Reusable templates and tools

Most Popular

Custom Program

Our consultants partner with you to design a custom training program for your team. Select the workshops that matter most to your business to build a program that delivers meaningful, measurable impact.

Your custom program includes:

- ✓ Dedicated consulting for program design
- ✓ Customization for your culture and goals

Browse our workshops to find the best fit for your team.

All workshops →

Manager CORE 1 →

The foundational skills every modern manager needs to effectively lead in-person, hybrid, and remote teams.

Coaching →

Feedback →

Productivity & Prioritization →

Effective 1-1s →

Manager Intensive 1 →

Manager CORE Add on(s):

Managing Distributed Employees →

Conflict & Collaboration →

Behaviors of Inclusion →

Building Trust →

Most Popular

Manager CORE 2 →

Continue developing your managers' abilities to lead strategically and drive meaningful impact for your business.

Strategic Thinking →

Meetings Mastery →

Leading Change →

People Development →

Manager Intensive 2 →

Manager CORE Add on(s):

Managing Distributed Employees →

Conflict & Collaboration →

Behaviors of Inclusion →

Building Trust →

Individual Contributor Core →

Create organization-wide impact by empowering all employees with essential skills that drive effectiveness across roles.

Influential Communication →

Feedback →

Productivity & Prioritization →

Adaptivity & Resilience →

Career Growth →

IC CORE Add on(s):

Delivery Skills →

Conflict & Collaboration →

Behaviors of Inclusion →

Company-wide Initiatives

DEI Program →

Designed to foster inclusion at every level of your organization. The program covers understanding and addressing bias, equipping interviewers with skills to create a positive candidate experience, and optimizing organizational systems to foster belonging and drive innovation.

Behaviors of Inclusion →

Inclusive Interviewing →

Inclusive Systems →

Manager CORE 1

The foundational skills every modern manager needs to effectively lead in-person, hybrid, and remote teams.

Workshops	Coaching →	Feedback →	Productivity & Prioritization →	Effective 1-1s →	Manager Intensive 1 →
They will learn to:	<ul style="list-style-type: none"> Motivate and empower their reports Help their reports become proactive & independent Listen and communicate more effectively 	<ul style="list-style-type: none"> Handle difficult conversations well Give actionable feedback Ask for feedback effectively 	<ul style="list-style-type: none"> Manage their time and their reports' time well Clearly communicate priorities Take action proactively vs reactively 	<ul style="list-style-type: none"> Give reports a feeling of constant growth Increase sense of meaning and inclusion Use 1-on-1s to drive performance and engagement 	<ul style="list-style-type: none"> Enhance conversation clarity and connections. Equip direct reports for challenges, success, and growth.
They will practice:	Active listening, question agility, coaching through work-related challenges	Preparing for a tough conversation, Giving and asking for feedback	Prioritizing tasks, fixing common time management challenges	Holding developmental 1-on-1 conversations	Real-life scenarios and contexts to practice and apply skills

Tipping Point Skills™



Coaching



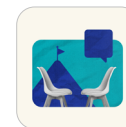
Feedback



Productivity



Time Management & Prioritization



Manager Conversations

Manager CORE Add on(s)

Managing Distributed Employees →

Conflict & Collaboration →

Behaviors of Inclusion →

Building Trust →

Manager CORE 2

Continue developing your managers' abilities to lead strategically and drive meaningful impact for your business.

Workshops	Strategic Thinking →	Meetings Mastery →	Leading Change →	People Development →	Manager Intensive 2 →
They will learn to:	<ul style="list-style-type: none"> Shift their team from reactive into proactive mode Prevent unintended consequences of decisions Include the right stakeholders at the right times 	<ul style="list-style-type: none"> Lead effective brainstorming and decision-making sessions Keep meeting participants focused and productive Intervene when meetings go off track 	<ul style="list-style-type: none"> Craft a compelling change statement Reduce change resistance and accelerate adoption Create resilience and flexibility within their team 	<ul style="list-style-type: none"> Develop a strategic succession plan for their team Hold effective career growth conversations Create and track individual development plans 	<ul style="list-style-type: none"> Help direct reports think more strategically, contribute well in meetings, handle change, and develop themselves
They will practice:	Applying strategic thinking tools to real-world projects	Using advanced meeting facilitation tools and techniques	Planning and messaging change initiatives	Succession planning and holding career growth conversations	Real-life scenarios and contexts to practice and apply skills

Tipping Point Skills™



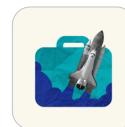
Strategic Thinking



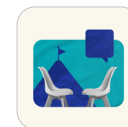
Facilitation



Leading Change



Career Growth



Manager Conversations

Manager CORE Add on(s)

Managing Distributed Employees →

Conflict & Collaboration →

Behaviors of Inclusion →

Building Trust →

Individual Contributor CORE

Create organization-wide impact by empowering all employees with essential skills that drive effectiveness across roles.

Workshops	Influential Communication →	Feedback →	Productivity & Prioritization →	Adaptivity & Resilience →	Career Growth →
They will learn to:	<ul style="list-style-type: none"> • Earn influence through asking high-quality questions • Pivot from defensiveness to curiosity • Improve communication and collaboration 	<ul style="list-style-type: none"> • Handle difficult conversations well • Give actionable feedback • Ask for feedback effectively 	<ul style="list-style-type: none"> • Manage their time and their reports' time well • Clearly communicate priorities • Take action proactively vs reactively 	<ul style="list-style-type: none"> • Manage uncertainty and their reactions • Analyze their default style under stress and know how to diagnose colleagues' • Use best practices that create structure for themselves and others 	<ul style="list-style-type: none"> • Identify their strengths & development opportunities • Build skills that benefit self and team growth • Increase social capital by diversifying their network
They will practice:	Active listening and asking clarifying and deepening questions	Preparing for a tough conversation, Giving and asking for feedback	Prioritizing tasks, fixing common time management challenges	Techniques to stay calm and collected during change	Real-life scenarios and contexts to practice and apply skills

Tipping Point Skills™



Leading Change



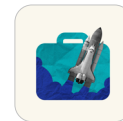
Feedback



Productivity



Time Management & Prioritization



Career Growth



Adaptivity & Resilience

Individual Contributor CORE Add on(s)

Behaviors of Inclusion →

Delivery Skills →

Inclusive Interviewing →

DEI Program

Designed to foster inclusion at every level of your organization. The program covers understanding and addressing bias, equipping interviewers with skills to create a positive candidate experience, and optimizing organizational systems to foster belonging and drive innovation.

Workshops	Behaviors of Inclusion →	Inclusive Interviewing →	Inclusive Systems →
They will learn to:	<ul style="list-style-type: none">• Speak with greater clarity and confidence on issues of diversity and inclusion• Notice bias in everyday interactions and decisions• Create a greater sense of belonging for their coworkers• Intervene constructively when they see bias at play	<ul style="list-style-type: none">• Identify bias hot spots in their interview process• Develop predictive job criteria• Help the team discuss candidates in an efficient and fair way• Hold interviews that provide insight and increase the quality of hiring decisions• Create a great candidate experience, even when the person is not being selected	<ul style="list-style-type: none">• Apply the FAIR framework to make any new or existing system more inclusive• Use shared language to spread inclusive systems skills across the organization• Discern quickly which systems promote inclusion and which can be optimized• Intervene constructively when they notice systemic bias at play
They will practice:	Behaviors of inclusion for the biggest exclusion hotspot	Crafting interview questions and facilitating effective and fair interviews	Applying the FAIR framework to existing projects and systems

Tipping Point Skills™



Inclusive Systems Thinking









Membership Plans



An overview of workshops included per plan.

Membership provides teams and individuals with unlimited access to weekly live workshops, on-demand courses, and more—all for one annual fee.

All Programs Include:

-  Science-backed content
-  Customization to your culture and goals
-  Expert live facilitation
-  Consulting for program launch & impact plan
-  Dedicated success and support administrator
-  Scalable tech platform with real-time reporting
-  On-demand courses and learning resources
-  Reusable templates and tools

[View a comparison of Membership plans and Team Training here](#) →

Skill Up

- Influential Communication →
- Productivity & Prioritization →
- Feedback →
- Behaviors of Inclusion →
- Adaptivity & Resilience →
- Career Growth →
- Delivery Skills →
- Group Coaching: Feedback →

Level Up

- All workshops in Skill Up, plus:**
- Delegation →
- Managing Distributed Employees →
- Coaching →
- Effective 1-1s →
- Inclusive Interviewing →
- Group Coaching: Coaching →
- Group Coaching: Feedback →

Lead Up


- All workshops in Skill Up & Level Up, plus:**
- Strategic Thinking →
- Meetings Mastery →
- Leading Change →
- People Development →
- Building Trust →
- Conflict & Collaboration →
- Inclusive Systems →
- Group Coaching: Coaching →
- Group Coaching: Feedback →

All Workshops





Adaptivity & Resilience

 **60, 90, or 120 minutes**

Tiping Point Skills™:



Adaptivity
& Resilience

Team Training:

- Manager CORE 1 Add on
- Manager CORE 2 Add on
- Individual Contributor CORE → Add on
- DEI Program

Membership:

- Skill Up →
- Level Up →
- Lead Up →

When things are uncertain, many people freeze, make wrong decisions, or feel overwhelmed. In this workshop, you will practice techniques to stay calm, clear-minded, and adaptive even when things are quickly changing. Skills include how to diagnose and optimize your default style under stress, how to make good decisions (even when information is confusing or limited), and how to create structure when things feel unstructured. You will leave feeling more capable and prepared for whatever comes your way.

During this workshop, participants will:


- Explore brain reactions to uncertainty, including common coping styles and movement patterns through the Kubler-Ross change curve.
- Dive into research on what expert ‘adapters’ do.
- Analyze their default style under stress and know how to diagnose colleagues’ styles.
- Practice techniques to decrease anxiety on command.
- Practice scenario planning to decrease anxiety and increase strategic responding.
- Learn techniques to add structure and decision-making clarity in complex situations.

After this workshop, participants will:

- Be equipped to effectively manage uncertainty and their reactions to it.
- Understand and use best practices that create structure for themselves and others, even with limited information.



Behaviors of Inclusion

 **60, 90, or 120 minutes**

Tipping Point Skills™:



Inclusive Systems Thinking

Team Training:

- ✓ Manager CORE 1 → ✓ Add on
- ✓ Manager CORE 2 → ✓ Add on
- ✓ Individual Contributor CORE → ✓ Add on
- ✓ DEI Program →

Membership:

- ✓ Skill Up →
- ✓ Level Up →
- ✓ Lead Up →

We are all biased, and yet bias doesn't have to stop us from being deliberately inclusive and leveraging our differences. In this workshop, you will learn the psychology of unconscious bias and its impact at work. Then we'll practice behaviors of inclusion— small habits that improve 1-1 interactions, group meetings, feedback, and decisions. You'll leave with greater confidence and simple tools to be a better advocate for yourself and others.

During this workshop, participants will:


- Develop a shared language and increased conversational capacity to talk about bias and inclusion.
- Learn about the science behind unconscious bias.
- Understand the impact of bias in the workplace.
- Practice behaviors of inclusion for the biggest exclusion hotspots: 1-1 interactions, gatherings, meetings, feedback & decisions, microaggressions, and internal bias.
- Create an action plan to apply insights and continue learning.

After this workshop, participants will:

- Speak with greater clarity and confidence on issues of diversity and inclusion.
- Notice bias in everyday interactions and decisions.
- Create a greater sense of belonging for their coworkers.
- Make sure every voice is heard in meetings.
- Ask questions that lead to insight (for themselves and others).
- Intervene constructively when they see bias at play.
- Keep noticing and filling their own gaps in awareness.



Building Trust

 **60, 90, or 120 minutes**

Tippling Point Skills™:



Building
Trust

Team Training:

- Manager CORE 1 → Add on
 - Manager CORE 2 → Add on
 - Individual Contributor CORE Add on
 - DEI Program
-

Membership:

- Skill Up
- Level Up
- Lead Up →

Research shows that trust is the number one differentiator of high performing teams. Why? Teams with high levels of psychological safety innovate more, learn faster, and perform better. In contrast, teams with low psychological safety are doomed to repeat mistakes and avoid sharing new ideas.

During this workshop, participants will:


- Diagnose trust dynamics and identify solutions to fix them.
- Practice cross-cultural awareness and understand the pros/cons of different working styles.
- Extract learning from failure.
- Learn how to create trust, rapport, and productive vulnerability.

After this workshop, participants will:

- Build strong relationships fast.
- Create productive vulnerability.
- Build relationship resiliency.
- Rapidly learn from failure.
- Develop an action plan to increase psychological safety on any team they are a part of.



Career Growth

 **60, 90, or 120 minutes**

Tipping Point Skills™:



Career
Growth

Team Training:

- Manager CORE 1 Add on
- Manager CORE 2 Add on
- Individual Contributor CORE → Add on
- DEI Program

Membership:

- Skill Up →
- Level Up →
- Lead Up →

Innovative, fast-growing organizations are constantly changing. This organizational reality means that there are rarely predictable "career ladders" to climb. Instead, career growth is more like rock climbing. It requires employees to collect a variety of skills and experiences and drive their development without expecting their manager to tell them how to grow. In this workshop, we teach the three things that research shows makes the biggest difference for individuals who successfully grow their careers: they understand their own strengths, they cultivate a diverse network, and they proactively build their skills.

During this workshop, participants will:


- Experience a mindset shift about career growth (from ladder climbing to rock climbing).
- Identify their personal career priorities.
- Complete a series of exercises to discover their strengths, energizers, and opportunities for development.
- Identify gaps where they can build skills that support the team and organization.
- Discover opportunities to increase the diversity and openness of their network.
- Develop a plan for growth using the 3Es Model (Experience, Education, Exposure).

After this workshop, participants will:

- Proactively identify opportunities to grow their careers.
- Communicate their motivation and work interests to their manager.
- Increase their social capital by diversifying their social network.
- Identify skill development opportunities that benefit the team and/or company.
- Make a case for taking on a stretch assignment.



Coaching

 **60, 90, or 120 minutes**

Tipping Point Skills™:



Coaching



Manager
Conversations

Team Training:

- Manager CORE 1 → Add on
- Manager CORE 2 Add on
- Individual Contributor CORE → Add on
- DEI Program

Membership:

- Skill Up →
- Level Up →
- Lead Up →

In this workshop, participants practice the fundamental tool of great leaders: how to engage, empower, and improve performance by skillfully coaching others. The result: team members become more self-sufficient, resolve problems faster, and make more valuable contributions to the team.

Pre-work: Come ready to discuss a work-related challenge you currently have (anything from how to motivate your team, to how to end meetings on time). A fellow participant will coach you through the issue.

During this workshop, participants will:


- Learn what coaching is, how coaching hinges on the ability to ask good questions, and how to use coaching techniques to solve common manager challenges.
- Practice asking questions instead of defaulting to telling mode to clarify issues faster and empower direct reports.
- Learn how to increase question quality, variety, and flexibility.
- Practice four foundational coaching tools: active listening, split-tracking (adding structure to a conversation), selecting open vs closed questions, and using the SOON Funnel (S: what does success look like; O: what are the options; O: what are the obstacles; N: what are the next steps).
- Participate in a 30-minute exercise: In groups of three each person coaches through a real-world work challenge and gets feedback on coaching skills to immediately improve.
- Debrief as a group, apply learnings to everyday context, and commit to action items for the week ahead.
- Learn how to skillfully do “adaptive coaching,” which happens when working remotely, when emotions are high, or when conditions are uncertain / rapidly changing.

After this workshop, participants will:

- Catch themselves taking management “shortcuts” that prevent their team from scaling.
- Notice opportunities to develop their direct reports through asking high-quality questions.
- Have increased question agility so they know how to pivot to a different coaching tactic when someone feels stuck or frustrated.
- Know how to create greater connection and clarity in a conversation.
- Have the tools to help their direct reports identify their challenges, define success, explore obstacles and options, and create a plan of action.



Conflict & Collaboration

 **60, 90, or 120 minutes**

Tippling Point Skills™:



Building
Trust



Conflict &
Collaboration

Team Training:

- Manager CORE 1 → Add on
- Manager CORE 2 → Add on
- Individual Contributor CORE → Add on
- DEI Program

Membership:

- Skill Up
- Level Up
- Lead Up →

Research shows that poor collaboration is a top predictor of strategic failure. On the positive side, teams that practice the art of productive conflict are more innovative and successful than those who do not. Teams that have good conflict competency can not only handle any tension that comes their way, they can also accelerate the results of collaboration.

During this workshop, participants will:


- Learn ways to manage shifting priorities and what to do when goals suddenly change.
- Practice conflict mediation - how to stop wasting time, energy, and resources on the most frequent collaboration and conflict hotspots.
- Coach and give feedback to each other on how to handle conflict.

After this workshop, participants will:

- Increase productive collaboration and reduce unproductive conflict.
- Bridge the gap between different team cultures and collaboration styles.
- Communicate and foster norms that work in hybrid/remote/high change environments.
- Successfully negotiate when priorities conflict.



Delegation

 60, 90, or 120 minutes

Tipping Point Skills™:



Delegation

Team Training:

- Manager CORE 1 Add on
- Manager CORE 2 Add on
- Individual Contributor CORE Add on
- DEI Program

Membership:

- Skill Up
- Level Up →
- Lead Up →

Learn the behaviors and methods that help you delegate with clarity, confidence, and follow-through, while also getting what you need when others delegate to you. This session gives you simple, practical techniques to reduce overload, develop others, and build a culture of shared ownership so you and your team can focus on the work that matters most. You'll explore the mindsets and habits that support effective delegation, learn when and what to delegate, and practice tools that build capability without losing control. Whether you're giving or receiving delegation, you'll leave with actionable methods to increase autonomy, reduce bottlenecks, and enable your team to do their best work.

During this workshop, participants will:


- Identify common mental traps that make delegation difficult and reframe them using the Cuff Checklist.
- Use the Give & Grow method to decide what to delegate and align tasks with team development goals.
- Practice delegating effectively using the GEMS method: set a clear Goal, Empower the right person, Monitor progress, and Strengthen learning.
- Apply Step-Back behaviors to promote autonomy and ownership. (120 min only)
- Diagnose delegation risk levels and avoid tasks that are unclear, inappropriate, or premature to delegate.

After this workshop, participants will:

- Free up time and mental space by interrupting “do-it-myself” reflexes using the Cuff Checklist.
- Accelerate team development by assigning tasks that grow skills while achieving results.
- Create a culture of clarity and accountability by running consistent, high-trust GEMS delegation conversations.
- Strengthen autonomy and initiative on their team through regular use of Step-Back behaviors.(120 min only)
- Reduce bottlenecks, burnout, and rework—while increasing team ownership, engagement, and follow-through.



Delivery Skills

 **60, 90, or 120 minutes**

Tiping Point Skills™:



Presenting

Team Training:

- Manager CORE 1
- Manager CORE 2
- Individual Contributor CORE →
- DEI Program
- Add on
- Add on
- Add on

Membership:

- Skill Up →
- Level Up →
- Lead Up →

When leading a meeting, giving a presentation, or handling difficult conversations, a speaker's body language often matters as much as the words they use. In this workshop, we use tools from advanced perception research to make small changes in a meeting leader's delivery style, leading to a big improvement in the ability to be persuasive and connect with an audience. We cut through the obvious stuff that everyone knows and move straight to the things that make the biggest difference. Participants walk away with a visible improvement in their delivery skills - both in person and virtual!

During this workshop, participants will:


- Discuss interpersonal perception research: how to understand the interplay between warmth vs. competence domains, both in person and virtual.
- Practice eye contact, gesture, energy leveling, reduction of nonverbal noise, purposeful movement, strategic pause, emphasis, and inflection.
- Use 'marker gestures' to add structure when topics are complex.
- Practice exercises to determine default positions (and optimizations) when under pressure.
- Practice exercises with Q&A sessions and handling difficult questions.

After this workshop, participants will:

- Optimize nonverbal and verbal habits, so that they come across as both competent and warm, flexible and structured, and able to handle pressure well.
- Add structure to complex topics and handle difficult questions well.
- Create an action plan they can immediately use, focusing on one improvement area per week.



Effective 1-1s

 **60, 90, or 120 minutes**

Tipping Point Skills™:



Manager
Conversations

Team Training:

- Manager CORE 1 → Add on
- Manager CORE 2 Add on
- Individual Contributor CORE Add on
- DEI Program

Membership:

- Skill Up
- Level Up →
- Lead Up →

When managers don't understand how to facilitate a one-on-one with their reports, their sessions turn into status updates or they simply get cancelled (or infinitely rescheduled). As a result, employees feel they aren't learning and growing or that their manager simply doesn't care about them. Top managers use their one-on-one time very differently. They treat it as sacred management time to build trust, remove obstacles, and develop their direct reports. This workshop shares easy methods and techniques to do it.

During this workshop, participants will:


- Learn how the 1-1 can be used to increase employee engagement and decrease 'managerial debt' each week.
- Learn how to identify opportunities to coach, share feedback, and align on priorities during the 1-1.
- Learn the 5 psychological drivers of motivation (the desire for certainty, autonomy, meaning, progress, and social inclusion - CAMPS).
- Practice using the 1-1 to diagnose each driver. Rate each direct reports' levels of engagement and generate ideas for increasing these scores.
- Practice using 1-1 time to increase vision, connect work to the larger picture, and do developmental coaching.
- Review a sample 1-1 agenda.
- Discuss how to put what they learned in this workshop into action in the week ahead.
- Learn how to do 'adaptive 1-1s,' optimizing dynamics in times of uncertainty and when working remotely.

After this workshop, participants will:

- Explain the purpose of the one-on-one to their direct reports.
- Structure a one-on-one in a way that increases engagement and puts direct reports in the driver's seat of the conversation.
- Diagnose and address key drivers of motivation and engagement (CAMPS).
- Shift into an adaptive leadership mindset during one-on-one conversations - focusing on their direct reports' thinking rather than just the task at hand.



Feedback

 **60, 90, or 120 minutes**

Tipping Point Skills™:



Feedback



Manager
Conversations

Team Training:

- Manager CORE 1 → Add on
- Manager CORE 2 Add on
- Individual Contributor CORE → Add on
- DEI Program

Membership:

- Skill Up →
- Level Up →
- Lead Up →

High-quality feedback is at the heart of an organization's ability to grow, adapt, and improve. However, many managers avoid giving feedback because it makes them uncomfortable, or they give feedback that leaves their direct reports feeling frustrated and confused. The good news is: research reveals that there are simple steps managers can take to immediately and dramatically improve the quality of their feedback. In this workshop, participants will learn the science behind effective feedback, and practice giving feedback that is specific, actionable, and inspiring, even in tough situations and even when working remotely.

Pre-work: Decide on a piece of feedback you want to give someone at work (or would have wanted to give someone in the past). No need to perfect what you plan to say (we'll do this in the workshop) - just come ready to work on this feedback scenario.

During this workshop, participants will:


- Learn a four-step process for giving feedback, including opening (micro-yes), data point, impact statement, and question.
- Practice opening the conversation by decreasing defensiveness.
- Practice sharing the right type of data points/observation statements. Exercises include converting poor feedback statements into skillful feedback statements.
- Practice sharing the impact statement ("I'm mentioning it because...").
- Understand how to turn feedback into a two-way conversation using questions that check perception, jointly problem-solve, make a request, and determine commitment/ understanding.
- Learn how to build trust and self-efficacy in direct reports through strengthening strengths/ articulating what is working well.
- Practice asking for feedback to build a feedback culture within their team.
- Craft a real-world feedback script and receive feedback on their feedback.
- Decide how to apply the learnings from this workshop in the week that follows.
- Learn why feedback matters even more when working remotely or when times are uncertain, and how to turn feedback-giving into a norm that helps your team grow, innovate, and adapt faster.

After this workshop, participants will:

- Convert poor quality feedback into high quality feedback.
- Apply the LifeLabs Playing Cards Method™ to give specific and actionable feedback.
- Reduce defensiveness in feedback recipients.
- Ask for feedback effectively.
- Create a team culture where giving and receiving feedback is normal and expected.



Inclusive Interviewing

 **60, 90, or 120 minutes**

Tippling Point Skills™:



Inclusive Systems
Thinking

Team Training:

- Manager CORE 1 Add on
- Manager CORE 2 Add on
- Individual Contributor CORE Add on
- DEI Program →

Membership:

- Skill Up
- Level Up →
- Lead Up →

When people are trained in how to interview candidates fairly and effectively, the entire company benefits. In this workshop, participants learn how to engineer a well-thought-through interview experience, including creating and selecting interview questions with minimum bias and maximum predictive validity, and how to assess answers and debrief on results. Participants in this workshop also learn how to make candidates feel welcome and included through deliberate nonverbal and verbal cues. Participants practice all skills via role play.

Note: this workshop is customized to match your existing interview process.

Pre-work: Come to this workshop with a role in mind for which you are hiring or would like to hire in the future.

During this workshop, participants will:


- Understand the role that bias plays in the interview process and how to mitigate it.
- Reverse engineer their goals to identify job criteria.
- Create well-crafted interview questions that exactly target the job criteria.
- Learn how to ask deepeners, clarifiers, follow-up questions, and pivots.
- Understand how to frame and set up a structured interview.
- Learn how to make the interview an inclusive experience (even if you don't want to make an offer).
- Explore openings, using nonverbal cues, making good transitions, handling questions, politely interrupting to keep timing on track, and closing.
- Determine how to put what was learned in this workshop into action in the week ahead.

After this workshop, participants will:

- Identify bias hot spots in their interview process.
- Develop predictive job criteria.
- Help the team discuss candidates in an efficient and fair way.
- Facilitate interviews that provide insight and increase the quality of hiring decisions.
- Create a great candidate experience, even when the person is not being selected.



Inclusive Systems

 **60, 90, or 120 minutes**

Tiping Point Skills™:



Inclusive Systems
Thinking

Team Training:

- Manager CORE 1 Add on
- Manager CORE 2 Add on
- Individual Contributor CORE Add on
- DEI Program →

Membership:

- Skill Up
- Level Up →
- Lead Up →

As companies grow, it becomes more challenging to ensure that all managers have the skills they need to create, roll out, and scale inclusive systems. In this workshop, you'll learn and practice an easy-to-use framework to make projects, programs, and policies inclusive and accessible. You'll leave with the skills necessary to build the infrastructure for an inclusive culture, no matter your role.

Optional pre-work: Attend Behaviors of Inclusion.

During this workshop, participants will:


- Learn a framework to ensure every project, process, and system is inclusive.
- Practice applying the framework to existing projects and systems.
- Identify how to make current practices more inclusive.
- Create a plan for implementing ongoing inclusive systems.

After this workshop, participants will:

- Apply the FAIR (forthright, accessible, involved, rigorous) framework to make any new or existing system more inclusive.
- Use shared language to spread Inclusive Systems across the organization.
- Discern quickly which systems promote inclusion and which can be optimized.
- Create a greater sense of belonging for their coworkers.
- Intervene constructively when they notice systemic bias at play.



Influential Communication

 **60, 90, or 120 minutes**

Tipping Point Skills™:



Leading
Change

Team Training:

- Manager CORE 1 Add on
- Manager CORE 2 Add on
- Individual Contributor CORE → Add on
- DEI Program

Membership:

- Skill Up →
- Level Up →
- Lead Up →

Employees are usually hungry to make a greater impact on their organization and gain support for their ideas. Even individuals who have leadership roles prefer leaning on their influence rather than their authority to achieve results. But influence seems like such an abstract skill that most people don't know how to start building it. When we think about earning influence, we tend to envision projecting confidence or becoming more persuasive - skills that take years to master. Instead, we can become more influential immediately just by changing the quality of our questions. The result? A questions-first culture in which employees are eager to hear one another's perspectives and empowered to pursue their ideas proactively.

During this workshop, participants will:

- Think about their personal definition of influence.
- Learn research about the role questions play in earning influence.
- Practice activating curiosity in difficult moments (20 questions technique) and pivoting to better understand the person they want to have influence with (stakeholder analysis).
- Learn and practice the 6 key questions that improve influence: blur questions, split tracks/playbacks, scaling questions, reasoning questions, forward questions, and next step questions.
- Pick a developmental focus for themselves to continue increasing their skills.

After this workshop, participants will:

- Pivot perspective to better understand their stakeholders.
- Create clarity in any conversation.
- Build forward momentum and action when a conversation or project gets stuck.

Leading Change

Change-readiness is now an essential skill for every team. When managers understand the science behind change, they can equip their teams to be more adaptive, resilient, and agile. In this workshop, you will learn everything you need to know. We'll explore change curves, what happens neurologically when we experience unexpected shifts, track different coping styles and how to respond to each, and practice easy techniques to reduce resistance and increase commitment and action in yourself and others. You'll practice devising solutions and crafting communication using a change template that will make you a more effective and inspiring leader.


Pre-work: Come to this meeting ready to talk about a change you are leading or would like to lead.

During this workshop, participants will:

- Discuss the science behind change curves and coping styles via a series of micro-experiments.
- Learn about the stages of change (freeze, unfreeze, refreeze) and collect tools to help stakeholders adapt faster to change within each stage.
- Practice communicating change initiatives to reduce resistance and increase commitment.
- Learn to set up change initiatives so that they are more likely to succeed (create early wins, design behavioral cues, and communicate small steps toward action).
- Discuss how to turn what they learned in this workshop into action.

After this workshop, participants will:

- Understand and predict reactions to change.
- Design an inspiring and effective change initiative.
- Create structures that increase the change-readiness of a team over time.

 **60, 90, or 120 minutes**

Tippling Point Skills™:



Leading
Change

Team Training:


- Manager CORE 1 Add on
- Manager CORE 2 → Add on
- Individual Contributor CORE Add on
- DEI Program

Membership:

- Skill Up
- Level Up
- Lead Up →



Manager Intensive 1

 **60, 90, or 120 minutes**

Tipping Point Skills™:



Manager
Conversations

Team Training:

- Manager CORE 1** → Add on
- Manager CORE 2 Add on
- Individual Contributor CORE Add on
- DEI Program

Membership:

- Skill Up
- Level Up
- Lead Up

You've learned how to coach, give feedback well, help people prioritize, and hold effective 1-1s. Now it's time to refresh your skills and apply them to challenging situations and difficult conversations, so you are prepared for anything that might come your way as a manager. We'll quickly review what you learned, then spend 90% of this workshop applying these skills to tough management scenarios. This workshop will take you to the next level in your skill set as a manager and leave you with new confidence to handle any situation. This session is a confidence boost (managers leave it feeling like they can handle any situation, using tools they already know well) and a personal development boost, taking managers to the next level of mastery by turning core behaviors into habits.

Prerequisite: This workshop requires that participants already took the LifeLabs Coaching and Feedback workshops.

During this workshop, participants will:


- Learn the concept of Behavioral Units (BUs) - how to break up a skill into its smallest behavioral units and practice those units in increasingly difficult situations.
- Review the Behavioral Units (BUs) learned in the coaching workshop (Q-stepping, playbacks, split tracks, SOON funnel) and the feedback workshop (micro-yes, deblurring/giving data, sharing impact statements, checking perception, joint problem solving, and gaining commitment).
- Self-evaluate skill levels in each of the above areas.
- Spend 90% of the workshop practicing. This includes practicing stepping into a questions mode/curiosity mode even when feeling defensive, watching videos of coaching done right and wrong and applying the learnings, practicing the ability to notice common feedback mistakes and correct those feedback mistakes just in time, and learning how to handle difficult feedback issues such as triangulation (when you hear about a performance issue but didn't observe it yourself).
- Discuss and resolve common challenges and sticking points as a group.

After this workshop, participants will:

- Be able to solve everyday problems more efficiently and effectively.
- Consolidate and embed CORE Part 1 skills.
- Feel confident in their ability to solve difficult scenarios and handle difficult conversations.



Manager Intensive 2

 **60, 90, or 120 minutes**

Tiping Point Skills™:



Manager
Conversations

Team Training:

- Manager CORE 1 Add on
- Manager CORE 2 → Add on
- Individual Contributor CORE Add on
- DEI Program

Membership:

- Skill Up
- Level Up
- Lead Up

You've learned how to help your direct reports think more strategically, contribute well in meetings, handle change, and develop themselves. Now it's time to refresh your skills and apply them to challenging situations and difficult conversations, so you are prepared for anything that might come your way as a manager. We'll review what you learned in our previous workshops, assess your strengths and areas for further development, then spend 90% of this workshop practicing. This session is a confidence boost and a personal development boost, taking managers to the next level of mastery by turning core behaviors into habits.

Prerequisite: This workshop requires that participants already took the LifeLabs CORE Part 2 workshops.

During this workshop, participants will:


- Review the concept of Behavioral Units (BUs) - how to break up a skill into its smallest behavioral units and practice those units in increasingly difficult situations.
- Review the Behavioral Units (BUs) learned in CORE Part 2 workshops.
- Self-evaluate skill levels in each of the above areas, now that they have had time to practice them.
- Spend 90% of the workshop practicing their ability to apply these skills, in combination, in a variety of challenging scenarios. This includes practicing strategic coaching in situations where long term planning is needed, identifying the pivot points when a meeting goes wrong (and skillfully bringing it back), practicing 'pitching skills' to lead difficult change initiatives, and creating a development plan for team members that combines all of the above skills.
- Discuss and resolve common challenges and sticking points as a group.

After this workshop, participants will:

- Be able to solve everyday problems more efficiently and effectively.
- Consolidate and embed CORE Part 2 skills.
- Feel confident in their ability to solve difficult scenarios and handle difficult conversations.



Managing Distributed Employees

 **60, 90, or 120 minutes**

Tiping Point Skills™:



Facilitation

Team Training:

- Manager CORE 1 → Add on
- Manager CORE 2 → Add on
- Individual Contributor CORE Add on
- DEI Program

Membership:

- Skill Up
- Level Up
- Lead Up →

To be adaptive, every manager needs to know how to manage well remotely, at any time and on demand. How is managing a remote or partially remote (what we call 'hybrid') team different? In this workshop participants will get trained in the unique challenges of remote and hybrid-remote management. They'll learn how to optimize work and collaboration in the biggest challenge areas: communication, connection, trust, fairness, and growth. The result: employees that are engaged and productive, no matter their location.

During this workshop, participants will:


- Discuss the unique challenges (and benefits!) of distributed setups.
- Learn the 3 unique drivers of distributed employee success: managing communication, managing connection, managing energy.
- Learn how to optimize communication dynamics. Exercises include creation of faster feedback loops, practice with expectation setting and resetting, understanding how to provide contextual information, and analysis of distribution of knowledge that is unique to the remote environment. Also includes awareness-building exercises showing how misinterpretations in the meaning of silence can occur, and how to avoid those misinterpretations.
- Learn how to optimize connection and developing team inclusion habits.
- Learn how to optimize trust dynamics. Exercises include practice with a 4-point checklist for clarity of responsibilities, consistent 1-1s, checkpoints, and results-based metrics (focusing on output and deliverables rather than simply input).
- Learn how to optimize growth dynamics, including how to help remote employees stretch their skills, create development goals, give them exposure to the right people within the organization, and help their projects and successes become more visible.
- Learn hacks to immediately improve hybrid meeting dynamics.

After this workshop, participants will:

- Increase engagement and workflow for remote and in-person employees.
- Know how to diagnose and fix unspoken issues that are unique to remote management situations.



Meetings Mastery

 **60, 90, or 120 minutes**

Tiping Point Skills™:



Facilitation

Team Training:

- Manager CORE 1 Add on
- Manager CORE 2 →** Add on
- Individual Contributor CORE Add on
- DEI Program

Membership:

- Skill Up
- Level Up
- Lead Up →**

We spend so much of our time in meetings, yet few people are trained to be outstanding meeting leaders. When team members learn how to make small changes to the format and flow of their meetings, the entire organization becomes more productive and aligned. In this workshop, participants learn how to design meetings well. They also learn how to be excellent virtual and in-person meeting facilitators, able to handle typical meeting issues such as topics going off track, under- or over-participation, entangled issues, or stalled decision-making processes. Participants leave with an essential skill-set that can be applied to any meeting, large or small.

Pre-work: Come to this session with a meeting in mind that you would like to optimize.

During this workshop, participants will:


- The responsibilities of being a meeting owner: choosing the right meeting structure to meet the goal, sequencing the agenda, and timeboxing agenda items.
- Opening: How to open the meeting using a purpose statement that focuses the group. Practice making a 4P statement: purpose, product, personal benefit, and process.
- During a meeting: How to keep a meeting on track, including using a visual agenda/ progress markers, summation and transition statements, time statements, parking lots, and use of tools (digital and in-person) when focus has been lost.
- Closing: How to close the meeting, including using action-owner statements.
- Advanced tools to use for each meeting type: status update/alignment meeting tools (including use of timers and round robins), brainstorming (including idea quotas and inclusivity tools for introverts), and group decision making (including dot vote, cluster analysis, and criteria matrix).
- Intervention techniques when something goes wrong, including use of our difficult situations guide.

After this workshop, participants will:

- Design meetings well, including creating optimized agendas.
- Facilitate meetings well, including knowing how to intervene.
- Follow up well after a meeting, including documenting decisions and action items.



People Development

 **60, 90, or 120 minutes**

Tipping Point Skills™:



Career
Growth

Team Training:

- Manager CORE 1 Add on
- Manager CORE 2 → Add on
- Individual Contributor CORE Add on
- DEI Program

Membership:

- Skill Up
- Level Up
- Lead Up →

One of the most common reasons employees switch jobs is that they don't feel that they are learning and growing. Most managers assume the only way to give their reports a feeling of growth is through promotions, but this solution is limited - especially when career paths aren't clear or there are skill gaps. Instead, talented managers help their teams find opportunities for development in their current roles, transforming every day at work into a new chance to stretch and grow. This workshop teaches them how.

During this workshop, participants will:


- Learn how an employee's feeling of growth and development are linked to engagement and retention, and how to think about 'developing people' as part of their everyday role.
- Discuss common challenges managers face when it comes to developing their reports, including how to handle skill gaps.
- Practice utilizing a 'job crafting matrix' to help direct reports become more self-aware and gain momentum using task crafting, relational crafting, and cognitive crafting.
- Practice each component of a career coaching conversation, including helping direct reports think through growth opportunities using a 3Es Model: experience, education, and exposure.
- Practice moving people toward action, overcoming obstacles, stretching, and naming the win.
- Explore opportunities to integrate development into everyday tasks and conversations.
- Learn how to strategically think about team-wide development: succession planning and future skills that will be needed to hit ideal targets.
- Practice turning any conversation into a development opportunity, including 'adaptive development' - how to help people develop skills quickly in uncertain times or shifting roles.
- Discuss how to put what they learned in this workshop into action in the week ahead.

After this workshop, participants will:

- Support their reports in creating a growth plan.
- Give their direct reports the attention they need to continually develop.
- Help perpetuate a learning culture by regularly extracting insights from experiences.



Productivity & Prioritization

 **60, 90, or 120 minutes**

Tiping Point Skills™:



Productivity



Time Management
& Prioritization

Team Training:

- Manager CORE 1 → Add on
- Manager CORE 2 Add on
- Individual Contributor CORE → Add on
- DEI Program

Membership:

- Skill Up →
- Level Up →
- Lead Up →

In an environment that moves and changes fast, employees tend to believe that there's never enough time to tackle their entire to-do list. Managers feel that all of their tasks are top priority, so they can't communicate effectively about what matters most. As a result, their direct reports feel confused and overwhelmed. Worst of all, they pick up their managers' worst time management, organization, and prioritization habits (such as doing what's urgent, easy, or top of mind rather than what will make the biggest impact on the company). On the flipside, managers with great habits create productive, motivated teams that spread positive behaviors throughout the organization.

During this workshop, participants will:


- Learn to diagnose their own and their direct reports' biggest time management challenges.
- Test out and discuss a wide range of tools and techniques for improving time awareness, prioritization, organization, and focus, even when working remotely or during times of change. Tools include: time audits, calendar blocking, consistent capture systems, MIT method, quadrant method, bucket method, single-tasking, creating if-thens, pomodoro technique, visual workflows/Kanban.
- Take part in a multitasking experiment to observe the harmful impact of distributed focus.
- Explore the positive and negative productivity habits they are reinforcing on their team.
- Understand the psychology behind our biggest productivity challenges and needs.
- Practice using coaching questions to align on priorities with their direct reports.
- Discuss ways that they will incorporate what they learned during this workshop into their workflow in the week ahead.

After this workshop, participants will:

- Diagnose their direct reports' time management and productivity challenges, including how to help direct reports optimize their own workflow in rapidly changing or remote conditions.
- Become skilled productivity coaches.
- Proactively address inefficient team habits.
- Enable positive team habits (such as modeling time integrity, creating a closed loop culture, and using a visual workflow).



Strategic Thinking

 **60, 90, or 120 minutes**

Tiping Point Skills™:



Strategic Thinking

Team Training:

- Manager CORE 1 Add on
- Manager CORE 2 → Add on
- Individual Contributor CORE Add on
- DEI Program

Membership:

- Skill Up
- Level Up
- Lead Up →

When things move fast, it's easy to get stuck in a short-term, shoot-from-the-hip mindset. To scale and collaborate well, you and your team need to think and execute strategically. In this workshop, you'll sharpen your team's long-term thinking skills and practice tools to help everyone on the team identify objectives, diagnose obstacles, avoid unintended consequences, and involve the right stakeholders at the right times, even when timelines and priorities shift.

During this workshop, participants will:

- Learn the 'behavioral units' of strategic thinking and explore research on how to turn this type of thinking into a team-wide habit.
- Apply strategic thinking tools and frameworks to a real project they are working on now and get feedback from other participants. Tools include:
 - Link maps (inverted triangle method)– to map activities to team and company goals
 - Gap Analysis– including determining lag and lead measures
 - 3 Lenses Model– to diagnose root causes of issues and practice systems-based thinking
 - Consequences Check– to practice mitigating risk and build a habit of tradeoff awareness, as well as how to lead skillful pre-mortems
- Inclusive Planning– to practice involving the right stakeholders at the right time during all phases of setting up a tactic, project, or strategy
- Identify situations in which they are at risk of thinking reactively rather than proactively.

After this workshop, participants will:


- Pause regularly and ask questions that focus on long-term impact vs. short term demand, org-wide systems vs. individual perspectives.
- Apply strategic thinking habits across contexts.
- Communicate ideas more strategically and inclusively.

Group Coaching





Group Coaching: Coaching

 60 minutes

Tipping Point Skills™:



Coaching

Team Training:

- Manager CORE 1 Add on
- Manager CORE 2 Add on
- Individual Contributor CORE Add on
- DEI Program

Membership:

- Skill Up
- Level Up →
- Lead Up →

Immerse yourself in real-life scenarios and contexts to practice and apply your coaching skills, with a focus on the SOON Funnel. Attend as often as you like to practice in a group setting and 1:1 with peers, and gain new insights each time. Prepare to elevate your leadership prowess with empowered coaching!

Prerequisite: This session is designed for participants who have attended Coaching Skills (2hr) or Coaching Conversations (1hr).

Prework: Bring a work-related challenge (e.g., team motivation, efficient meeting closures). A peer will guide you through the issue.

During this workshop, participants will:


- Watch and participate in live coaching sessions on real challenges.
- Elevate question quality and adaptability.
- Master core coaching tools: q-stepping, playbacks & split-tracks, and the SOON Funnel.
- Forge deeper connections, navigate obstacles, and chart paths of action.

After this workshop, participants will:

- Nurture direct reports through skillful questioning.
- Enhance conversation clarity and connections.
- Equip direct reports for challenges, success, and growth.



Group Coaching: Feedback

 60 minutes

Tiping Point Skills™:



Feedback

Team Training:

- Manager CORE 1 Add on
- Manager CORE 2 Add on
- Individual Contributor CORE Add on
- DEI Program

Membership:

- Skill Up →
- Level Up →
- Lead Up →

Elevate your feedback skills in this dynamic practice session where science meets practicality. You'll deepen your learning of the Feedback Formula with interactive practice for real-life feedback situations. Get comfortable with giving feedback to anyone in a safe practice space with personalized feedback on your scenario. Join us for an interactive journey that will redefine your feedback approach and propel your leadership skills to new heights. Come regularly for maximum impact!

Prerequisite: This session is designed for participants who have attended Feedback Skills (2hr) or Feedback Conversations (1hr).

Pre-work: Prepare by selecting a feedback scenario to refine during the session.

During this workshop, participants will:

- Master the LifeLabs Learning Feedback Grid when applied to different difficult situations.
- Explore the nuances of feedback in challenging scenarios.
- Create and refine real-world feedback scripts.
- Get feedback on their real-world feedback scripts.

After this workshop, participants will:

- Convert subpar feedback into gold-standard quality.
- Tackle defensiveness with finesse.
- Craft impactful data points and statements.
- Deliver real feedback.

Comparison Chart	Team Training (Cohorts of your team, virtual or in-person)						Membership (Online workshops)		
	Most Popular Manager CORE 1 →	Most Popular Manager CORE 2 →	Manager CORE Add on	Individual Contr. CORE →	Indiv. Contr. CORE Add on	DEI Program →	Skill up →	Level Up →	Lead Up →
Coaching →	✓							✓	✓
Feedback →	✓			✓			✓	✓	✓
Productivity & Prioritization →	✓			✓			✓	✓	✓
Effective 1-1s →	✓							✓	✓
Manager Intensive 1 →	✓								
Strategic Thinking →		✓							✓
Meetings Mastery →		✓							✓
Leading Change →		✓							✓
People Development →		✓							✓
Manager Intensive 2 →		✓							
Managing Distributed Employees →			✓					✓	✓
Building Trust →			✓						✓
Conflict & Collaboration →			✓		✓	✓			✓
Behaviors of Inclusion →			✓		✓		✓	✓	✓
Delivery Skills →					✓		✓	✓	✓
Inclusive Interviewing →						✓		✓	✓
Inclusive Systems →						✓			✓
Adaptivity & Resilience →				✓			✓	✓	✓
Career Growth →				✓			✓	✓	✓
Influential Communication →				✓			✓	✓	✓
Delegation →								✓	✓
Group Coaching: Coaching →								✓	✓
Group Coaching: Feedback →							✓	✓	✓

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