



Training Topics

Trainings typically last 1.5 to 3 hours, or can be tailored to meet your organization's needs.

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Topic	Objective	Skills
Openness to Discovery	How to operate as a leader who is open, aware and curious in order to build trust and influence with teams and clients	<ul style="list-style-type: none">• Familiarize yourself with a self-awareness tool• Locate yourself on the defensiveness/openness scale• Recognize your signature defensive behaviors• Learn to apply key wonder questions
Healthy Responsibility	How to move from the traditional model of outsourcing responsibility to an innovative model of 100% responsibility. Reduce burnout, resentment, blame in the workplace	<ul style="list-style-type: none">• Work with current professional issues using an innovative model that reduces burnout and builds collaboration• Explore taking 'more than' or 'less than' 100% responsibility• Use well-crafted questions to invite responsibility within and among co-workers (rather than finger pointing)• Understand blame versus responsibility
Agile Collaboration & Avoiding the Drama Triangle	How to cultivate creative collaboration within your team (rather than drama)	<ul style="list-style-type: none">• Familiarize yourself with the three roles that surface under stress• Recognize signs of reactivity in yourself and others• Practice specific shift tools that cultivate creativity and collaboration• Learn and practice agile collaboration with colleagues and clients
Emotional Literacy	How to harness the wisdom of emotions and practice emotional literacy	<ul style="list-style-type: none">• Understand the functions and wisdom of core emotions• Identify, locate and express your emotions with greater skill• Learn to hone your intuition for better decision-making
Resonant Listening and Speaking	How to be an effective communicator and a great listener to advance trust, enhance business development and strengthen relationships	<ul style="list-style-type: none">• Learn and practice the art of listening• Recognize common listening filters (that prevent us from hearing others)• Learn to speak authentically and unarguably• Explore the Art of the Toss for highly effective communication
Conflict Resolution	How to address conflicts quickly and effectively while preserving relationships, using a reliable process	<ul style="list-style-type: none">• Become aware of your unique conflict style• Learn to distinguish facts from stories• Practice a 4-step process to resolve conflict
Impeccable Agreements	Agreements (explicit and implicit) are the operating context of all organizations and teams. How to make	<ul style="list-style-type: none">• Learn simple but proven skills to make/keep agreements



	and honor impeccable agreements within your teams.	<ul style="list-style-type: none"> • Understand how to change agreements when they are not working • Explore how to clear up broken agreements
Giving and Receiving Feedback	How to leverage feedback to increase trust, collaboration and growth across teams	<ul style="list-style-type: none"> • Learn the three mindsets of giving and receiving feedback • Learn to embrace feedback with openness and without defensiveness • Practice giving feedback clearly and directly
Transparency & Ending Gossip	How to create a culture of candor while eliminating gossip and building trust	<ul style="list-style-type: none"> • Discover how to use radical candor to fuel team performance • Learn the communication skills to end gossip • Learn and practice the art of clearing withholds and expressing key feelings to liberate energy and increase trust
Active Appreciation	How to deliver effective appreciation and create a positive culture within teams and organizations	<ul style="list-style-type: none"> • How to create a field of appreciation within teams that supports retention, engagement and innovation • Learn skills to give clear and direct appreciation • Develop the ability to receive appreciation
Embracing Differences	How to include perspectives and preferences when they are different from your own	<ul style="list-style-type: none"> • Learn Polarity Management, a system for embracing differences • Identifying the upsides and downsides of opposite preference • Learn key language and tools to use in integrating differences and bringing teams together
Play & Creativity	How to actively cultivate creativity and play within your team to strengthen relationships, innovation, engagement and well-being	<ul style="list-style-type: none"> • Use improv skills to improve communication and creativity • Using play and improv exercises, learn to listen deeply and maximize collaboration to create highly functioning teams
Choosing Brilliance	How to identify and name your strengths and those of team members	<ul style="list-style-type: none"> • Gain insight into your unique talents and those on your team • Understand and reframe limiting beliefs • Use a survey tool and exercises to hone in on your top strengths • Understand the 4 Zones of Brilliance
Strengths Finder	How to name, claim and aim your top 5 strengths using Clifton Strengths assessment. How to organize and collaborate as a team using each person's strengths as a basis	<ul style="list-style-type: none"> • Gain insight into your top 5 signature strengths themes • Working with a team grid, learn the unique strengths profile of your team and how to maximize your collective strengths • Understand how to work with your strengths to improve professional performance

