SOUNDCOACHING
LEADERSHIP DEVELOPMENT

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WORK SHOPS FOR A NEW REALITY

While our work environments have become "virtual" for the foreseeable future,

the need for training and encouraging our teams has not changed. If anything, it has added new challenges to the ways we do our work.

With that in mind, consider **SoundCoaching** for some bite-size, relevant, impactful mini-workshops for you and your team.

Each workshop is live via video (over your preferred format, or ours), interactive, and designed to be **30-45 minutes long**. (No travel costs, no venue expenses, and discounted pricing for multiple workshops).

New workshop topics will become available on a regular basis, and can also be created to address your specific needs. Contact **SoundCoaching** for more information on our current offerings or customized topics.

> "One of Tom Patterson's many superpowers is connecting deeply with people and teams on the big topics that matter in the new world of work. He's providing us powerful lessons that are helping each person and the team transition and thrive in an unprecedented time."
>
> *David Hufford – Head of Work & Play Communications at Microsoft*

CURRENT WORKSHOPS @ soundcoaching.com

Boundaries: Establishing And Maintaining Them In The Virtual Workplace

Our new shelter-in-place reality has created some unique challenges. How do you differentiate between "work" and "home?" How do you not work too much? How do you keep from getting too distracted? How do you stay present to others when not technically engaged in work tasks? How does getting clearer on your own personal boundaries contribute to figuring out every other boundary question?

Stress is in the Eye of the Beholder

We sometimes talk about "stress" as if it is an objective reality that we all experience in the same way. It is not. What is stressful to one person might actually be exciting to another, and vice versa. This is important to recognize, because when a team is under pressure, members of the team will respond or react to that pressure differently.

Dealing with the "Problem-Child" in the Workplace

Most every workplace has one or more individuals who are… "challenging." It is tempting and easy to identify them as "the issue," when in fact, their behavior is usually supported in one way or another by the entire team. How does this happen? How can you identify the part you may be playing? What can you do differently?

Conversations That Aren't Being Had—and How to Have Them

As Jae Ellard once put it: "The number one source of stress is conversations that aren't being had." The things left unsaid, unquestioned, un-clarified contribute hugely to our levels of stress. We can go for hours, days—even years—living with the assumptions of what something someone said to us meant, without ever having had a conversation to clear it up, one way or the other. Judith Glaser said, "*If we want good work cultures, then we need to have good work relationships. If we want good work relationships, we need to have good conversations.*"

How the Brain is Hardwired to Resist Change, and What We Can Do About It

Our brains can be like an overprotective parent, telling us to put a sweater on because it's only 80 degrees outside! It is conservative and cautious by nature, and it's important to understand and acknowledge that in the midst of venturing into unchartered territory with our new virtual work environments. But once we do, we are much more likely to make much quicker progress together.

Triangulation, or "How did I get roped into this?"

Triangulation happens when we either assume responsibility for someone else's issues, or we seek out another person to take responsibility for ours. It happens all the time in the workplace, in families, among friends, and contributes to unhealthy relational climates. This workshop focuses on what it is, how to avoid it, and how to get out of it.

The Answer is Always "No," Unless You Ask

Being "assertive" is not the same thing as being "aggressive," though for some, it feels like it. Why do some of us charge forward and say what we want or need, while some hesitate and settle for what is less than ideal, or at least less than preferred? How can we get clear about what we think we want or need, and how do we communicate that in such a way that it can be heard and respected?

Why We Say "Yes" to Too Many Things, and How to Turn That Ship Around

Most of us want to be that "go-to" person on our team, so we find ourselves saying "yes" to a steady stream of requests coming our way. Eventually, we feel overloaded and resentful of those who keep asking us to do things—even though WE are the ones saying "yes." Saying "no" is one of the hardest things to learn to do. This mini workshop is about getting clear on our "Yes!" which makes it hugely easier to say "no" when we need to.

Why Exercise is Critical in a Virtual Work Environment

It's almost cliché to repeat the mantra that "exercise is good." What many of us may not know, however, is exactly WHY it is good. Once we get a better understanding of what cardiovascular exercise actually does for our bodies and our brains, we may find ourselves even more motivated to engage in it, and find the quality and engagement of our work improving.

The Stories We Tell Ourselves

Contrary to how we normally think about it, no one can "make" us feel a certain way. In fact, what actually leads to the feelings we feel is the story we tell ourselves about what the other person meant by what they said. This has huge workplace relationship implications, and understanding how that happens—and how to clear the air in non-threatening ways—is a game-changer for teams wanting to work well together.