

# Lisa Sansom (LVS Consulting) Workshop and Webinar Offerings 2024

## Logistics

All workshops and webinars can be tailored for the specific audience and timing is flexible. Some workshops could be condensed into one hour (mostly informative, one or two interactive hands-on activities) or expanded into a full day (largely participative, several hands-on activities and the creation of an action plan, extending the knowledge beyond the classroom). Other options include customizing to 90 minutes, 2 hours, or half-day (3-4 hours) as appropriate.

Workshops that use case studies can be further customized to include real workplace scenarios and methodologies can be customized to enhance other desirable learning outcomes (for example, to provide more opportunities for team-building, or onboarding of new team members). For questions, please contact [info@lvsconsulting.com](mailto:info@lvsconsulting.com).

Lisa's website can be viewed at [www.lvsconsulting.com](http://www.lvsconsulting.com)

## Workshops & Webinars

### Introduction to Positive Psychology

Lisa will provide an overview of the history of positive psychology touching on some of the major elements from this new field, including what it means for participants as individuals in their personal and professional lives. Topics covered include the 3:1 positivity ratio, PERMA and strengths.

Recommended: 1-3 hours.

### PERMA

This workshop covers the PERMA elements (from Martin Seligman's well-being model) in depth with activities designed to help participants increase their PERMA and develop an action plan so that they can bring more PERMA into their workplaces and families. Recommended: 1-3 hours.

### Self-Care through Positive Psychology

In this session, participants will learn foundational positive psychology principles – all grounded in research – and craft their own self-care action plan to help them thrive and flourish. Topics covered include PERMA, strengths, positivity, grit, resilience, and others. Recommended 1-3 hours.

### Optimistic Thinking / The Business Case for Optimism

Are you more of a natural pessimist and you want to make some changes? Your past habits are not your destiny! Learn the cognitive skills of optimistic explanatory style and reap the psychological and physical benefits of a more flexible and resilient approach to seeing the world around you. No rose-coloured glasses required. Recommended: 1-2 hours.

## Resilient Thinking Skills

When people feel overwhelmed, it can be hard to function effectively. Learn resilient thinking skills in this session so that you can perform better under stress and learn how to thrive. Recommended: half-day to full-day workshop, though the basic model can be covered in a 1-2 hour session.

## Growth Mindset

Approach new ideas and new possibilities with a Growth Mindset thanks to the research of Carol Dweck. Learn from what the best school teachers are teaching their children and we'll take it into the professional realm. It's never too late to learn a Growth Mindset and expand your possibilities and opportunities. Recommended: 1-2 hours.

## Strengths

This workshop on strengths can be tailored specifically to your preferred strengths assessment (e.g. VIA, StrengthsFinder, etc). In our time together, we learn what strengths are, how to spot them and how to thrive from a place of strengths in both work and home. Recommended: 1-3 hours. If the organization wishes for participants to do a strengths assessment ahead of time (either the VIA or Gallup Clifton StrengthsFinder), any costs and logistics are covered by the organization.

## Feedback – Positive and Negative / Constructive

Based on Lisa's doctoral research, this session illustrates some of the myths around feedback giving, and shares specific, applicable techniques for managers to give feedback more effectively without waiting for formal occasions, such as performance reviews or business target discussions. Recommended: 1-3 hours.

## Catch Them Doing Things Right

Learn about positive motivation – how to effectively catch yourself and others “doing things right” to enhance task performance (especially for novices) and improve relationships in the workplace, at school, and at home. There are times when we think we may be encouraging others, but it is often empty praise that doesn't land well. Learn what works and get the outcomes you are hoping for. Recommended: 1-3 hours.

## Organizational Change Management

This program works best when it's delivered to an intact leadership or project team that is working with an upcoming organizational change. Learn how to structure your team, your environment and your organization to better lead and deal with change. It's not just about communication – learn the steps that organizations must take in order to become change-ready and change-resilient. Recommended: half-day to full-day workshop, though the basic model can be covered in a 1-2 hour session.

## Leading Positive Change

Integrate the fields of applied positive psychology and change management and learn how to lead positive change. Some change models tell us that we need a burning platform in order for people to want to change. Learn why this isn't true, and how to lead change instead so people don't “burn out”. Recommended: half-day to full-day workshop, though the basic model can be covered in a 1-2 hour session.

## The Change Cycle

Learn how individuals respond to change through the 6 stages of The Change Cycle™. Once you know how the brain reacts to change, and what behaviours to look for in yourself and others, leading people through change becomes easier and more natural. Recommended: half-day to full-day workshop, though the basic model can be covered in a 1-2 hour session.

## Goal Setting and Goal Getting

Learn how to set and achieve concrete meaningful goals. If you have been feeling stuck or swamped by the thought of moving forward on important goals, then this is the workshop for you. Learn science-backed methodologies to move ahead with your goals, once concrete step at a time. Recommended: 1-2 hours.

## Coaching Skills for Managers and Leaders

Managers and leaders have many tools in their toolbox – they can tell, they can sell, they can persuade, they can incent. The best managers and leaders also know how to coach their employees for performance and development. With interpersonal activities that require no role playing, participants will learn how to coach and how to leverage these new skills in the workplace. Recommended: half-day to full-day workshop, with follow-up coaching triads, though the basic model can be covered in a 1-2 hour session. Follow-up coaching triads and practice are highly recommended.

## Reciprocal Leadership

Based on the research of Adam Grant (*Give and Take*), learn how to be more of a giver in your leadership style, without giving too much and exhausting yourself. Learn how to create a workplace culture of reciprocity where individuals support each other, and all boats rise when the tide comes in. Recommended: 1-2 hours.

## Creating Positive Workplace Relationships

Do you work in a role where relationships are key to having an enjoyable time at work and getting things done? Learn the positive psychology behind creating positive workplace relationships as we do a deep dive into activities and exercises that will benefit the relationships in your life and work. Recommended: half-day to full-day workshop, though the basic model can be covered in a 1-2 hour session.

## Effective Interpersonal Communications

Have you ever felt like you just don't get your point across clearly, or that other people "just don't get it"? Learn some new approaches to thinking and communicating that will allow you to more clearly articulate what's on your mind, and to ask great questions of others to gain greater insight into their perspectives and opinions as well. Recommended: half-day to full-day workshop, though the basic models can be covered in a 1-2 hour session.

## Critical Thinking

This one-day workshop is built on the model from the Critical Thinking Foundation. Learn why we need to think about thinking, and how this equips us to make better decisions. This workshop is especially geared to those who are dealing with large amounts of data and need to use it to convince others (consultants, auditors, etc). Recommended: half-day to full-day workshop, though the basic model can be covered in a 1-2 hour session.

## Telling Stories from Data

This half-day workshop can be a follow-up to Critical Thinking. In this workshop, we look at what makes compelling stories that “stick” and how to create them in order to persuade, connect and influence our audience, be that members of the general public, executive or family members. Recommended: half-day to full-day workshop, though the basic model can be covered in a 1-2 hour session.

## Making and Breaking Habits

Would you like to start a new habit? Maybe break an old one? But feel that you don’t have enough willpower? Learn why willpower is vastly over-rated and that you can, in fact, start a new beneficial habit or quit an old detrimental one starting today. Participants can build their action plan based on empirical psychological studies and leave the workshop energized and hopeful. Recommended: 1-2 hours. It is recommended that participants have a “case study” in mind to apply what they learn in real time.

## Nudging for Behavioural Change

When we try to change our own behaviour or the actions of others, we often under-estimate the power of “nudges”. Based in behavioural science, this session will help people craft environmental “nudges” to help them get closer to their most important goals, and could help them support others as well. Recommended: 1-2 hours. It is recommended that participants have a “case study” in mind to apply what they learn in real time.

## The Science of Influence

Based on Robert Cialdini’s book and research, this workshop helps participants know and apply influence and communication techniques that help you to persuade, inspire, and build trusted relationships with those around you. Recommended: half-day workshop, though the basic model can be covered in 1-2 hours. It is recommended that participants have a “case study” in mind to apply what they learn in real time.

## Designing Your (Work) Life

Lisa is certified in the DY(W)L methodology out of Stanford University. This approach to design thinking can be leveraged in 1:1 coaching engagements, small group workshops (up to 10 people), or as an overview and high-level introduction to design thinking. Recommended time varies on requirements.

# Additional Services

## Organizational Consulting

Lisa is happy to work with you and your organization, drawing upon her over 20 years of experience in the fields of organizational development, leadership development, positive psychology, and change management. Please email [info@lvsconsulting.com](mailto:info@lvsconsulting.com) to discuss further.

## Team Building

Lisa can customize a team-building workshop for your intact or newly-formed team. Please contact [info@lvsconsulting](mailto:info@lvsconsulting.com) for further discussion and options.

## Leadership and Executive Coaching

Lisa has been coaching for over 10 years, often working with leaders and aspiring leaders in various workplaces around the globe. To have Lisa work with leaders in your organization, please email [info@lvsconsulting.com](mailto:info@lvsconsulting.com) to discuss further.

## Shift Positive 360 Assessments

Lisa is a Certified Shift Positive 360 coach and can conduct these strengths-based narrative 360 assessments on the key leaders in your organization to help them see their strengths, correct weaknesses that may be getting in the way, and build a culture of support around them. For more information, please contact [info@lvsconsulting.com](mailto:info@lvsconsulting.com)

