

bluepoint

Virtual Leadership Programs



Organizations have experienced unprecedented levels of uncertainty and change in recent years. Never has great leadership been more challenging...and never so needed. For the past decade, Bluepoint has offered our clients high-impact, virtual leadership programs that go way beyond a typical webinar. Bluepoint's facilitator-led virtual workshops, leadership assessments, and micro eLearning programs equip participants with leadership practices and approaches that create extraordinary engagement, alignment, and commitment. Graduates of our programs are fully capable and highly motivated to make an immediate, significant impact on their teams and organizations.

THE BLUEPOINT DIFFERENCE

In a crowded and often confusing marketplace, it is important to know how one partner is different from the next. At Bluepoint, we believe that successful virtual leadership programs are a result of:



CUSTOMIZATION

Listening to our clients and building customized solutions to meet their specific needs and objectives.



HIGHLY ENGAGING EXPERIENCES

Creating highly engaging virtual experiences where participants work on their most important business opportunities & challenges and are equipped with immediately usable leadership skills and tools.



TECHNOLOGY THAT FACILITATES CONNECTION

Using the latest technology to enable participants to connect with and learn from their colleagues via chat pods, whiteboards, and smaller breakout groups.



POST-WORKSHOP LEARNING

Creating seamless programs that extend the learning experience outside the virtual classroom with micro eLearning programs that include videos, podcasts, and additional exercises to help participants apply what they have learned in their day-to-day work.



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LEADERSHIP DEVELOPMENT

For All Leadership Levels



PERSONAL & PROFESSIONAL DEVELOPMENT

For Individual Contributors



ADVANCED LEADERSHIP DEVELOPMENT

For Senior Leaders



“The content and discussion were great... I was engaged the whole time. It really did not feel any different than an in-person session.”



The Leader Within

⌚ AVAILABLE IN 3-HOUR OR TWO 4-HOUR SESSIONS WITH OPTIONAL 360° ASSESSMENT

📁 OPTIONAL MICRO EARNING PROGRAM

Emotions! We all have them, and they are a powerful force in our lives. In 1994, after extensive research with brain-damaged patients, António Damásio published his breakthrough findings that rational decision-making is impossible when devoid of emotion. He found that our brains are hard-wired to engage a predetermined emotional response for every reaction we experience, thought we have, and decision we make. In short, emotions are at the very epicenter of what makes us distinctively human. In this highly personal workshop, participants learn how to respond to and manage their emotions and, in doing so, enhance their ability to work effectively with others, with teams, and with organizations.



The Leadership Essentials

⌚ TWO 4-HOUR SESSIONS WITH OPTIONAL 360° ASSESSMENT

📁 OPTIONAL MICRO EARNING PROGRAM

Leadership is not for the faint of heart. Leaders today need to be constantly learning and developing in their roles as team leaders, visionaries, and strategic thinkers. During *The Leadership Essentials* workshop, participants explore the following questions: Have I earned the right to lead? Do I help others learn and perform at their best? Does my team produce extraordinary results? Am I a positive influence throughout the organization? During four learning modules, participants are guided through a series of thought-provoking lecturettes, highly engaging exercises, coaching experientials, and small-group discussions. Participants are introduced to advanced leadership concepts, provided the opportunity to practice new skills, and challenged to lift their game to a whole new level.



Leader As Coach

⌚ TWO 4-HOUR SESSIONS WITH OPTIONAL 360° ASSESSMENT

📁 OPTIONAL MICRO EARNING PROGRAM

Leader As Coach is one of the finest coach training programs available today for managers and leaders seeking to become catalysts for their team members' high performance and career acceleration. The program challenges participants to become the kind of person from whom others genuinely want to receive coaching, to create relationships that confront real issues, and to engage in potent, performance-changing conversations. Participants are introduced to *Coaching Power Tools*, which they can use following the workshop to enhance their ability to initiate and guide high-quality coaching conversations. Participants can also receive confidential, anonymous feedback on their current coaching effectiveness through the *Leader As Coach Inventory (LCI/360)*.



The Powerful Coaching Conversation

⌚ AVAILABLE IN 3-HOUR OR TWO 4-HOUR SESSIONS

📁 OPTIONAL MICRO EARNING PROGRAM

Effective coaching is now widely recognized as one of the most important competencies for leaders at all levels of the organization. Countless studies, surveys, and statistics show that organizations that develop a culture of coaching have higher employee engagement scores, better retention rates, increased productivity, improved alignment, and a higher level of individual performance. *The Powerful Coaching Conversation* equips participants with a solid understanding of the impact of coaching conversations, immediately usable coaching skills and tools, and a plan to integrate coaching into their leadership so that they can have a significant, positive impact on the performance, learning, and careers of others.



Leading the Remote Team

⌚ 2-HOUR SESSION

📁 OPTIONAL MICRO EARNING PROGRAM

While working remotely is rapidly becoming the norm, this new reality presents challenges for leaders who are used to working face-to-face with their teams and colleagues. In order to ensure high levels of engagement, alignment, and productivity, leaders will need to be more intentional about the way they lead. *Leading the Remote Team* is designed to equip leaders with the key approaches and skills necessary to increase their leadership effectiveness in five key dimensions: Accountability, Community, Communication, Collaboration, and Coaching—skills that are not only vital for leading remote teams, but also critical for all leaders.



Leadership Courage

⌚ 3-HOUR SESSION

📁 OPTIONAL MICRO EARNING PROGRAM

Some would argue that courage is the most important leadership competency today; it is what separates great leaders from good managers. Courageous leaders take calculated risks, make difficult decisions, and drive change within their organizations and industries. Their boldness inspires their teams and energizes their organizations. This workshop explores what hinders courage inside organizations today and provides leaders with tools and approaches to lead with courage every day. Participants will gain an understanding of how their values impact their courage, becoming more comfortable with the uncomfortable, engaging in difficult conversations, and committing to a more courageous approach in their day-to-day leadership.

"The virtual training was wonderful. The ability to ask questions to both the presenter (privately and publicly) and other participants was extremely helpful. ...Much better than other webinars / virtual."

SEND



The Gift of Accountability

⌚ 2-HOUR SESSION

The term accountability is too often misused in organizations today. It is promoted as an antidote for underperformance, a rallying cry to toughen up management. However, the very best leaders incorporate accountability into every aspect of their leadership. They believe that they honor their team members when they hold them accountable for their commitments. By doing so, they make it clear that each team member and what they deliver is critically important. They recognize that every high performance team has a strong culture of accountability and that creating this is a prerequisite to great leadership. Participants will be challenged to see accountability through a different lens and learn immediately usable practices and approaches that they can incorporate into their day-to-day leadership.



Excellence in Execution

⌚ 2-HOUR SESSION

Improving the ability of a team or organization to execute well needs to be on every leader's agenda. Unfortunately, this is not always the case. As Robert Neiman states: "Better execution is one of the great untapped opportunities for improving organization performance." Great ideas are worthless without great execution. In this workshop, participants are introduced to a potent, five-step process that will significantly enhance their ability to get projects and assignments completed within their organizations. They learn to apply the process in real time during the workshop and receive guidance on opportunities for improvement.



A Leadership Legacy

⌚ 2-HOUR SESSION

Somewhat surprisingly, when most people retire and look back over their careers, they rarely focus on sales targets achieved, new products developed, or markets penetrated. These are all essential aspects of one's business career; however, we usually take the most pride in how we have influenced others. In short, we look at our track records as leaders and ask ourselves if we have put an indelible mark on the careers and lives of others. Are people better in some way because of us? This workshop helps participants consider their long-term goals and draft plans to create a legacy they will be proud of.



Leading High Performance Teams

⌚ 2-HOUR SESSION

Workgroups have been the near-universal building blocks of organizations since the beginning of industrialization in the mid-18th century. Today, with information readily dispersed throughout organizations, most workgroups can function adequately with little to no formal leadership. It does, however, take exceptional leadership skill to transform these workgroups into high performance teams. In this skills-based workshop, participants are introduced to *Three Key Team Leadership Practices* to learn how they can make a dramatic shift in their approach to leadership and, in doing so, create teams known for exceptional productivity, innovation, and execution.



Creating a Feedback Culture

⌚ 2-HOUR SESSION

Feedback is one of the most powerful influences on performance, learning, and career development, and providing effective feedback is an essential competency for leaders at all organization levels. However, because providing feedback often involves differing perspectives, emotional spikes, and important career decisions, it is also one of the more difficult tasks for leaders. During this workshop, participants will learn skills and approaches for creating a feedback culture where honest self-reflection, insight, and personal improvement flourishes.



Mastering the Art of Courageous Conversations

⌚ 2-HOUR SESSION

We often think about leadership impact in terms of inspiring presentations, extraordinary teamwork, and innovative strategic decisions. These are all important aspects of leadership; however, the many one-on-one conversations we have every day present countless opportunities for us to have a significant, positive impact on others. Designed to help leaders make a shift in their ability to hold others accountable, to constructively confront others and, in doing so, significantly increase their interpersonal impact, this session focuses on the very best practices that successful leaders use to raise, discuss, and resolve difficult emotion-evoking issues.



Creating a Distinctive Leadership Brand

⌚ 2-HOUR SESSION

Creating a strong, recognized leadership brand is a significant factor in your success as a leader. While it is easy to see this as an egocentric and self-promoting process, it is not. It is simply being intentional about presenting your unique beliefs, values, and aspirations to others in ways that advance your effectiveness as a leader. For example, if you value creativity, are you seen as a leader who promotes innovation? If you believe in the development of others, are you seen as a coach? If you have the ability to see a great future for your team or organization, do others see you as a visionary? In this workshop, participants have opportunities to study and reflect upon their leadership brand and identify ways to enhance this brand.



Authenticity & Leadership Today

⌚ 2-HOUR SESSION

A high degree of authenticity allows individuals at all organization levels to make a strong leadership impact, have a powerful personal brand, and enjoy positive self-esteem. Authenticity is a dynamic, somewhat fragile dimension that is enhanced or diminished by what one says and does in their daily interactions with others throughout the organization. This workshop is a highly interactive learning experience designed to challenge participants to step up to the demands of being an authentic leader in today's complex, ever-changing organizations.



EQ: Understanding Myself & Connecting With Others

⌚ 3-HOUR SESSION

This workshop has been designed to help participants examine their level of emotional intelligence and how it impacts their effectiveness at work. Participants will learn how to tap the power of emotions, both their own and those of others, to significantly increase their personal effectiveness and discover how they can become a greater influence in their organization through the ongoing expression of empathy, service, and optimism.



Working Virtually

⌚ 2-HOUR SESSION

Working Virtually is designed to equip individuals with the key approaches and skills necessary to increase their effectiveness in working in a remote environment. Specifically, the workshop will explore four key dimensions: Communication, Accountability, Connection, and Collaboration.

During the workshop, participants will learn strategies for communicating more effectively in a virtual environment, be introduced to a mindset of accountability and ownership, and develop plans for building connections and collaboration with key stakeholders.



Impact & Influence

⌚ 2-HOUR SESSION

Even with the best of intentions, the people who populate any organization come with differing personalities, competing agendas, and personal priorities. The big question facing every member of the organization is this: "How can I be heard and make a real difference?" This practical,

hands-on workshop provides participants with the opportunity to explore ways in which they can substantially increase their interpersonal effectiveness regardless of their place in the organization. Participants gain a stronger sense of self-awareness, clarity on what matters most to them in work and life, and an increased ability to make profound, influential connections with others.



Building Resilience

⌚ 2-HOUR SESSION

During times of adversity and disruption, building our own personal resilience is critical if we are to thrive despite the challenges we face. Resilient individuals tend to be high performers who are better equipped to handle change and bounce back from setbacks stronger than ever.

Building Resilience reveals what these individuals do differently and equips participants with skills and tools they can immediately use to build their own personal resilience and positively impact those around them. As part of this experiential workshop, participants explore key areas of resilience, including growth mindset, self-compassion, optimism, and innovation. Participants will also complete a self-assessment to identify current strengths and opportunities for growth and development.



Authenticity @ Work

⌚ 2-HOUR SESSION

Authenticity is a popular term in organizations today; however, it is tempting for us to think of authenticity in very narrow terms. During this workshop, participants will be challenged to explore their definitions of authenticity, to examine their own authentic selves, and to find ways to be more authentic in their day-to-day interactions with others.



Building Powerful Connections

⌚ 2-HOUR SESSION

Some people seem to have the uncanny ability to readily create large networks of people who help them and their teams get things done; approvals are given, resources are provided, projects are financed, and decisions are made. Others seem to struggle to get even the smallest things accomplished within the organization. What's the difference? Those who have these networks understand that their power comes from their ability to build strong, lasting connections with others. In this workshop, participants learn how to use a proven, four-step interpersonal process to readily make connections with others, practice engaging in conversations, and receive feedback on the process.



Communicating With Impact

⌚ 2-HOUR SESSION

Clear, effective, and persuasive communication is not just reserved for senior executives. The need to communicate clearly and in a way that others will remember is a key skill needed at all organizational levels. During this workshop, participants will be introduced to a powerful three-part model that will help them articulate messages clearly and in a way that ensures people hear and take action. They will also explore two power tools of communication: Language and Imagery, while they practice and receive feedback on their communication.




Crafting Powerful Stories

⌚ 2-HOUR SESSION

Anthropologists, psychologists, neurologists, and sociologists agree upon one thing: We live our lives and construct our thinking according to stories. In fact, the human mind is wired to constantly create stories as a mechanism to make sense of the world and to organize the information we take in. In this hands-on workshop, participants study a methodology for creating powerful stories and practice preparing and delivering a story related to a current, critical leadership opportunity or challenge.


"I am so impressed with how smoothly this is going! This is the BEST online webinar training I have ever participated in!"

SEND




Executive Leader As Coach
 ⌚ THREE 4-HOUR SESSIONS WITH OPTIONAL 360° ASSESSMENT
 📁 OPTIONAL MICRO ELEARNING PROGRAM

Executive Leader As Coach Workshop is an intense, highly experiential development program for executives and senior managers who want to be instrumental in creating a corporate coaching culture. Drawing upon the timeless principles and processes employed by great leaders and professional coaches, this advanced version of the *Leader As Coach Workshop* helps participants critically examine their current personal coaching effectiveness, explore ways they can dramatically increase the quality of their coaching relationships and conversations, and learn how to establish a culture of coaching throughout their organizations. Participants can also receive confidential, anonymous feedback on their current coaching effectiveness through the *Leader As Coach Inventory (LCI/360)*.



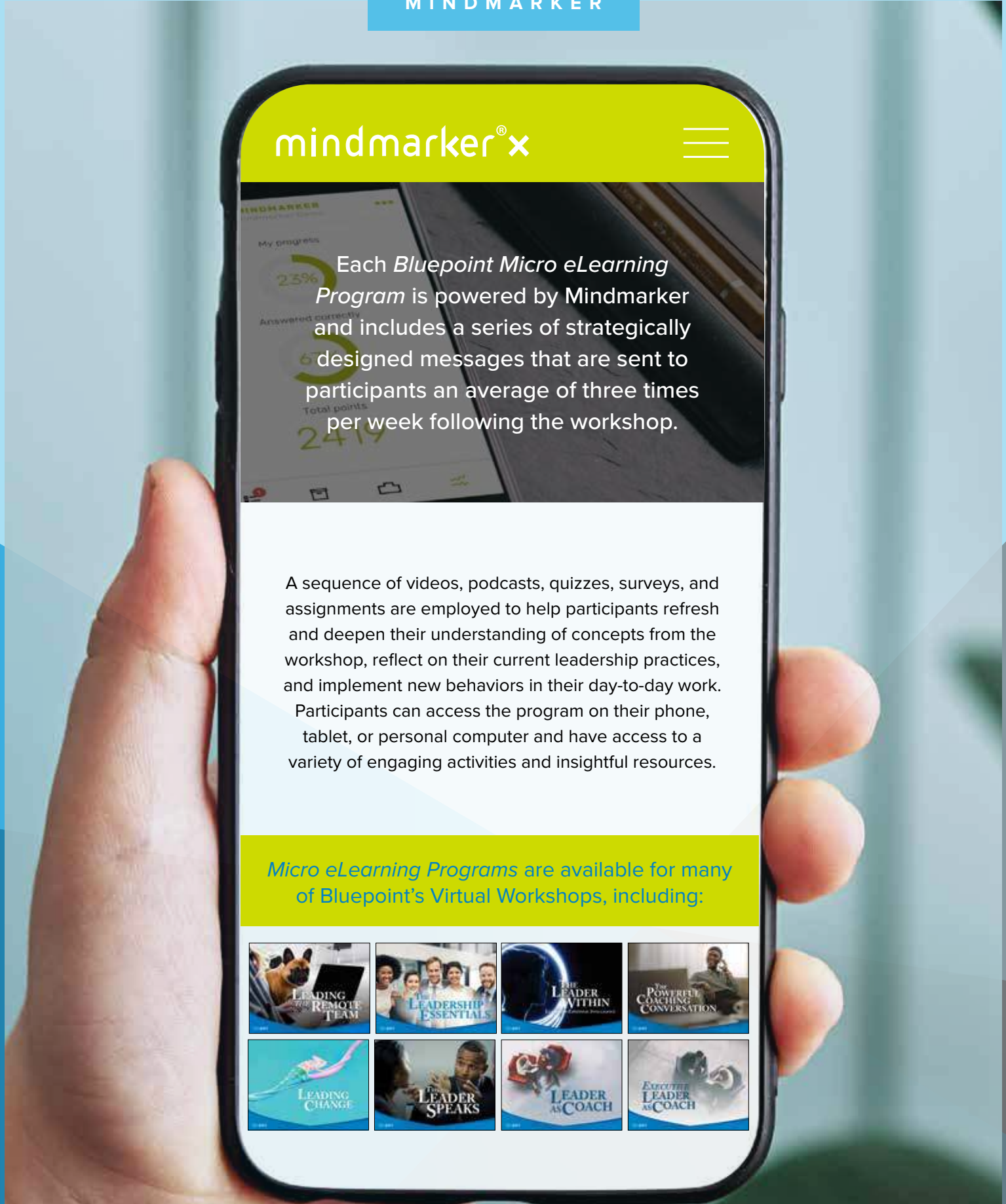
The Leader Speaks
 ⌚ AVAILABLE IN 3-HOUR OR TWO 4-HOUR SESSIONS
 📁 OPTIONAL MICRO ELEARNING PROGRAM

Effective communication is not merely another leadership competency. It is the very heart of leadership and permeates everything the leader does. Powerful leadership communication is not an inborn trait reserved for the few naturally charismatic individuals among us. It is an observable, learnable, and natural process that has been used by great leaders since the dawn of civilization. During this workshop, participants will be equipped with practical leadership approaches for getting their voice heard and creating more engagement, alignment, and commitment. They will learn how to use their natural leadership and communication talents to immediately have a positive impact on others in their organization and beyond.



Leading Change
 ⌚ AVAILABLE IN 3-HOUR OR TWO 4-HOUR SESSIONS
 📁 OPTIONAL MICRO ELEARNING PROGRAM

Change has become a pervasive element of organizational life, and the capability of effectively navigating change will distinguish the great leaders of the future. During this practical, hands-on workshop, participants gain a deeper appreciation of the change process and why some people appear to resist change, along with a better understanding of the leader's critical role in making the change process an ultimately positive experience for themselves and the members of their team. Participants explore the powerful *Leading Change Model* and its three major leadership practices: **Create Direction**, **Accelerate Mastery**, and **Coach Others**. Also, participants will identify the most important business and organizational changes they are facing and focus on developing the skills, approaches, and habits that will have the most immediate and significant impact on these changes.



Each *Bluepoint Micro eLearning Program* is powered by Mindmarker and includes a series of strategically designed messages that are sent to participants an average of three times per week following the workshop.

A sequence of videos, podcasts, quizzes, surveys, and assignments are employed to help participants refresh and deepen their understanding of concepts from the workshop, reflect on their current leadership practices, and implement new behaviors in their day-to-day work. Participants can access the program on their phone, tablet, or personal computer and have access to a variety of engaging activities and insightful resources.

Micro eLearning Programs are available for many of Bluepoint's Virtual Workshops, including:



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