

The Beyond Success Seminar

The most dynamic, people-oriented, and high performance organizations in the world recognize the immense importance of a consistent and impactful focus on creativity, innovation, and team development. Information, opportunity, and challenge are accelerating at dizzying speeds. For your organization to move forward and stay ahead of the game it is crucial to develop flexible, innovative, ethical, highly-skilled, and deeply principled leaders who are dedicated to fresh ideas and building an outstanding team. But, here is a critically important question to ask in your organization: Who are your leaders? Truly successful organizations recognize that *every employee and teammate is a self-leader* with countless opportunities to embrace *personal responsibility* and make decisions that support excellence, service, and possibility. The Beyond Success Seminars assist your organization to build upon this pivotal understanding to develop an exciting new level of teamwork, collaboration, and creativity so that your people and the organization may achieve their true potential.

The Beyond Success Seminar is especially important today because business is in the midst of extraordinary intensity and change. It's important to recognize that my outcome is long-term — to instill lasting positive momentum in the organization. This makes it essential that the value of the education extends beyond the workplace. Training must have significant, meaningful application personally, socially, with family, as well as professionally if it is to gain the level of reinforcement that will make the learning truly effective. This holistic approach offers very important additional value to each individual and the team as a whole because it builds great appreciation and loyalty for the company's concern and care about its people.

The Beyond Success Seminars will provide fresh information and motivation accelerating both individual initiative and team synergy. It would be both a delight and an honor to share my work with you through this program.

The Beyond Success Approach to Creativity and Innovation

I believe strongly in the adage: “When we hear, we forget. When we SEE, we are more likely to remember. But when we **DO**, we understand.” The program I’ve designed centers on this principle. The day will be GREAT FUN, HIGHLY PARTICIPATIVE, and POWERFULLY INSPIRING. (As I describe the plan below, it’s important to remember that I will customize further once I have a chance to ask you questions and listen to your answers about your team).

At the heart of creativity and innovation is a foundational belief in **possibility**. I call this focus **Breakthrough Thinking**. In the seminar we will focus on three “breakthrough tools” that are fundamental to accelerating creativity and innovation. These tools are VISION, PERSONAL RESPONSIBILITY, and the power of TEAM.

Vision: Vision is the first step in change. With breakthrough vision we see beyond what is present now to what we WANT. The core principle in this section of the program is: What we focus on is what we CREATE! Participants will experience two wonderful games/exercises that will delight, surprise, and open their spirits to their huge potential to expand their vision and improve their creativity. These games/exercises are simple, repeatable (so they can take the exercises and bring them back to their teams!), and tremendously empowering. The exercises will serve as the foundation for the next breakthrough tool, which is...

Personal Responsibility (PR): For an organizational culture that embraces creativity and innovation to flourish, every member of the team must accept full PERSONAL RESPONSIBILITY for their contribution to the team effort. If it’s to be, it’s up to me! A key question about personal responsibility is – what are the AREAS of personal responsibility most critical to igniting possibility thinking and innovation? We will zero in on these pivotal areas of PR that opens the flow of creativity in the team:

- **Energy** – When we take responsibility for our energy will affect everyone around us. Our energy IS our ultimate example. In the seminar we will discover that extraordinary energy is a choice! What’s more, we will learn how to cultivate greater energy, both personally and collectively. A culture that understands and cultivates energy is one wherein creativity will SOAR.
- **Blame Busting/Recognition and Acknowledgement** – When team members fear blame, creativity is stifled. Blame serves no positive purpose in an organization intent on breeding innovation. Why? Because when we think about blame in the context of TIME, it becomes clear that blame is always about the PAST! Creativity is in the present moving to a fresh and exciting future. In this section we will have fun learning to be “World-class buddy thankers” and true “blame busters.” Once again this creates tremendous innovative momentum
- **Breaking Through** – The culmination to the event will be an incredibly exciting experience of breaking through. Every individual in the event will accomplish what is the ultimate goal of creativity and innovation – to transform the impossible to the possible. This experience will bring everyone together more than ever before, sparking collaboration, appreciation for each others differences, and the gut-level understanding that the past does not equal the future.
- **The power of QUESTIONS** – The most important leadership skill to master if you want to generate greater creativity is the power of QUESTIONS. The quality of our innovation is largely determined by the quality of the questions we ask ourselves and others. We will have a wonderful exercise to bring this skill to light.

The seminar will use exercises/games, and stories to bring alive all of these principles.