



HIGH PERFORMING TEAMS

a workshop

High Performing Teams are the teams that everyone wants to work for. Building one from the ground up takes trust, collaboration, accountability, and a willingness to engage in not only the highs but the lows of teamwork. We often see them, but can't seem to pinpoint why they are so successful together. Fortunately, this customizable workshop sheds light on what exactly makes for a High Performing Team.

High Performing Teams share four common features :



ROLE CLARITY



COMMITMENT TO
COMMON GOAL



COLLABORATIVE
INNOVATION



PRODUCTION OF
SUPERIOR RESULTS

Through an interactive process that includes individual assessments as well as a deep dive into the strengths, weaknesses, styles, and preferences that make up your team, this workshop outlines what it will take to take your team from good to great. Team members then learn about the ten characteristics all High Performing Teams share and then evaluate the team against these characteristics.

Participants spend the latter part of the workshop developing plans on how to move towards becoming a High Performing Team. With the workshop followed by two group coaching sessions to reinforce the material, teams are able cement their learning and put these principles into practice.



LIROS GROUP

HOW TO BUILD A HIGH PERFORMING TEAM

OVERVIEW

Now that you've been through our workshop on High Performing Teams, you can spot an HPT when you see one. You understand the importance of the first and most crucial characteristic of a High Performing Team: Mutual Trust. And you know how to build Mutual Trust on your team with Myers-Briggs and Emotional Intelligence.

But where do you go from here? This workshop covers the next steps. How do you master the other 9 characteristics of an HPT? How do you actively build a diverse team with unique skills, clear and active communication, and a positive and empowering culture? This highly practical training will show you how you can change your team from the inside out.

You'll also explore the three of the most subtle but destructive obstacles to an HPT: conflict, bitterness, and poor boundaries. Equipping your team with tools to overcome these obstacles will clear the path for them to truly master cooperative and high levels of performance.



COACHING OVERVIEW

With the world around us moving at a million miles a minute, it can be difficult to invest the hours and energy needed into realizing our leadership potential. However, equipped leaders have proven to take organizations from good to great, making the venture well worth the pursuit.

At LIROS Group, we understand that leaders are worth developing and that time has become quite the commodity. As such, we offer a variety of coaching options that allow participants to continue to grow while maximizing the investment they are able to make.



LASER COACHING

A favored option of many clients, Laser Coaching is delivered through acute 30-minute "quick hit" sessions intended to help leaders solve problems and address issues that impact their leadership.



GROUP COACHING

Group Coaching follows a biweekly cadence to give participants the benefits of individual Leadership Coaching plus the chance to learn from their peers within a community of mutual learners.



PROCESS COACHING

Our most intensive option (60 min. sessions), Process Coaching helps leaders discover their authentic selves in order to intentionally develop a leadership style that aligns with who they are.

Call (404) 421-8120 or visit www.lirosgroup.com to schedule a consultation, inquire about a discovery session, or learn more!



LIROS GROUP

MBTI:

LEADERSHIP BY TYPE

a workshop

OVERVIEW

The Myers-Briggs Type Indicator (MBTI) is the world's most popular personality assessment. With questions that have been refined over the last 80 years and over two million people participating annually, the MBTI assessment serves as a tool to better understand both ourselves and the people around us. Applicable cross-culturally and translated into 30+ languages, the MBTI provides a common language that enables team members to work through conflict, leverage strengths, and celebrate differences.

This customizable, interactive workshop uses fun role plays and exercises to help a team understand how each of their team members is wired, what similarities are shared, and what differences to remember.

WALK AWAY UNDERSTANDING:

- How to successfully work with each team member
- How to energize each person on your team
- What frustrates or stresses out each team member
- What pitfalls each team member is working through

TAKE AWAY RESOURCES



INDIVIDUAL
ASSESSMENT



MBTI TEAM MAP



BOOKLET OF
TEAM ONE-PAGERS



RYAN C. BAILEY
& ASSOCIATES

a workshop

EMOTIONAL INTELLIGENCE: THE SECRET SAUCE OF HIGH PERFORMING TEAMS

Would it surprise you to hear that 58% of all job performance is based on Emotional Intelligence (EQ)? While competency is typically how organizations hire and invest, emotional intelligence is crucial in how successful individuals are and often what leads to him or her being promoted. Fortunately, unlike IQ, EQ is a skill that can be developed, practiced, and honed. As job performance is predicated on exercising and applying emotional intelligence as much as it is on competency, it is a top skill that organizations ought to invest in.

BENEFITS



INCREASE
ENGAGEMENT



DRIVE
EFFICIENCY



IMPROVE
PERFORMANCE



PRODUCE
SUPERIOR
RESULTS

TAKE AWAYS

- What emotional intelligence actually is
- What components make up emotional intelligence
- How to practice and apply emotional intelligence
- How to use emotional intelligence to improve and enhance verbal and email communications
- How to use emotional intelligence to increase engagement and performance
- The funniest role play you'll ever witness!



RYAN C. BAILEY
& ASSOCIATES

TALENT MAGNET: HOW TO ATTRACT AND SELECT LEADERS

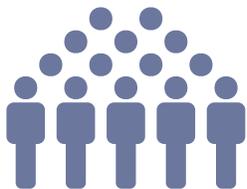
OVERVIEW

Attracting and selecting top talent is often a hassle and challenge for leaders. But it doesn't have to be.

This training will show you how to take all of the "guesswork" out of the hiring process.



Participants will learn the most common "voodoo" hiring practices: ways people often rely on luck, instinct, or even personal bias to attract and pick candidates. Participants will then learn what actually leads candidates to feel drawn to a company, along with how to build a selection scorecard that picks the best candidate based on facts, not feelings.



If you've made some hiring misses or if you're ready to make great hires across the board, this training will help your team stay full of top talent and score with new candidates from the very start.

CLIFTONSTRENGTHS: DO WHAT YOU DO BEST

OVERVIEW

Which leader goes farther? The leader constantly wrestling with their weaknesses or the leader confidently planted in their strengths?

Gallup conducted decades of research on over 1.7 million business professionals. In the end, they found 34 key themes that categorize what's right with people: their strengths! The evidence was clear: the leader who focuses on their strengths gains momentum faster and goes farther.

In this training, you'll learn what the 34 CliftonStrengths are. You'll see the top 5 strengths of your team members and how you can leverage each other to maximize team performance. By the end of the day, you'll walk away prepared to go all-in on your strengths, day after day.

WHERE DO YOU SHINE?



EXECUTING



INFLUENCING



RELATIONSHIP
BUILDING



STRATEGIC
THINKING

MANAGEMENT 101: HOW TO LEAD PROFESSIONALS

OVERVIEW

You may have heard the phrase: “What got you here won’t get you there.” That saying highlights a core reality: Often, highly talented technical performers are promoted to roles that require management, but management is a completely different set of skills than technical performance!

You may have learned to do your job well, but now you have to learn how to help others do their jobs well. In other words, you’ll need to master the keys of management. What do great managers do? Where do they spend their time? How do they work through their teams to accomplish way more than they could have alone?

This training answers those questions and more to create not only great executors, but great delegators, motivators, and managers.

YOU’LL LEARN...



HOW TO
INDIVIDUALIZE



HOW TO
MOTIVATE



HOW TO
GET RESULTS



WORKING WITH GENERATIONS

a training

The birth of the iPhone, the COVID Pandemic, Women's Right to Vote, the 9/11 terrorist attack, the Apollo 11 Moon Landing, the Civil Rights Movement...

What major events have occurred in the span of your life?

Living through different historical moments can shape and deeply inspire us - even affecting the way that we go about our work.

After persevering through the same hardships and celebrating in the same victories, you might find you have a lot in common with those of your generation - while other generations might appear confusing or difficult to relate to.

If your work environment has a diversity of generations, you might see these differences at play. Generational differences affect who you value at work, how you engage work, where "work" fits into your life - and so much more!

Whether you are a Baby Boomer, a Gen X, a Millennial, or a Gen Z, this training is all about **capitalizing on our differences** and **learning how to adjust to each other** in a way that draws out each others' strengths.

For more information, please email us at info@lirosgroup.com.

This training will give participants practical insights on...

- ▶ Basic generational differences, backed by research
- ▶ How to adjust to your boss or direct report, depending on their generation
- ▶ What work benefits each generation prioritizes
- ▶ How to communicate in a method that fits each generation



TELL YOUR STORY



OVERVIEW

Your story is critical.

How you show up today is grounded in experiences that have formed you. The same goes for your team. If we don't get to know each others' stories, we'll be missing huge stores of information. What drives your team? What fears do your team members have? What goes into their decision-making process?

Part of the challenge is that we often don't know how to tell our stories at work. We're not sure what's appropriate, or we're not sure what stories would be helpful.

This training teaches how to introduce relevant glimpses of the personal into the professional. Participants will learn to share stories that fit the audience, occasion, and time available. With in-training practice, participants will also learn to overcome common fears and side effects of public speaking.

When your whole team gets into the habit of telling their stories, mutual trust skyrockets. And when mutual trust skyrockets, so do results. Are you ready to unlock high levels of performance in your team?





MINDSET

A TRAINING FOR UNSTOPPABLE GROWTH

What does it take to succeed?

If you're a miraculous prodigy, maybe the answer is nothing! You excel at everything you do on your very first try; you never hit setbacks; you never have to grow.

Or maybe if you're human... Success requires a bit more work.

This training, inspired by the book *Mindset* by Dr. Carol Dweck, is developed to help you have the right self-perspective necessary to deal with the setbacks, mistakes, and failures you'll inevitably face on your path to success. If you need unstoppable growth, this is the training for you.

FIXED MINDSET

- ▶ Asks, "Can I?" or "Can I not?"
- ▶ Is an obsession with collecting trophies, achievements, and other evidence to prove that you "can"
- ▶ Keeps you in your comfort zone
- ▶ Leads you to compare yourself only with others who are worse than you
- ▶ Rejects any feedback that might indicate that you "cannot"
- ▶ Leads to stunted performance plateaus

GROWTH MINDSET

- ▶ Asks, "How can I?" and "Why can I not?"
- ▶ Is an obsession with finding a path forward to success
- ▶ Draws you into challenges for the sake of gaining new learning opportunities
- ▶ Leads you to get inspired by others who are better than you
- ▶ Embraces feedback in order to find a way towards success
- ▶ Leads to high levels of performance

Which mindset will you embrace?

For more information, please email us at info@lirosgroup.com.



LIROS GROUP

HOW TO INCREASE

ENGAGEMENT

a workshop

OVERVIEW

Employee engagement is paramount to the success of an organization. Those who are engaged outperform those who only “show up because they have to” and can create a domino effect through the team. They love what they do and they enjoy the company of the people they do it with. Engaged employees also get more done in less time and are eager to push themselves to the next level.

Unfortunately, engagement can be difficult to quantify. Not only are measurable criteria often subjective, but a company can only do so much to promote internal engagement and create an environment in which employees thrive. In fact, most of engagement comes from within.

In this workshop, participants learn about the 9 principles of internal motivation and develop a strategy for how to increase their personal engagement. In doing so, they will be able to contribute to the team and overall organization by:



INCREASING
PRODUCTIVITY



IMPROVING
PERFORMANCE



CREATING
OPPORTUNITY



REDUCING
STRESS



RYAN C. BAILEY
& ASSOCIATES

THE ECONOMICS OF FORGIVENESS

OVERVIEW

What does forgiveness have to do in the workplace?

We wondered the same thing, but kept seeing an undeniable pattern. For countless teams, despite regular development and growth opportunities, Mutual Trust would cap at a self-score of 8 or 9 out of 10 on average. When we hunted for the remaining 1-2 points, we found forgiveness was always needed.

Unfortunately, bitterness is not contained. You may be an incredible and trusting leader, and yet the past harm someone else inflicted on your team may be leading them to hold back, self-sabotage, or overreact. In order for a team to unlock complete Mutual Trust, we've found that forgiveness is always at stake.

Learn in this training what forgiveness is and is not. (For example, forgiveness is not saying that what happened was okay!) Gain critical insights into how, oftentimes, what we perceive as justice may actually be revenge. Draw connections between bitterness and its effect on your team and your work.

If you take the time to do this deep (and frankly, sometimes difficult) processing, we promise your team will reap grand rewards.

a workshop

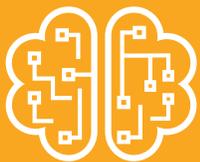
ESSENTIALISM:

STICKING TO WHAT'S

MOST IMPORTANT

With information about anything right at our fingertips, the speed of business has encouraged a culture of multi-tasking and 60 hour work weeks. Teams are asked to do more without any added capacity and thus quality and innovation are diluted and employees become increasingly stressed.

Based on the book "Essentialism" by Greg McKeown, this workshop is designed to help teams cut through noise and distraction, keep up with the competition, and better manage the effectiveness of its teams. Introducing a new perspective, the course teaches teams how to identify what is truly important by cultivating expertise, excellence, and progress to achieve quality, production, and results.



WORK
SMARTER



REDUCE
STRESS



FOCUS
LONGER



BE PROACTIVE
VS. REACTIVE

This full day seminar lays the groundwork for a new mindset that will revolutionize the way you do your work. Team members will participate in exercises that put the principles of Essentialism into practice and walk away at the end of the day having created plans that incorporate the team's essential intent with their own role.

a workshop

DEVELOPING PROFESSIONAL DEVELOPMENT

PLANS THAT INVIGORATE

STEP BY STEP

1

CLARIFY
company goal(s)

2

DETERMINE
collective team role

3

ALIGN
individual roles

4

DEVELOP
individual plans

OVERVIEW

If you want to win, your team must always be on the same page, running the same play. What this means is two things:

- 1) Everyone agrees on what a win means, and
- 2) Everyone is pulling their weight equally

While this is simple in theory, it's much more difficult to put into practice - especially when you throw in the added challenge of humans trying to understand other humans.

This workshop is designed to help your team get on the same page and create Professional Development Plans that are tangible, objective, and completely actionable.

The goal is to walk away with a comprehensive plan that addresses the overall goals of the company, the specific goals of the team, and individual roles, responsibilities, and plans that it will take to execute it all.



RYAN C. BAILEY
& ASSOCIATES

DOING WHAT ONLY YOU CAN DO:

SWOTS AND PDPS

Do you sense in yourself a deep desire to make a difference? Do you want to work towards what you believe truly matters? If so, you're not alone. We all want purpose. Now more than ever, we want our work lives to go beyond just earning dollars to pay the bills. This training is all about how to incorporate meaning into your work and do what only you can do in an intentional and definitive way.

In this workshop, you will identify what only you can do: the very essence of your story, successes, and skills. "What makes you feel thrilled, alive, and confident? What do you do where, if you spent 80% of your time on it, you would be highly successful?" Participants will process through questions like these and more, as well as:

- Learn strategies to go all in on their essence, rather than expending energy in scattered directions
- Eliminate areas of wasted energy, time, and resources so they're freed to do what only they can do
- Conduct a personal Strengths/Weaknesses/Opportunities/Threats analysis
- Ultimately develop a killer Personal Development Plan that harnesses everything they do and are into single, clear goal

When you leave this training, you'll know, without a doubt, what needs to be done to nail where you want to go. And with both action steps and goals aligned with who you are, you'll create an ultra-efficient, highly motivated path to growth and purpose!

DEVELOPING AN ACTIONABLE PDP FOR YEAR 2

OVERVIEW

This training comes at the tail end of Ryan C. Bailey & Associate's leadership development program. Your team has learned countless new skills and a few new frameworks. Often, some of them may even have been promoted due to implementing what they've learned!

Now it's time to get organized. This training helps participants take off on their own for Year 2.

For an hour and a half, participants will spend time to develop an actionable Personal Development Plan that invigorates. They'll synthesize everything they've learned and filter out the top, most critical action steps to take next.

We want your whole team to move forward and make a huge impact! This training helps to set them up for that success.

1

LEARN +
PROCESS

2

APPLY +
PRACTICE

3

REFLECT +
EVALUATE

4

RINSE +
REPEAT



HEALTHY HIRING

BEST PRACTICES FOR TALENT SELECTION

The lifeblood of every organization is its people.

That's why hiring the right fit for your organization's roles is such a critical process. Keeping a full bench of top talent goes far beyond merely looking for skills, culture, and experience.

Organizations that boast high retention rates for high-performers know that a healthy hiring process also involves:



**Role Analysis & Job
Descriptions**



**Sourcing &
Attracting Candidates**



**Screening & Making
Selections**

Healthy Hiring is a 6-hour workshop designed to help you apply the most-current, research-backed best practices in hiring to your organization.

Take the guess work out of hiring.

In this workshop, you'll learn about common hiring myths and how to avoid them. You'll identify how to make your organization attractive to high-performers. You'll build a rigorous hiring pipeline that is specifically tailored to your organization's roles, existing culture, and teams.

For more information, please contact us at info@lirosgroup.com.



LIROS GROUP

EXECUTIVE ONBOARDING

A PROGRAM FOR YOUR FIRST 100 DAYS

You never get a second chance to make a first impression.

As a new executive, you know the truth of this statement more than anyone. From day one in your new role, you will be asked to set a strong vision for your tenure, gain trust with key stakeholders, and create immediately tangible value for your directors, your leadership team, and your customers.

Our 100-day onboarding plans are designed to provide new executives with an impactful start. Rather than just looking at your role alone, our program utilizes a strategic approach to facilitate the analysis and assimilation of your entire organization. We aim to develop an enduring foundation for executives who are humble, hungry, and smart - so that you can lead with confidence, both today and for years to come.

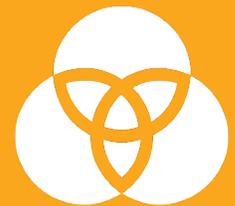
Program Goals:

- Identify where to make and how to get the greatest impact
- Build momentum by generating immediate productivity
- Accelerate trust and belonging
- Expedite learning without sacrificing time
- Strategize for purposeful, sustained, post-100-day efforts

PROGRAM BENEFITS:



Relationship
Building



Culture
Integration



Goal
Alignment



LIROS GROUP

a workshop

DEVELOPING A

FLEXIBLE MANAGEMENT

STYLE

OVERVIEW

As humans, we typically do things for others the way we like them done for us. However, part of the growth journey of any leader is recognizing and understanding that there may be multiple ways to accomplish the same goal. By adopting a flexible management style, leaders at any level can learn to draw out the ingenuity of individuals on the team. This customizable workshop (available in 1.5 hour, 1/2 day, or 1 day sessions) equips leaders with the skills needed to grow good teams into great, high performing teams through adaptive leadership.

LEARNING OBJECTIVES

- Increase productivity by leveraging strengths
- Learn to celebrate differences among the team
- Discover ways to practice and improve EQ
- Recognize discomfort as an avenue for growth

"If you want to lead,
you must lead in adjusting."

THE STEPS



RYAN C. BAILEY
& ASSOCIATES

DEVELOPING LEADERS:

WHAT IS LEADERSHIP?

part 1

OVERVIEW

What goes into your leadership? Vision or execution? A firm hand or loose reins? Does the majority rule, or do you trust your own authority?

Many leadership experts promote a single style of leadership as the ideal that should fit everybody. But we argue that the best leadership style is dependent on the role and the person. Some forms will be more comfortable to you than others. Some may not match at all!

This training doesn't show you how you ought to lead, but points to the leadership style you naturally adopt. Participants learn how to best leverage their leadership using high emotional intelligence. Participants will also learn what blindspots and needs their individual leadership style may have - and thus how to supplement and support themselves.

If you're ready for your people to start developing their individual leadership capacities, this training is for you.

DEVELOPING LEADERS:

WHAT IS LEADERSHIP?

part 2

OVERVIEW

This workshop follows up on Developing Leaders Part 1. With a strong foundation of what their unique leadership styles are, participants will now learn how to develop leadership in others.

This training answers questions like:

“How do I strike the right balance of challenge and support?”

“Who should I pick as my successor, and how should I train them?”

“How do I motivate my team to think like independent, visionary leaders?”

The goal is to gain a packed pipeline of robust leadership talent. So often we see leaders passed up for promotion because they're needed by their team. When you teach your team members to be leaders, not only are you providing special growth opportunities to your direct reports, but you yourself gain independence!

This highly-practical workshop will have extremely tailored content fitted to your audience, culture, and specific hotspot needs. All participants will walk away with actionable next steps that can be implemented the very same day.

Servant Leadership

How can executives lead effectively, retain top performers, and build dynamic, satisfied teams?

By expanding your toolbox through LIROS Group's Servant Leadership Program. Also known as "participative leadership" or "values-based leadership," Servant Leadership is considered by many to foster the greatest possible performance and employee satisfaction.

Servant Leadership Defined

Coined in Robert Greenleaf's 1970 essay, "The Servant as Leader," Servant Leadership emphasizes openness and persuasion over traditional styles that focus on control. It encourages innovation and employee empowerment through ten essential components.

The LIROS Difference

After our 360-degree assessment, LIROS Group will tailor your comprehensive 100-Day plan that will hone these essentials as well as our unique contributions:



Consider the Benefits

Those versed in Servant Leadership:

- Hire and retain high-performers
- Inspire employees toward their full potential
- Develop cohesive, positive teams
- Foster a corporate culture of excellence
- Earn a higher ROI for all staff
- Achieve the greatest possible performance and employee satisfaction



LEADER AS COACH

OVERVIEW

Coaching is a critical skill for any leader. Instead of answering questions and solving others' problems for them, the coach encourages his or her direct reports to take ownership themselves. The coach is only responsible for asking powerful questions, listening well, and drawing observations. When implemented, you'll be surprised at what ingenious ideas your team members can create!

The benefits of coaching are vast. When used at the right time and in the right place, coaching leads to the following:

- Leaders are freed up with time, no longer fighting fires for their people
- Direct reports gain learning and critical-thinking skills
- Follow-up and implementation are always robust, since the developed solutions are tailored to and thought up by the direct report
- Your team will no longer view you as "the answer", but rather become empowered to engage in problem-solving on their own

This three-part training teaches leaders the skills and structures they need to excel as coaches for their teams. Equipped with plenty of practice and feedback opportunities, participants will be ready and comfortable to dive right in the very next day with their teams!



CALL & DESIGN

a program for students



God has called you to do something - something only YOU can do.
Your story, strengths, weaknesses, successes, and failures are all instrumental.
Are you ready to answer Him and pursue your calling?

Our proprietary Call & Design program, originally developed to help working professionals find and pursue their unique calling, is now available to help students discover what they are called to do and how each individual is specifically designed to fulfill that call. Those who have completed the program successfully have gone on to identify purpose, develop needed skills, land better jobs, and ultimately gain more fulfillment through their work.



DISCOVER YOUR
MBTI TYPE



TELL YOUR
STORY



IDENTIFY
THEMES



ELIMINATE
DISTRACTIONS



EXPLORE
CAREERS



ALIGN WITH
ORGANIZATIONS



DESIGN A PLAN

OUR CALL & DESIGN PROCESS

Reach out to us to learn more! We can't wait to connect and grow with you.



1ST PRINCIPLE GROUP
GOSPEL-CENTERED | COUNSELING | COACHING | TRAINING

1 DISCOVER YOUR MBTI TYPE

Our process starts with you taking the Myers-Briggs Type Indicator assessment. This will help you and your coach understand you better.

2 TELL YOUR STORY

Next, we will hear your story. We will listen to your dreams, desires, successes, fears, and failures in search of finding what makes you tick, what you love, and where you want to go.

3 IDENTIFY THEMES

Following your story, we will go through five exercises designed to identify themes in what leads you to feel alive and what makes you you.

4 ELIMINATE DISTRACTIONS

The next exercise is about eliminating earlier themes that don't fit anymore and consolidating the remaining themes into three bold headlines. The headlines should make you scream, "This is me! This is really, really me."

5 EXPLORE CAREER OPTIONS

We will then review a list of careers that allow you to live out the three headliner themes. What we are looking for is where you can do the most good.

6 ALIGN CALLING WITH ORGANIZATIONS

The penultimate session is about discovering which organizations align with you and your themes. We also brainstorm ways to pursue this path, including looking for colleges and internships that provide opportunities to get close to those companies.

7 DESIGN A PLAN FOR SUCCESS

Lastly, we can help you design a plan to live out your calling.



WHO AM I?

A workshop on Macro and Micro identity

"Am I living out of who I am?"

It's a question that millions of people around the world find themselves asking on a daily basis. And for good reason! What we hold as our identity drives everything we do. "I want to be a *hard worker*, not a *sloth*. I want to be a *good parent* and a *good friend*."

Our identities play into every decision we make, every thought we have, and every goal we strive to achieve.

But unfortunately, our identities can fall to corruption. We may be ashamed of who we are, or we may take too much pride in what we can do, becoming arrogant. We may miss who God has made us because we are trying to be something we're not.

Built around the idea that our identities are rooted in Christ, our "Who Am I?" training addresses the harder questions of our being and creates clarity around who we are each designed and intended to be.

This fun and interactive workshop will get you reflecting on who Christ has made you, how God has designed you, and what you can do as a result. Participants will gain the freedom to be exactly who you are: unique in design and secure in an unchanging God.



Our Macro identity is who God says we are. Only God has the right to define who we are!



Our Micro identity includes our strengths, weaknesses, successes, failures, and skills.