

REALITY-BASED VT 2 GO



REALITY-BASED LEADERSHIP

VIDEO

1. Challenging Conventional Leadership Practices

During this short clip from Cy's presentation at the 2013 Annual SHRM Conference in Chicago, IL, Cy challenges conventional leadership practices. We are certainly in challenging times in our business world today. Here's the reality check - The fact that times are challenging is not the source of our pain. The source of our pain is the absence of great leadership based in reality. We must become willing to admit that our way of leading is simply not working – not creating the results or the quality of life that we would like. These times are calling for a new type of leader. We need leaders who are willing and able to recreate mindsets-their own and the mindsets of others - in order to change circumstances and lead in a new and revolutionary way. The revolution begins with a few good leaders practicing Reality-Based Leadership™. A Reality-Based Leader is one who is able to quickly see and radically accept the reality of the situation, conserve precious team energy, and use that energy instead to impact reality. Better yet, a great Reality-Based Leader anticipates the upcoming changes and capitalizes on the opportunity inherent in the situation without drama or defense.

2. Turning Talent into Productivity

A short introduction to Cy's program. Description: The true value of an employee is no longer determined just by their technical skills, expertise or current performance. In order to determine the total value an employee adds to an organization, and therefore who to retain, develop and further compensate, leaders need a new ROI metric, one that moves beyond performance and incorporates "emotional expensiveness". In this session, Cy Wakeman will introduce a revolutionary value equation and teach key strategies for maximizing productivity.

REALITY-BASED RULES OF THE WORKPLACE

VIDEO

1. Reality-Based Rules of the Workplace: Suffering is Optional

Organizational Strategic Plans are calling for talent to deliver aggressive agendas with limited resources in a whole new set of work realities.

2. Reality-Based Rules of the Workplace: Employee Value Equation

Nicole Price gives a 20 minute overview of the New Employee Value Equation from Cy Wakeman's New York Times Best-Selling Book, Reality-Based Rules of the Workplace.

3. Reality-Based Rules of the Workplace: Personal Accountability

Everyone is talking about accountability but few organizations are actually successful in ensuring that personal accountability is hardwired into their talent and everyday business operations. Tune in as Nicole Price, Vice President of Training & Development at Cy Wakeman, Inc., explains the importance of incorporating the competency Personal Accountability in your team development.

4. Suffering is Optional

Suffering is optional - so ditch the drama! During her keynote at the 2014 LASHRM conference in Baton Rouge, LA, Cy Wakeman uses her high energy and humorous delivery style to challenge conventional leadership practices.

5. The New Employee Value Equation

Learn the New Employee Value Equation from this clip of Cy Wakeman's Reality-Based Rules of the Workplace Keynote at the 2014 Louisiana SHRM Conference.

1. The Best Of Reality-Based Leadership:

- 1: Reality-Based Leadership Overview
- 2: Suffering is Optional
- 3: Learned Helplessness
- 4: Troublesome Trends
- 5: Lead First Manage Second
- 6: Efficiency and Loyalty
- 7: Troublesome Trends Continued
- 8: Lead First Manage Second Principal One
- 9: Lead First Manage Second Principal 2
- 10: Lead First Manage Second Principal 3
- 11: Lead First Manage Second Principals 4 & 5
- 12: Lead First Manage Second Principal 6
- 13: Playing Favorites
- 14: Change is Only Hard for the Unready
- 15: Be Ready for What's Next
- 16: Bulletproofing Your People
- 17: Negative Brainstorming
- 18: Thinking Inside the Box
- 19: Resistance, Maintenance, Vision

2. Creating New Mindsets and Amazing Results in Healthcare

Join Cy Wakeman as she reveals the top beliefs that are crippling healthcare organizations and the people who work in them.

In this presentation, Cy helps participants to “unfreeze” old patterns of leadership thinking and behaving so that new possibilities and ideas can be created in their organizations and in their management lives. In her humorous and candid approach, Cy will show how fast-paced, changing healthcare organizations can thrive as managers work through “learned helplessness” and rally their teams to respond to the challenges of the future while maintaining personal accountability and peace of mind.

3. New Mindsets and Amazing Results in Healthcare

The most sought after yet lacking competency in our leadership ranks today is the ability to successfully lead in profoundly changing times. In order to lead change, managers who have risen up through the ranks have to completely recreate their mindsets to act in ways seemingly counter intuitive to the management techniques that have made them successful in the past. In this program, participants will learn key models and techniques for transforming great managers into great leaders of change.

1. Succeeding in Spite of the Facts

In this session, Cy talks about how organizations faced with change, thrive as they break through learned helplessness, rallying teams to respond to the challenge, while maintaining 100% accountability. The key competencies introduced in this presentation include responding to change, handling conflict and building commitment in teams. The concept of change and one's personal response to change is addressed, after which, participants are able to identify whether they have played an instrumental, irrelevant, or detrimental part in the history of their organizations to date. Through this hard-hitting insight, the groundwork is laid to assist participants in finding new approaches to the challenges at hand.

2. Succeeding in Spite of the Differences

Cy's engaging, humorous delivery outlines the various ways people process information and approach life. She allows participants to laugh at their own narrow mindedness, while gaining respect for the diversity of their team. Participants are led through a brief assessment process to help them identify their own personality “color” - blue, green, gold or orange. The assessment is followed by a look at the characteristics of the various colors. Throughout the process, participants gain awareness that there exists legitimate ways in which others' thought processes are different from their own.

COACHING SERIES

- 1: Happy at Work
- 2: Lack of Feedback Causes Issues
- 3: Results are What Count
- 4: Focus Your Energy
- 5: Value Equation III
- 6: Personal Accountability
- 7: Choose to be Happy
- 8: Ditch the Drama
- 9: Stop Judging
- 10: Change is Opportunity
- 11: Succeed Anyway
- 12: Sustainability

4. New Mindsets and Amazing Results in Healthcare

In studies comparing successful, thriving organizations to those struggling for growth, proactive talent management was identified as a key indicator of success. Proactive Talent Management includes: identifying which competencies will insure future business results, assessing talent against those core competencies and working to proactively grow talent. Key components of successful talent management programs are coaching and targeted development planning. However, traditional approaches to coaching and development planning are not consistently producing a long line of ready, capable talent with potential to lead the organization.

Great news! Cy Wakeman's approach is anything but traditional! In this content-packed session, Cy provides models, strategies and techniques you can use immediately to build great coaching relationships and create targeted development plans to tap the potential of your organization's talent.

5. Succeeding in Spite of the Facts

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1. Women at the Top Network Interview with Regina Barr

During this interview with Cy Wakeman, author of *The Reality-Based Rules of the Workplace*, shows how to calculate your true value to your organization by understanding your current and future potential against your "emotional expense" – the toll your actions and attitudes take on the people around you.

1. Wholeheartedness at Work - The Antidote to Fatigue and Burnout

Join Cy as she talks about some great new work she is doing in the area of "fatigue" and "burnout" in the workplace. Cy will blow your mind as she points out that our exhaustion at work is not about being faced with constant change, our circumstances, the size of our job, or our expectations to always doing more with less. Our fatigue is caused by our lack of wholeheartedness!

In this webinar, Cy will challenge our current mindsets about work-life balance, reveal the true sources of fatigue and disengagement at work such as learned helplessness, resistance to change, and half-heartedness, and provide key strategies for how to "re-vive" ourselves to create great results at work.

2. Recognizing and Developing Accountability - The Key to Increasing Employee Value

Everyone is talking about the newest trends in leadership such as "employee value" and "accountability" but few have actually defined the competency of accountability at a level that can be clearly identified, developed or rewarded. And even fewer have been able to develop a metric that goes beyond performance to truly measure employee value.

Join Cy Wakeman as she reveals the Bulletproof Talent definition of accountability and how it relates to their new and revolutionary employee value metric.

- 1: Learned Helplessness
- 2: Accountability is Not A Dirty Word
- 3: Work with the Willing
- 4: Be the Change
- 5: Feedback
- 6: Quick Tips
- 7: Coaching Questions
- 8: Coaching Questions Part II
- 9: Coaching Question Part III
- 10: Rewards
- 11: Your Ego is Not Your Amigo
- 12: Importance of Beliefs
- 13: Importance of Expressing Empathy
- 14: Help to Edit Stories
- 15: True Responsiveness
- 16: Capitalizing on Change
- 17: Succeed in Spite of the Facts
- 18: Restore Sanity to the Workplace
- 19: Building Loyalty
- 20: Emotional Blackmail
- 21: Decision Making
- 22: Redirecting Energy
- 23: Change Limiting Beliefs
- 24: Change Limiting Beliefs Part II
- 25: Change Limiting Beliefs Part III
- 26: What Drives Engagement
- 27: Personality Clashes
- 28: Accurately Assessing Employee Value
- 29: Ditch the Drama
- 30: Check Your Opinion at the Door
- 31: Delegation
- 32: Delegation Part II
- 33: Ego
- 34: Clarity
- 35: Source of Conflict
- 36: Source of Conflict Part II
- 37: Trust
- 38: The importance of "I"
- 39: Buy-in Is Not Optional
- 40: Building Confidence
- 41: Saying "Yes"
- 42: Delivering Results
- 43: Hardwiring Accountability
- 44: Importance of the Standard 1 on 1
- 45: Think Inside the Box
- 46: Common Employee Issues
- 47: Bulletproofing Your Employees
- 48: When Things Get in the Way
- 49: When Things Get in the Way Part II
- 50: Call to Action

INTERVIEWS

1. Women at the Top Network Author Interview with Regina Barr

In this interview, Regina Barr discusses the principals of Cy Wakeman's Reality-Based leadership philosophy.

2. Business of People in Leadership with JJ Jarrell Interview

In this episode, JJ interviews Cy Wakeman, a national keynote speaker, trainer, business consultant, and a New York Times bestselling author. She writes blogs for the Fast Company and Forbes and has published books including the Reality-Based Leadership: Ditch the Drama, Restore Sanity to the Workplace, & Turn Excuses into Results and The Reality-Based Rules of the Workplace.

WEBINARS

1. Hardwiring Accountability into Your Workforce

Accountability can be illusive for many organizations, as they have not yet come to understand how to calculate the true value of an employee, how to drive it through great leadership, and how to measure the results. HR Leaders must renew their focus on the coaching and development of their people. True development is the result of an individual being called to greatness, given challenging experiences and provided with coaching, support and feedback throughout.

2. Business of People in Leadership with JJ Jarrell Interview

In this recorded webinar, participants will gain a true understanding of the four elements of accountability and become familiar with a variety of performance management techniques such as one on one sessions and hosting tough conversations.

3. Challenging Leadership's Conventional Wisdom Webinar

Join Cy as she plays "myth buster" in this session - challenging the conventional wisdom many in leadership have accepted to be best practices. Webinar participants will be inspired to re-evaluate the work they have done to date in their companies and work to transform their tools, programs, and philosophies into ones that actually work and that leaders will actually use.