



Change Management Training –

# HardOptimism:

## POSITIVE LEADERSHIP TO DRIVE CHANGE

Research shows that 50-70% of how employees perceive their organization can be traced to the actions of one person: the leader. People take their behavioral and attitudinal cues from higher management . . . particularly from the person they report to.

Based on disciplined research from the new field of positive psychology, *Hard Optimism* helps your people develop the thought patterns that build resilience . . . that serve as a buffer against stress . . . that energize, empower, and enhance performance in virtually all circumstances.

### Hard Optimism Course Details

*Length: 4-hour In-Person Facilitated Workshop or 90-Minute Instructor-Led Virtual Program with Pre & Post-Work*

### Program Agenda

#### **Module 1 – The High-Performance Organization**

- The effects of change on an organization
- The importance of leadership during change
- The organization's *deep strengths*—the heart of high performance

#### **Module 2 – Strength Training in Action—The Leader as Emotional Guide**

- Influence of the leader on employee engagement and productivity
- The magic ratio for interactions
- The Person-to-Person Positive Leadership Model

#### **Module 3 – Leadership Power Moves—Putting Positive Leadership into Action**

- Power Move #1: Demeanor
- Power Move #2: Positive Expectations
- Power Move #3: Positive Attention
- Power Move #4: Positive Guiding Questions
- Power Move #5: Funny
- Power Move #6: Play to Your Sweet Spot

### Key Objectives

- Keep people engaged and productive
- Build a resilient, can-do culture
- Protect the organization's energy level and spirit
- Promote creativity and innovation
- Drive toward successful change

## Topics Addressed

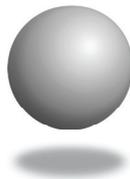
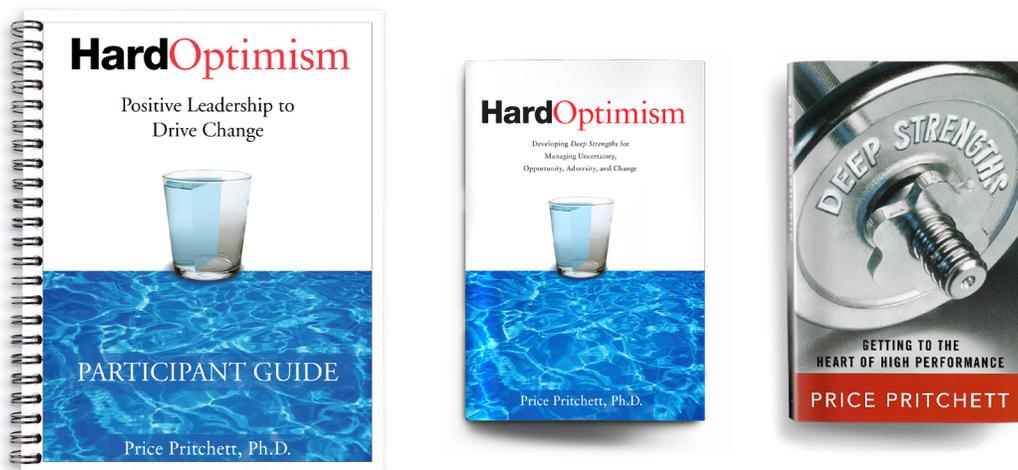
- What makes an organization strong?
- The Person-to-Person High-Performance Model
- “Power Moves” for strength training
- Strategies for dealing with difficult people
- Action plan for managing your own emotions

## Primary Results

This practical, research-based interactive session equips managers with a model and “power moves” for capitalizing on the opportunities that change brings. It enables leaders to influence and harness the organization’s energy to achieve extraordinary results.

## Hard Optimism Delivery & Materials

**Hard Optimism** can be by our professional facilitators or the client’s own in-house trainers. We offer a thorough Certification Program, in-person or virtual, that demonstrates the actual workshop for the trainer(s) and shows the best methods for conveying the critical aspects of the program. Certification takes 2 days and includes a complete run-through of the course, extended discussion, and “teach-back” sessions.



P R I T C H E T T

For more information on PRITCHETT’s Change Management Training Programs, give us a call at 800-992-5922, or email [cservice@pritchett.net](mailto:cservice@pritchett.net)