

## GROWTH CAMPS

**NOTE:** The length of time noted is recommended as the best experience for the participants. Times can be adjusted through conversation with Krista Morrissey. All topics are tailored to the audience, the culture and the objectives.

TOPIC	GROWTH AREAS	LENGTH
APPROACHABILITY	<ul style="list-style-type: none"> <li>• Key characteristics that make you approachable</li> <li>• Approachability Formula</li> <li>• Identifying your approachability</li> </ul>	1 hour
BEHAVIOR OVER PERSONALITY <i>The Five Practices of Exemplary Leadership</i>	<ul style="list-style-type: none"> <li>• 5 Core practices of great leadership</li> <li>• Service to others as a key to leadership</li> <li>• Measuring yourself against the 5 Practices</li> </ul>	5 – 1.5hr Modules OR 1 Day Sessions
BUILDING A CHAMPIONSHIP TEAM <i>(The sticking points of our generations)</i>	<ul style="list-style-type: none"> <li>• Who are the millennials?</li> <li>• Why do millennials matter?</li> <li>• What do millennials need?</li> <li>• The 12 Generational Sticking Points</li> </ul>	2 hours
CIRCLE OF CONTROL	<ul style="list-style-type: none"> <li>• The impact of energy and focus</li> <li>• Your power over concerns</li> <li>• Stepping out of concern and into influence</li> <li>• Your energy follows your focus</li> </ul>	1 hour
WHY ME? WHY THIS? <i>(Managing the Change Cycle)</i>	<ul style="list-style-type: none"> <li>• Understand the human cognitive and emotional reactions to change</li> <li>• Be clear of the role of a leader in communicating and leading change</li> <li>• Walk through Ann Salerno’s &amp; Lillie Brock’s Change Cycle</li> <li>• Identify areas of focused improvement</li> </ul>	2 hours
COACH STYLE LEADERSHIP	<ul style="list-style-type: none"> <li>• Come from a place of curiosity</li> <li>• Service focused</li> <li>• Powerful questions</li> <li>• Growth, Harmony, Balance</li> </ul>	2 hours

TOPIC	GROWTH AREAS	LENGTH
CONFLICT MANAGEMENT	<ul style="list-style-type: none"> <li>Identify individuals' typical behavior in conflict through the Thomas-Kilmann Conflict Mode Assessment (TKI)</li> <li>Realize the impact of interpersonal and group dynamics because of your conflict mgmt. style</li> <li>Identify ways to improve your flexibility in style</li> </ul>	2 hours
CORE MINING	<ul style="list-style-type: none"> <li>Identify and define individual values</li> <li>Recognize the power and guidance of your values</li> <li>Align values to culture and behavior</li> </ul>	3 hours
CREDIBILITY	<ul style="list-style-type: none"> <li>Understand the 6 key disciplines of credibility</li> <li>Learn characteristics of credible leaders</li> <li>Evaluate your credibility</li> </ul>	2-3 hours
EMBRACE THE ADVENTURE – Retirement Out, Transition In	<ul style="list-style-type: none"> <li>Understand how retirement has evolved to transition</li> <li>Realize the impact of 'transitioning with a purpose'</li> <li>Identify their mindset, and its impact on deliberate action</li> <li>Design your transition and second half.</li> <li>Discover your choices</li> </ul>	3.0 hours <i>Can be a 1- or 2-part series</i>
EMOTIONAL GIANTS	<ul style="list-style-type: none"> <li>Learn the powerful emotions</li> <li>Recognize where the emotions show up</li> <li>Identify the role the emotions play in your life</li> <li>Life beyond the emotion</li> </ul>	3-4 hours
<i>The</i> GOLDEN CIRCLE ( <i>WHY</i> )	<ul style="list-style-type: none"> <li>Great leaders start with WHY</li> <li>What excites and energizes you, and fuels your passion?</li> <li>The 'zone' where you are at your best</li> <li>WHY versus How and What</li> </ul> <p>❖ Best paired with Core Mining</p>	1.5 hours

TOPIC	GROWTH AREAS	LENGTH
HALFTIME	<ul style="list-style-type: none"> <li>Moving from success to significance</li> <li>You are not what you do</li> <li>The importance of the transition</li> </ul>	1.5 hours
HANDLING HOLIDAY HELL	<ul style="list-style-type: none"> <li>Identifying Holiday Ghosts</li> <li>Facing the holiday emotions</li> <li>Embracing what is</li> <li>Creating your own Holiday spirit</li> </ul>	2 hours
HOW AM I SMART?	<ul style="list-style-type: none"> <li>Discover your mindset and its impact on intelligence</li> <li>Peer into your energy tank to see the energy levels that exist</li> <li>Identify your primary and secondary genius</li> <li>Define how your genius shows up</li> </ul>	1.5 hours
IF YOUR LIPS ARE MOVING, YOUR BEHAVIOR IS CRITICAL	<ul style="list-style-type: none"> <li>Assess and understand your Style Under Stress.</li> <li>Identify how your communication style developed</li> <li>Gain awareness of the stories we tell ourselves.</li> <li>Apply the 7 Steps of Crucial Conversations, to your individual crucial conversations</li> <li>Identify what is at risk</li> <li>Decide what you want from a conversation</li> </ul>	2.0 hours
I'LL BE AT RECESS	<ul style="list-style-type: none"> <li>Laugh, Create, Love, Think, Care, Discover</li> <li>Age does not exclude one from fun</li> <li>The mental and emotional value of recess</li> <li>Don't be the one who didn't play!</li> </ul>	Tailored to Fit Time Allotted
KEEP OFF MY GRASS <i>(Boundaries)</i>	<ul style="list-style-type: none"> <li>Identifying the power of the words used to define one's property</li> <li>Knowing when to walk towards people and situations and when to walk away from people and situations</li> <li>What is at the root of your ability to setting boundaries</li> </ul>	2.0 hours

TOPIC	GROWTH AREAS	LENGTH
<b>MAKING YOU MATTER</b> <i>Discovering The Leader Within</i> <i>High School sophomore, junior, senior</i>	<ul style="list-style-type: none"> <li>Initiate understanding the leader within</li> <li>Face your gifts, fears, questions</li> <li>Embrace you and lead you</li> </ul>	8 Week Series
<b>MYERS-BRIGGS TYPE INDICATOR</b>	<ul style="list-style-type: none"> <li>Discovering &amp; Understanding personal preferences</li> <li>Living with your preferences</li> <li>Preference impact on communication, team, leadership</li> <li>Individual assessment report debriefs</li> </ul>	3.0 hours
<b>NOW I SEE ME, NOW I DON'T</b> <i>(Johari Window)</i>	<ul style="list-style-type: none"> <li>Self-knowledge is a key to leader impact</li> <li>Blind spots are critical to leader growth</li> <li>Understanding and navigating your window</li> <li>How to shrink your blind spots</li> </ul>	1.5 hours
<b>ONE WORD</b>	<ul style="list-style-type: none"> <li>Acknowledge the pathways carved in our brains</li> <li>Understand personal thought patterns</li> <li>Design your pattern interrupt</li> <li>Initiate neurological road constructions</li> </ul>	1 hour
<b>PEBBLE IN YOUR SHOE</b>	<ul style="list-style-type: none"> <li>Identify the small, nagging thoughts weighing you down</li> <li>Understand Past and present thoughts</li> <li>Realize the impact in life</li> </ul>	1.5 hours
<b>RESILIENCY</b>	<ul style="list-style-type: none"> <li>Possess a clear definition of a virtue</li> <li>Define and speak to what they are fighting for and why</li> <li>Know the science of resilience</li> <li>Possess clarity on what it means to be resilient</li> <li>Face the reality of their resilience</li> </ul>	2 hours
<b>REFOCUS</b>	<ul style="list-style-type: none"> <li>Clarifying Your Energy Tank</li> <li>Circle of Concern, Influence, Control</li> <li>Re-focusing your attention, your energy</li> </ul>	1 hour

TOPIC	GROWTH AREAS	LENGTH
SITUATIONAL LEADERSHIP	<ul style="list-style-type: none"> <li>Know relationship between leading and following</li> <li>Framework for analyzing situations and applying the correct leadership</li> <li>Demonstrating the 4 core leader competencies</li> </ul>	Based on group size and breadth of topic
SO WHAT? NOW WHAT?	<ul style="list-style-type: none"> <li>Draw your journey line</li> <li>Acknowledge what is (past and present)</li> <li>The gifts from the past</li> <li>What to hold onto, what to let go of?</li> </ul>	3 hours
6 CLICKS – The Difference Between Brain Intoxication and Emotional Competency	<ul style="list-style-type: none"> <li>Understanding of personal and social competence, through Daniel Goleman’s EI Model</li> <li>Identify your emotional triggers</li> <li>Hone in on the critical 6 clicks, and how the time is utilized</li> <li>Gauge the personal and professional impact of EQ, in your world</li> <li>Assess your strength in the five composites and the 15 sub-scales</li> <li>Describe a ‘highjack’ through your eyes; look, sound, feel</li> </ul>	2-3 hours
<i>The</i> SPEED OF TRUST	<ul style="list-style-type: none"> <li>The #1 competency needed in leadership today</li> <li>An economic driver, not merely a social virtue</li> <li>The 13 Behaviors Assessment</li> <li>A learned competency</li> </ul>	1.5 hours
STRENGTHS	<ul style="list-style-type: none"> <li>The Power of Working from your ‘zone’</li> <li>Showing up fully through your strengths</li> <li>Assessment based individual results</li> <li>Personal plan</li> </ul>	Tailored to the assessment used

TOPIC	GROWTH AREAS	LENGTH
SUPERWOMAN SYNDROME	<ul style="list-style-type: none"> <li>• Know basic facts of women in society</li> <li>• Know the status of women in society</li> <li>• Identify what makes you a superwoman, using your individual definition</li> <li>• Confront the impact of superwoman to your mental, emotional, physical and spiritual energy tank</li> <li>• Clarify your individual approaches for dealing with your superwoman syndrome</li> </ul>	2 hours
TRANSITIONING GENERATIONS <i>Building Championship Teams</i>	<ul style="list-style-type: none"> <li>• Identify the present generations</li> <li>• Know the tension points between generations</li> <li>• Understanding the power of the tension points</li> <li>• Identify where your generational tension lies</li> <li>• Define actions to embrace, engage and utilize all the generations in your team/organization</li> </ul>	2 hours
MY VOICES	<ul style="list-style-type: none"> <li>• The narrator in your head</li> <li>• Identify self-defeating behaviors and beliefs</li> <li>• Naming and quieting the Gremlins</li> <li>• The value of the voice</li> </ul>	2 hours
WALL OF FEAR	<ul style="list-style-type: none"> <li>• Understand the healthy and unhealthy aspects of fear</li> <li>• Build your Wall of Fear</li> <li>• Face your fears and answer fear questions</li> <li>• Have clarity on 'awfulizing' and your style of doing it</li> <li>• Define action for a minimum of two bricks on your Wall of Fear</li> </ul>	1.5 hours
ASSESSMENTS	<ul style="list-style-type: none"> <li>• I am certified in multiple assessments and have access to scientific based assessments through a collaboration with an Industrial and Organizational psychologist</li> </ul>	
WOMEN'S RETREAT <i>The Power of Your Journey and The Power of You</i>	<ul style="list-style-type: none"> <li>• I design, host and guide the journey of a women's retreat each January. The topic changes each year</li> </ul>	Friday afternoon – Sunday Noon

**NOTES:**

- A.** Each presentation is tailored to the audience and the specific objectives.
- B.** Above topics can be combined or new topics designed to fit the needs of the group, team, business or organization. Krista and a sponsor of the organization will create the outline for the subject requested.
- C.** New topics are being created regularly based on a need Krista has identified, trends in growth areas requested or due to specific requests/needs. All topics may not yet be listed.
- D.** Individual, team and group coaching is available as an enhancement to the Growth Camps listed above.
- E.** Ask Krista for what you are looking for. It may already be created or she will design a program for you.
- F.** To deepen the self-discovery and self-knowledge, all assessments require an education session before the reports are distributed.