

Every success, great or small, has people behind it who are passionate about the work. Passion creates commitment, engagement, and alignment. This workshop explores passion in the context of the workplace to help the people within companies achieve their greatest aspirations.

PassionWorks!™ explains what supports or destroys passion in the workplace. It provides knowledge to take your team to the next level, regardless of where you begin: from stopping the griping or coasting to managing burnout and rushing to moving teams to self-management.

Passionate People and Teams ...

- Attract business!
- Build your brand.
- Get things done!
- Promote the industry and company.
- Do what it takes to make it happen!
- Find creative solutions.
- to name a few!!

"Very interesting. I've never seen this type of course before."

Manager, Lexmark

"I was definitely in a state of Passion-Flow™ in this course!"

Manager, Saint Mary's University

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PassionWorks!™ for Leaders is different for three reasons:

- 1. Unique Research:** It presents unique research on the topic of passion at work. This research is not available elsewhere in the market. And, better yet, this research has been distilled into a simple, but extremely effective, online diagnostic tool and model that assesses your passion and that of your team. This knowledge will help guide your leadership decisions and actions as well as support your coaching.
- 2. Participant Centered:** It comes to you packaged for you. Our facilitators either run businesses or hold practical leadership experience. They are grounded in the realities of leadership in the real world, not in theory. They work from a framework, not a script. So they meet you where you are. They will apply the research to your world.
- 3. Results Focused:** What's the point of a great training session if nothing changes once you're back at work? Our program weaves action-planning activities throughout the workshop; it provides opportunities for each participant to work on current and vital issues to find solutions; and, it encourages participants to complete a post-workshop diagnostic tool.

At PassionWorks! Inc., a core value is application of learning.

Our 30-Day Commitment – Each participant will receive an email after the workshop, based on their personal diagnostic tool results, that will target key action areas and make suggestions for supporting progress.

Our 60-Day Commitment – Each participant will be invited to complete a second online diagnostic tool to reassess their passion at work once they have had adequate time to put into practice their learning and action items. This gives participants a concrete timeline to work toward and immediate feedback on the results of their efforts.

Our 120-Day Commitment – Each participant will receive PassionWorks! E-tips for four months after the initial workshop. These tips will reinforce the knowledge gained during the workshop, support ongoing assessment and action planning, and will keep people abreast of new developments.

PROGRAM DESCRIPTION

There are three main components to the program: Leaders initially learn about their own passion. Then, they explore the drivers of passion for each team member. Finally, they examine how to use the framework of PassionWorks!™ to guide the team collectively.

I The Leader

At a very deep level of understanding, participants gain an awareness of what creates and blocks PassionFlow™ in their general work experience – the very specific elements that create meaning and progress for them in all working situations. They then build a picture of the type of work and working environment that will stimulate PassionFlow™ for them.

II Team Members

Leaders then spend time thinking about each of their direct reports, examining how each team member operates within their work environment and how they respond to their specific work and tasks. Using observation and fact-based analysis, leaders begin to create a picture of each team member's current PassionFlow™ experience. Practice in skill elements such as coaching, delivering feedback and using meaning and progress to manage performance.

III The Team

Team development for permanent teams to virtual teams is a key driver of performance in all work environments. Each team is unique. However, we often manage teams as if they are all the same. We recognize the diversity in individuals but we often don't with teams. Applying the PassionWorks!™ framework to team leadership creates immediate results! It supports decision-making and actions that align with core values, key business objectives, and essential corporate measures. Simultaneously, it produces commitment, engagement and results.

"I received clear, valuable new insights. I have action points that I will implement immediately and I see this having a huge impact on my working life."

Senior Consultant

"This workshop made me feel more empowered to make changes within my job to help me get back to feeling passionate about my job and my profession."

Early Childhood Educator

"PassionWorks!™ innovatively and courageously paves a way forward by giving credence to topics that really matter to employees. We have seen employees literally transformed by the work."

Director, Learning and Development, ACE Limited



AUDIENCE & GROUP SIZE

Designed for all levels of management, PassionWorks!™ for Leaders is a 2-day workshop. We recommend a group size of no less than 8 and no more than 18 participants. This instructor-led, classroom-based workshop will ensure participants receive hands-on training with real-life applications.

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CORE BENEFITS

For You

- Align your work objectives with corporate objectives in ways that inspire and sustain passion.
- Structure your work processes in ways that promote and sustain passion.
- Create a deep awareness of what is meaningful and what generates feelings of progress in you.
- Identify and overcome what is blocking passion for you.
- Determine how to create the conditions to support passion in your own work.
- Remove destructive behaviours: Griping, Rushing, Obsessing, Coasting, Procrastinating, Boredom.
- Understand the benefits of passion for teams.

For Your Team

- Use PassionWorks!™ as a framework for team leadership.
- Identify what phase others may be experiencing so you can adjust your leadership actions accordingly.
- Foster working relationships that nurture passion.
- Create shared meaning and shared signals of progress for your team.
- Review key actions leaders must take, especially the role of celebration.
- Use values and establish goals in ways that inspire passion.
- Manage performance and use performance management systems in ways that inspire passion.
- Minimize destructive behaviours: Griping, Rushing, Obsessing, Coasting, Procrastinating, and Boredom.

COURSE OUTLINE IN BRIEF

Day One

- Understand the PassionWorks!™ research and model.
- Understand your diagnostic tool results.
- Draft your PassionWorks!™ formulas by various task/activities.
- Play the PassionWorks!™ card game.
- Define your PassionWorks!™ journey.
- Deepen the meaning in your work.
- Determine your “Hierarchy of Meaning”
- Determine your signals of progress.
- Learn to frame for progress.
- Work with our PassionWorks!™ goal-setting techniques.
- Look in-depth at each phase and create action-plans for each.
- Do a simulation activity to generate insight about PassionFlow™.

Day Two

- Define the role of leadership within PassionWorks!™
- Understand what the research says about leadership.
- Identify what phase each team member is experiencing.
- Understand the implications for recognition and reward.
- Coach and deliver feedback using PassionWorks!™ as a framework.
- Examine key research results to create, sustain and unblock passion for your team.
- Align your team to core values to support team PassionFlow™.
- Align your team with key stakeholders.
- Use the PassionWorks!™ framework to build commitment and engagement within your team.
- Discuss implications for attracting and retaining talent.
- Implement the key drivers of team passion most neglected.



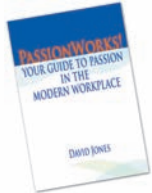
Permit me to debunk two common myths when it comes to passion at work.

“No leader can make their people passionate.” True, a leader can’t make someone else passionate. But they can make it significantly easier or harder for their people to create and sustain passion in their work. How are you making it easier for your people to create the conditions under which their passion can rise to the surface at work?

“People are either passionate about their work or they aren’t.” Even the most passionate people aren’t passionate all the time. Folks like Richard Branson, Steve Jobs and Oprah Winfrey have periods, tasks and projects that create Gripping, Obsessing, Coasting,

Procrastinating and Rushing experiences in their work. How are you helping your most successful people to sustain the conditions that create a passionate working experience?

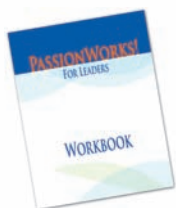
Great leaders understand what motivates the people who work for them, the clients they serve and the shareholders they represent. Their actions and decisions are guided by this knowledge. It’s not easy. The conditions that create passion for one person or group won’t necessarily do the same for another. “PassionWorks! for Leaders” gives a practical framework for leaders to accurately diagnose and positively impact the passion drivers at play in their organization.



Our Textbook: In 2001, Dave Jones researched PassionWorks!™ A Guide to Passion in the Modern Workplace. He interviewed two hundred people, identified by bosses and peers as passionate. These participants were from a variety of industries around the world and worked at all organizational levels.



Our Diagnostic Tool: Our electronic PassionWorks!™ Diagnostic Tool has been validated and acclaimed by thousands of individuals, leaders and teams from a variety of organizations around the world. “I can’t believe how accurate it is.” “What a great report - so complete and helpful.”



Our Workbook: The workbook contains key information. Participants do not need to frantically take notes as all the main points are clearly explained. As a result, participants can concentrate on their learning and asking questions. More importantly, the workbook contains a great number of activities for use during and after the workshop to develop further their understanding and application of our research.

WORKSHOP MATERIALS: Each participant receives a 100-page workbook, a text book, pre-and post access to online diagnostic tools, and other reference materials.