



COLLABORATING FOR RESULTS[®] EXECUTIVE PREVIEW

Do you need help talking about what really matters? Do you struggle to hold difficult conversations? Do you have the will—but not the skill—to handle the hardest issues?

If you or your organization is dealing with the challenges of poor teamwork, emotional reactions, wild assumptions, violated expectations, declining productivity, or lagging accountability, then you are not holding REAL conversations.

WHAT IS A **REAL** CONVERSATION?

A **REAL** conversation combines the skills of dialogue—**R**ecognizing and **S**uspending, **E**xpressing, **A**sking, and **L**istening and **A**tending—to achieve results, improve respect, and build relationships. When counterfeit conversations occur, results are poor, people are frustrated, accountability suffers—and blame, avoidance, and excuses rule the day. *Collaborating for Results*[®] training will help you master the skills to engage in conversations that get results.

COLLABORATING FOR RESULTS[®]: EXECUTIVE PREVIEW

This three-hour executive training session will provide applicable skills you can use immediately. It will also provide you with an overview of the longer version of the **DialogueWORKS: Collaborating for Results**[®] course so that you can see how the application of the content will address the challenges you and your organization are facing.

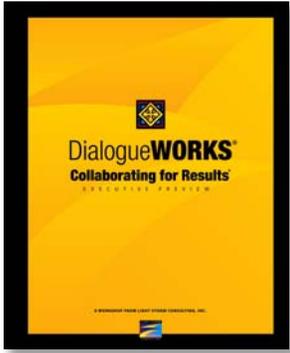
*“Learn how
to hold any
difficult
conversation!”*

Dialogue**WORKS**

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*"In three short hours,
I learned something I
could use in holding
two difficult
conversations I
needed to hold that
same afternoon!
Great learning!"*

VP of Human Resources,
Major US healthcare
corporation

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WHAT WILL YOU LEARN?

As you participate in *Collaborating for Results*®, you will gain a variety of skills that are applicable to your individual situation, enabling you to:

- Learn the four essential dialogue skills for holding any difficult conversation.
- Assess your conversational strengths and weaknesses to more fully understand what you do to make your conversations “counterfeit.”
- Recognize the source of inaccurate thinking, which drives blame, self-justification, and lack of accountability.
- Identify your erroneous personal assumptions, which will help you get out of your own way.
- Clarify intent to create more focused execution, outcomes, and intended results.
- Learn to recognize and defuse the source of “hot” or emotional reactions by uncovering individuals’ perceptions of violated values.
- Learn and apply a simple conversational framework for providing feedback that builds effective solutions, improves performance, and increases accountability.

WHO SHOULD ATTEND?

Do you have teams that can’t or don’t work well together? Do violated expectations and a lack of accountability show up as recurring inefficiencies? Do you avoid giving needed feedback or feel that you don’t know how to give feedback well? Do you, your team, or your organization struggle with emotional reaction, conflict avoidance, a lack of candor and openness, low initiative, and diminishing respect?

If you would like to improve your awareness of the dynamics of **REAL** conversations, improve your conversational skills, and overview the *Collaborating for Results*® course content, then you and members of your team would benefit from attending an Executive Preview!

WHAT’S NEXT?

Come learn about **REAL** conversations and apply useful skills to one of your own conversation challenges. Call 1-801-491-5010 or e-mail info@dialogueworks.com to register.