

PassionWorks!

Stimulating Enterprise

Factors that Influence
Commitment in the Workplace
(Two-Day Workshop)

Every success, great or small, has people behind it who are passionate about the work. With passion come engagement, success, and fulfillment. This workshop explores passion in the context of the workplace to help the people within organizations achieve their greatest aspirations.

PassionWorks![™] explains what supports or destroys passion in the workplace. It provides the knowledge, diagnostic tools and framework for individuals, teams and leaders to assess and positively influence the factors that are key drivers for passion in their workplace.

WORKSHOP MATERIALS

Each participant is provided a workbook, a text book, diagnostic tools, and other reference materials.

CORE PROGRAM

- Understand the dynamics of passion in the workplace
- Learn how to create the conditions which give rise to PassionFlow[™]
- Understand how the lack of these conditions gives rise to unwanted behaviours such as negativity, cynicism and coasting
- Examine how to remove obstacles to passion in your workplace
- Evaluate the state of your own passion overall and by project
- Assess accurately the state of passion in your team or company
- Identify your particular experiences that stimulate passion
- Learn how to align personal goals and aspirations with corporate objectives
- Use creative processes to ensure you progress toward your goals
- Adopt leadership behaviours that support passion

The program is structured into four main modules.

Research and Diagnostic Tools

- Review and discuss the article *PassionWorks!*[™] in Summary
- Receive overview of *PassionWorks!*[™] research methodology and results
- Review in depth the *PassionWorks! Model*[™]
- Complete the *PassionWorks! Diagnostic Tools*[™]
- Understand the results of the individual (and team or organization, if applicable) diagnostic tools

Conditions for Your PassionFlow[™]

- Gain clarity on what aspects of work and life are most meaningful to you
- Assess how you define progress and what represents advancement for you

- Consider your *meaning x progress*[™] equation in various contexts
- Understand the difference between mental models and reality-based views
- Create an action plan for increasing PassionFlow[™] at work

Managing Your PassionFlow[™]

- Creating meaningful and inspirational goals
- Supporting progressive action through reality-checks
- Determining the “best” actions to take toward meaningful goals
- Learning how to measure and celebrate achievements

Managing PassionFlow[™] for Teams and Organizations

- Aligning what’s meaningful to you with team and corporate objectives
- Measuring progress collectively
- Organizing work so each person’s *meaning x progress*[™] factor is considered
- Helping others move into PassionFlow[™]
- Using *PassionWorks!*[™] within existing performance management processes

“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.”

Ivy Kusinga,

Director, Learning and Development, ACE Limited

AUDIENCE & GROUP SIZE

Designed for anyone who wants to improve their overall work experience. Group sizes of up to 24 are ideal.

Also available in-company for groups.