


# Leading Positive Results

THE WORKSHOP FOR CREATING A MORE POSITIVE AND PRODUCTIVE WORKPLACE AND LIFESTYLE.

## ABOUT SHAWN ACHOR



Author of *The Happiness Advantage*, Shawn spent over a decade at Harvard University where he won numerous distinguished teaching awards for his work. He graduated magnacum laude from Harvard and earned a Masters from Harvard Divinity School in Christian and Buddhist ethics. In 2006, he was Head Teaching Fellow for “Positive Psychology,” the most popular course at Harvard at the time. In 2007, Shawn founded Good Think Inc. to share his research with a wider population. When the global economy collapsed in 2008, Shawn was immediately called in as an expert by the world’s largest banks to help restart forward progress. Subsequently, Shawn has spoken in 45 countries to a wide variety of audiences: bankers on Wall Street, students in Dubai, CEOs in Zimbabwe. Shawn’s research on happiness and human potential have received attention from the Harvard Business Review, New York Times, Forbes, CNN, and NPR.



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## CAUGHT BETWEEN TWO WORLDS,

Spark was exactly like every other frog in his pond with one notable exception. Spark emerges from a tadpole with a slight but noticeable orange spot. And this orange spot makes Spark feel uncomfortably different. What’s more, Spark begins to make a disconcerting observation; when Spark does things that make him feel better (and produce more positive results) the orange spots increase. Spark is left with a difficult decision; be normal, which makes him less conspicuous, or continue doing those things that make him happier, more productive and... **more orange**.

So begins the parable of *The Orange Frog*, a disarming tale that serves as the starting point for the workshop **Leading Positive Performance™**. By the end of the story, readers see and feel pressures they recognize in their day-to-day life. They also witness the most remarkable transformation that takes place when Spark finally chooses to adopt an orange way of life. Not only does his own personal satisfaction and productivity increase, these same results slowly start to ripple out to the other frogs in the pond.



\*The story and the workshop are based on the groundbreaking findings contained in the book *The Happiness Advantage* by Harvard Professor Shawn Achor.

## LEADING POSITIVE PERFORMANCE™ WORKSHOP

Using this story as a backdrop, participants explore their own work place and identify similar pressures, similar characters and similar threats. They are then challenged to develop habits and strategies resolve these pressures allowing them to follow Spark’s journey and develop strategies to ripple positive results throughout their teams and departments.

This workshop offers a different experience when compared to other training programs. This approach is purposeful: *the workshop attempts to break down barriers – real and perceived – to facilitate a transformation for leaders, teams, and ultimately, organizations.*



**For more information about how this workshop can help your organization  
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## TRAINING PROGRAMS DO NOT CHANGE BEHAVIOR.

People change behavior, and while organizational change management approaches usually fail, *people change management approaches can succeed*. The learning design of this workshop requires your active participation and offers an experiential approach to learning. This design provides an opportunity to learn from the author and his research as well as the opportunity to learn from other practitioners in the workshop and have fun.

### THE RESEARCH

Research concludes being positive results in more resilient, adaptable and successful people and organizations.

This same research also is clear on positivity being contagious. We need to move from information to *transformation!*

The workshop will cover key principles for creating a more positive and productive workplace and lifestyle.



## TWO PRIMARY WORKSHOP OBJECTIVES:

### Individual Adaptability (self leadership):

Begin a Personal Transformation towards a more positive mindset and more productive and adaptable work life.

### Group Adaptability (team leadership):

Initiate and support Transformation by cascading the effects of Positivity and Adaptability to your team.

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## WORKSHOP DESIGN

### Information is not Transformation

Experience change in an exercise  
Learn how the Anchor principles relate to our journey for higher levels of fulfillment

### In the Ponds

Reflect upon prior experiences with ineffectual change  
Understand the power of Social Scripts  
Capture driving and restraining forces  
Complete the fulfillment/performance grid  
Review past experiences as reminder how culture plays a critical role in shaping behavior

### Creating Our Future

Recognize the driving/restraining forces (behaviors) and key factors required to achieve higher fulfillment  
Create a road map to visualize the journey  
Collaborate as a team to create a shared future state

### Spark's Personal Journey

Gather insights into what drove Spark's transformation  
Emphasize the need for self development  
Apply Positive Performance Principles to individual Experience

### Spark's Team Leadership Challenge

Describe Ripple Effect of Positivity on teamwork  
Change as team sport cannot happen without role model  
Individual worksheet on applying principles to current change team challenges



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