



WORKSHOP TESTIMONIAL

“

It's impossible to become who you need to be if you continue to act as you are. Myron Beard helps you drive the changes necessary to live and sustain this transformation.

”

Tom Frengillo,
President,
Publishing Company

BECOMING A VERSATILE LEADER A DNA of Leadership Workshop

When elevated to an executive position, most leaders double down on what has gotten them there rather than fundamentally changing the way they lead. This “more of the same” behavior inevitably leads to leadership failure. The ability to adapt leadership behavior to broader responsibilities is leadership versatility and accounts for over 50% of the success of leaders. Is it possible to strike a better balance? Through **leadership personality profiling**, **interactive learning**, and **collaborative problem solving**, Beard Executive Consulting's **Becoming a Versatile Leader Workshop** helps your leaders both understand their strengths and weaknesses and adjust their behaviors when given increased responsibility.

WHAT YOU LEARN

- ◆ The 4 Traits of a Versatile Leader
- ◆ Knowing Your Leadership Qualities
- ◆ Becoming a Versatile Leader
- ◆ Correcting Weaknesses by Reframing Them

THE OFFERING

The **Becoming a Versatile Leader Workshop** can be tailored for groups of 10 to 30.

Half-Day Workshop: Leaders develop an understanding of leadership styles and how to achieve versatility. They create a plan for how they can rebalance their workflow and approach to subordinates.

Full-Day Workshop: Leaders develop an understanding of leadership styles and how to achieve versatility. They create a plan for how they can rebalance their workflow and approach to subordinates based on a full leadership personality profile.

90-Minute Condensed Webinar: The Becoming a Versatile Leader Workshop is also available as a 90-minute webinar. The webinar includes workshop materials and a “live” question and answer session.

Myron Beard, Ph.D., President
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Myron
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WORKSHOP TESTIMONIAL

“

Myron was an indispensable aid in uncovering and developing the nascent performance potential in my teams, in my leaders, and in myself.

”

Mike Hoganson,
President,
Manufacturing and
Services Company

BUILDING HIGH-PERFORMING TEAMS A DNA of Leadership Workshop

A majority of organizations believe that team performance is a fundamental driver of business results, yet a recent study found only 20% of teams would be considered high-performing. What accounts for this disparity? Through **case studies**, **interactive learning**, and **collaborative problem solving**, Beard Executive Consulting's **Building High-Performing Teams Workshop** puts your leaders on track to make their teams the engine of your organization's success.

WHAT YOU LEARN

- ◆ The Foundations of Team Performance
- ◆ Identifying the Culture of Teams
- ◆ The 5 Characteristics of High-Performing Teams
- ◆ How to Assess your Team's Performance
- ◆ How to Build a High-Performing Team

THE OFFERING

The **Building High-Performing Teams Workshop** can be tailored for groups of 10 to 30.

Half-Day Workshop: Leaders learn the fundamentals of assessing and creating High-Performing Teams.

Full-Day Workshop: Leaders learn the fundamentals of assessing and creating High-Performing Teams and leave with a plan for creating or improving their own teams.

90-Minute Condensed Webinar: The Building High-Performing Teams Workshop is also available as a 90-minute webinar. The webinar includes workshop materials and a “live” question and answer session.

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I've had the pleasure of seeing Myron work with groups and leadership teams for more than a decade. He's exceptional at coaching CEOs and developing high-functioning teams. He asks the hard questions, pushes appropriately, and is someone whose opinion I value and trust.

”

Molly McCoy, CEO, hrQ

CONDUCTING DIFFICULT CONVERSATIONS A DNA of Leadership Workshop

One of the most challenging parts of being a leader is conducting difficult conversations. Whether discussing employee performance or business critical issues, a leader must have open and honest, frank yet compassionate lines of communication. Through **role plays** and **case studies**, Beard Executive Consulting's workshop, **Conducting Difficult Conversations**, gives your leaders the tools and confidence with which to approach your organization's most pressing issues.

WHAT YOU LEARN

- ◆ Understanding the Root Causes of Performance Issues
- ◆ Creating a Growth Mindset
- ◆ Crafting an Effective Message
- ◆ Developing Strategies for Approaching “The Talk”
- ◆ Conducting Meaningful Follow-up

THE OFFERING

The **Conducting Difficult Conversations Workshop** can be tailored for groups of 10 to 30.

Half-Day Workshop: Leaders learn how best to approach difficult conversations. They leave the workshop with a productive method for raising issues and engaging with colleagues and employees.

90-Minute Condensed Webinar: The Conducting Difficult Conversations is also available as a 90-minute webinar. The webinar includes workshop materials and a “live” question and answer session.



WORKSHOP TESTIMONIAL

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It has been invaluable to have someone viewed as independent by the organization to help surface issues and effect culture change.

By using Beard Executive Consulting, we have been able to change the culture significantly faster than we could have on our own.

”

Jim Coombs,
CEO, Grand River
Health

CREATING A CULTURE OF ACCOUNTABILITY A DNA of Leadership Workshop

How many brilliant, innovative ideas have been brainstormed and workshopped with excitement only to fall through the cracks, never to see the light of day? Often, the biggest obstacle to great achievement is a lack of ownership and accountability. Through **case studies, interactive learning, and collaborative problem solving**, Beard Executive Consulting's **Creating a Culture of Accountability Workshop** gives your leaders the tools they need to see important initiatives through to completion.

WHAT YOU LEARN

- ◆ The What: Defining Clear Expectations
- ◆ The Who: Assigning Ownership
- ◆ The How: Timelines and Resources
- ◆ Monitoring Initiative Progress
- ◆ Effective Rewards and Consequences

THE OFFERING

The **Creating a Culture of Accountability Workshop** can be tailored for groups of 10 to 30.

Half-Day Workshop: Leaders leave with an understanding of how best to assign responsibilities and hold team members accountable.

Full-Day Workshop: Leaders leave with an understanding of how best to assign responsibilities and hold team members accountable. They also leave with a 60-day Accountability Plan for current initiatives.

90-Minute Condensed Webinar: The Creating a Culture of Accountability Workshop is also available as a 90-minute webinar. The webinar includes workshop materials and a “live” question and answer session.



WORKSHOP TESTIMONIAL

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With Myron’s experience in the industry’s management arena, he provides a fresh look on ways to improve my communication to my team, as well as a sounding board for innovative ideas for our future growth and long-term vision.

”

Dean Brister,
District Vice President,
The Industrial Company
(TIC)

CRITICAL THINKING A DNA of Leadership Workshop

Volatile markets and risk-averse consumers have made the current marketplace more challenging than ever. New challenges demand more adaptability, a leveraging of strengths, and correcting of weaknesses. Through **case studies** and **collaborative problem solving**, Beard Executive Consulting’s **Critical Thinking Workshop** helps your leaders understand how they must think differently to succeed in demanding situations.

WHAT YOU LEARN

- ◆ Assessing Your Critical Thinking
- ◆ Cultivating Critical Thinking
- ◆ Leveraging Deductive and Inductive Reasoning
- ◆ Assessing Changing Data to Make Hypotheses
- ◆ Analyzing Arguments
- ◆ Identifying Inferences and Evidence

THE OFFERING

The **Critical Thinking Workshop** can be tailored for groups of 10 to 30.

Half-Day Workshop: Leaders learn how to frame challenges as opportunities and think adaptively. Participants will have the opportunity to take an online critical thinking assessment.

Full-Day Workshop: Leaders learn how to frame challenges as opportunities and think adaptively. Participants will have the opportunity to take an online critical thinking assessment. During the workshop, the team uses newly learned skills to approach a current organizational challenge.

90-Minute Condensed Webinar: The Critical Thinking Workshop is also available as a 90-minute webinar. The webinar includes workshop materials and a “live” question and answer session.



WORKSHOP TESTIMONIAL

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My business and I are better because of our consulting relationship with Myron. Specifically, the relationship has resulted in my becoming a more capable and thoughtful leader and my leadership team learning how to work together in a more productive and effective manner.

”

Dennis Batey,
President,
Health Plan

EFFECTIVE DELEGATION A DNA of Leadership Workshop

Because leaders are often promoted on the basis of their past successes and individual efforts, they often feel the need to continue doing it all themselves. One of the biggest challenges for leaders is to leverage themselves through the work and capabilities of those who work for them. Through **interactive learning** and **collaborative problem solving**, Beard Executive Consulting's **Effective Delegation Workshop** puts your leaders on track to get the most out of their teams.

WHAT YOU LEARN

- ◆ Redefining Delegation
- ◆ Knowing What to Delegate
- ◆ Matching Work to Employees
- ◆ The DNA of Leadership 5-Step Delegation Process
- ◆ What You Must Never Delegate

THE OFFERING

The **Effective Delegation Workshop** can be tailored for groups of 10 to 30.

Half-Day Workshop: Leaders learn the fundamentals of successful delegation and leave with a delegation plan for their current team or function.

90-Minute Condensed Webinar: The Effective Delegation Workshop is also available as a 90-minute webinar. The webinar includes workshop materials and a “live” question and answer session.



WORKSHOP TESTIMONIAL

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As a result of working with Beard Executive Consulting, I developed a greater sense of confidence in myself as well as in my work.

”

Cindy McGill,
SVP Human Resources,
Major Southwest
Hospital

LOOKING IN THE MIRROR: LEADERSHIP PSYCHOLOGY 101 A DNA of Leadership Workshop

Bouts of insecurity plague everyone, but the anxiety that stems from insecurity isn't in and of itself a detriment to success or happiness. It is the ways in which we manage these insecurities that define us. Through **interactive learning** and **case studies**, Beard Executive Consulting's **Looking in the Mirror Workshop** provides your leaders with the tools they need to make confident and informed business decisions. It all starts with the person in the mirror.

WHAT YOU LEARN

- ◆ The Practices of Successful Leaders
- ◆ How to Recognize and Overcome Dysfunctional Behaviors
- ◆ How to Cultivate Healthy Thinking
- ◆ How to Attract Positive Allies
- ◆ The Long-Term Building Blocks of Healthy Self-Esteem

THE OFFERING

The **Looking in the Mirror Workshop** can be tailored for groups of 10 to 30.

Half-Day Workshop: Leaders learn how to spot the obstacles to cultivating healthy thinking and become familiar with the practices of successful leaders.

Full-Day Workshop: Leaders learn how to spot the obstacles to cultivating healthy thinking. They leave the workshop with a personal plan for building healthy self-esteem while increasing their productivity and satisfaction.

90-Minute Condensed Webinar: The Looking in the Mirror Workshop is also available as a 90-minute webinar. The webinar includes workshop materials and a “live” question and answer session.



WORKSHOP TESTIMONIAL

“

He has decades of real-life experience in business as well as a PhD in psychology, a unique combination that allows him to give excellent advice to leaders from both an experiential and psychological perspective.

”

Steve Quach,
CEO, Care Point Health

MENTORING FOR SUCCESS

A DNA of Leadership Workshop

Mentoring is one of the most valuable tools an organization has to grow talent. Personal mentorship accelerates personal development and leads to greater productivity. Through **interactive learning**, **collaborative problem solving**, and **role playing**, Beard Executive Consulting's **Mentoring for Success Workshop** gives your leaders the insights they need to effectively mentor your organization's up and coming talent.

WHAT YOU LEARN

- ◆ Differentiating Mentorship from Coaching
- ◆ The 3 Tenets of Successful Mentorship
- ◆ The Mechanics of Mentoring
- ◆ Accountability in Mentoring

THE OFFERING

The **Mentoring for Success Workshop** can be tailored for groups of 10 to 30.

Half-Day Workshop: Leaders learn the fundamentals of successful mentorship and leave with a plan to formalize organizational mentorship structures.

90-Minute Condensed Webinar: The Mentoring for Success Workshop is also available as a 90-minute webinar. The webinar includes workshop materials and a “live” question and answer session.



WORKSHOP TESTIMONIAL

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Myron’s unique, extensive business and individual/executive leadership development experience has made a significant contribution to the development of our targeted strategies as well as our leaders.

”

John Paul,
SVP, Shared Services,
Major Energy Construction
Organization

SETTING A VISION FOR YOUR TEAM A DNA of Leadership Workshop

Leading in a vacuum lowers employee productivity and morale. The central purpose of creating a vision is to make it possible for all employees under a leader’s charge to clearly understand where the company is headed and their role in helping the company get there. Through **case studies, interactive learning,** and **collaborative problem solving,** Beard Executive Consulting’s **Setting a Vision Workshop** gives your leaders the tools they need to create a vision that will mobilize their teams and the entire organization. This workshop is valuable whether leading a department, a business unit, or a company.

WHAT YOU LEARN

- ◆ The Purpose of a Vision
- ◆ How to Align Your Team’s Vision with its Mission
- ◆ How to Mobilize Data to Create Your Vision
- ◆ How to Create Organizational Excitement
- ◆ How to Implement and Incentivize Your Vision

THE OFFERING

The **Setting a Vision Workshop** can be tailored for groups of 10 to 30.

Half-Day Workshop: Leaders will learn the purpose and importance of a strong vision and leave with a framework for creating a vision.

Full-Day Workshop: Leaders will learn the purpose and importance of a strong vision and leave with the outline of a new vision.

90-Minute Condensed Webinar: The Setting a Vision Workshop is also available as a 90-minute webinar. The webinar includes workshop materials and a “live” question and answer session.



WORKSHOP TESTIMONIAL

“

Myron is a fantastic resource, as he brings a good mix of research and practical application. He is especially helpful with executive assessment and leadership development.

”

Larry Fisher,
VP of Human Resources,
Cadence Education

SUCCESSFUL NEGOTIATIONS A DNA of Leadership Workshop

Negotiation occurs whenever two or more individuals have divergent interests. Within an organization, the challenge lies in balancing relationships with outcomes. Through **case studies**, **interactive learning**, and **collaborative problem solving**, Beard Executive Consulting's **Successful Negotiations Workshop** gives your leaders a method with which to weigh the costs and benefits of negotiated outcomes.

WHAT YOU LEARN

- ◆ The 4 Outcomes of Negotiations
- ◆ How to Weigh Outcomes with Relationships
- ◆ The Anchor Rule and How to Use It
- ◆ How to Determine Your BATNA

THE OFFERING

The **Successful Negotiations Workshop** can be tailored for groups of 10 to 30.

Half-Day Workshop: Leaders learn the fundamentals of successful negotiation and leave with a method for framing positive outcomes.

Full-Day Workshop: Leaders learn the fundamentals of successful negotiation and leave with a method for framing positive outcomes. Participants will have the opportunity to role-play actual negotiation situations.

90-Minute Condensed Webinar: The Successful Negotiations Workshop is also available as a 90-minute webinar. The webinar includes workshop materials and a “live” question and answer session.

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“

You need to do this course, and you need to take it from Myron. This course allows you to pause and create brain space, so you can focus on yourself and your organization.

”

Amara Martin,
Executive Director,
Dress for Success Colorado

THE ART OF LEADERSHIP: SHIFTING YOUR PARADIGM A DNA of Leadership Workshop

Recent research indicates that within 18 months of being hired or promoted, 50-70% of executives fail. A principal cause of this pervasive issue is the unpreparedness of leaders to fundamentally change their way of thinking. Through **case studies**, **interactive learning**, and **collaborative problem solving**, Beard Executive Consulting's **The Art of Leadership Workshop** helps leaders understand the ways in which they must change to succeed.

WHAT YOU LEARN

- ◆ The Concrete Difference Between Management and Leadership
- ◆ The Change of Focus Required of Leaders
- ◆ Creating “Brain Space” to Focus on Strategic Issues
- ◆ Reevaluating Relationships with Former Colleagues

THE OFFERING

The **Art of Leadership Workshop** can be tailored for groups of 10 to 30.

Half-Day Workshop: Leaders will be given the tools to change their thinking and workflow priorities.

Full-Day Workshop: Leaders will be given the tools to change their thinking and priorities, plus leave the workshop with a fleshed-out vision for their functions.

90-Minute Condensed Webinar: The Art of Leadership Workshop is also available as a 90-minute webinar. The webinar includes workshop materials and a “live” question and answer session.



WORKSHOP TESTIMONIAL

“

Over the past few years, my leadership team and I have worked closely with Myron Beard to overcome blind spots. As a result of our relationship with Myron, we have been able to successfully grow our business and create a robust leadership succession plan.

”

Terry Carlsgaard,
President, The
Industrial Company
(TIC)

THE BUSINESS OF LEADERSHIP A DNA of Leadership Workshop

A company can be filled with charismatic, visionary leaders, but if those leaders don't understand how their organization makes money, the company is in trouble. Through **case studies** and **interactive learning**, Beard Executive Consulting's **The Business of Leadership Workshop** gives your leaders the tools to understand how their function or team fits within the business model. Bringing in revenue becomes easier when all teams set their sights on the same prize.

WHAT YOU LEARN

- ◆ The Disciplines of Business
- ◆ Understanding Your Organization's Business Model
- ◆ Understanding the Numbers
- ◆ Knowing Where Your Team Fits in the Business Model
- ◆ Aligning Your Team with the Business Model

THE OFFERING

The **Business of Leadership Workshop** can be tailored for groups of 10 to 30.

Half-Day Workshop: Leaders leave with a better understanding of your business model and the tools they need to start aligning their function with the financials.

Full-Day Workshop: Leaders learn the importance of the organization's business model, and leave with a plan for how to better align their team or function with the business model.

90-Minute Condensed Webinar: The Business of Leadership Workshop is also available as a 90-minute webinar. The webinar includes workshop materials and a "live" question and answer session.