



# *People Leadership For Mid-Level and Senior Leaders*



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YOUR EMPOWERING SOLUTIONS

Developing Leaders & Company Culture for the Global Arena



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**YES (Your Empowering Solutions) partners with clients to co-create organizational solutions that solve business challenges and transform performance to optimize and execute the people strategy. Centering on building trust, a collaborative culture and high performance, we develop effective leadership behaviours, collaborative high performing teams and a people-driven organization.**

- **Design and co-create people strategies based on deeply understanding your organizational needs and business priorities.**
- **Develop people-focused solutions to drive collaboration, effective relationships and achieve business results.**
- **Applying the latest psychology and neuroscience to help leaders and teams enhance performance and behaviour.**
- **Have implemented solutions across Asia Pacific and the Middle East, as well as virtual solutions across 40 countries on 6 continents.**

**What our clients say:**

***“The insights from this journey stay deeply in myself and create “A-HA” moments. What I learned suddenly pops up and gives me hints and ideas to be a better manager.”***

Senior Vice President Marketing, Pharmaceutical Industry

***“I liked that we walked away with a commitment to ourselves on how we can improve our engagement, which I think is crucial for leaders to always keep in mind.”***

Director Human Resources, Luxury Brand

***“The coach did a fabulous facilitation on leadership behaviours. I learnt a lot during the session and was impressed with his energy and delivery style.”***

Head of People Development, Financial Services

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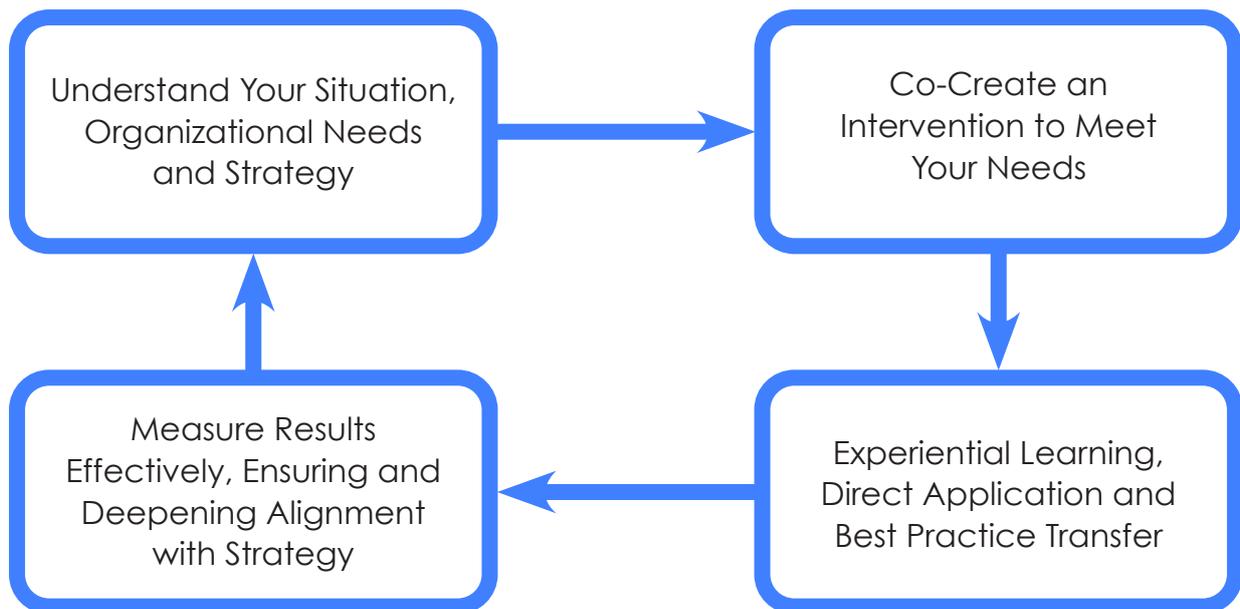
**YES (Your Empowering Solutions)**

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# Our Approach

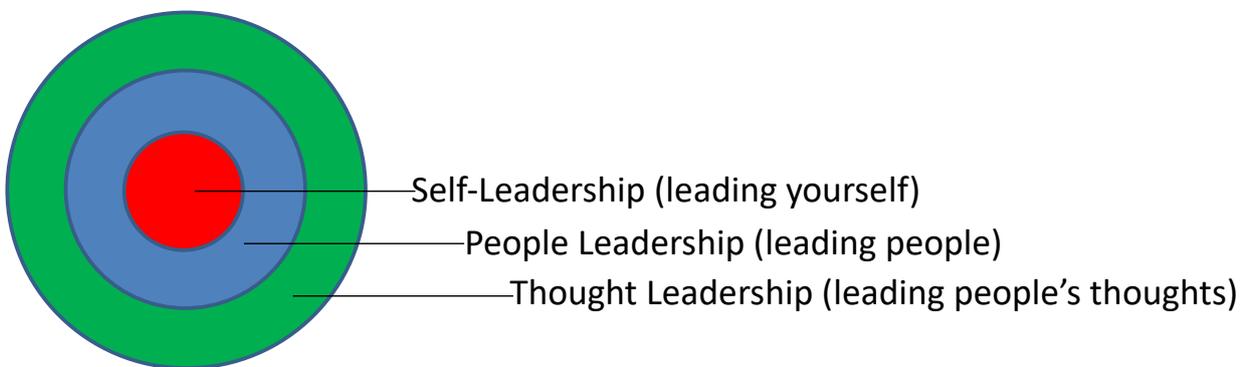
Bespoke solution design is tailored to the client's organizational needs and strategic initiatives, weaving and integrating the client's own competency models and organizational processes into the intervention.

Results are measured effectively to ensure objectives have been met, to ensure execution and transfer of learning, and to deepen the alignment with strategic initiatives and organizational needs.

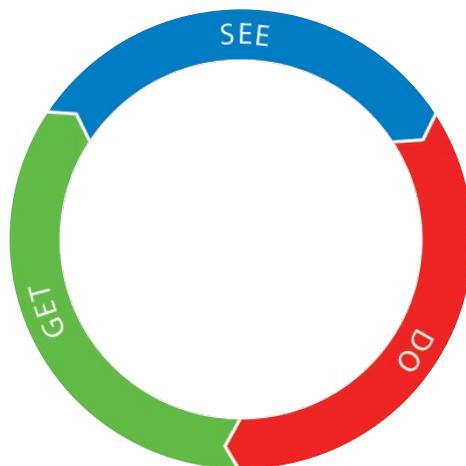


# Our Philosophy

There are 3 kinds of leadership: Self-Leadership (leading yourself); People Leadership (leading people); and Thought Leadership (leading people's thoughts). And we can think of these as concentric circles, starting with Self-Leadership, then People Leadership, then Thought Leadership. People Leadership is about engaging with people as humans and "whole people," with their own needs and paradigms for seeing the world, rather than as resources that need to be managed.



We also believe that the way we see the world (our *mindsets*) leads to the behaviour that we do, which leads to the results that we get. If you want make small changes, focus on the behaviours (what you do). If you want to make quantum leaps, focus on the *mindsets* (how you see the world). We aim to help people focus on their *minds* and *mindsets* so they can increase their self-awareness and form lasting new habits to achieve greater results.



# People Leadership

## For Mid-Level and Senior Leaders

### Needs & Organizational Challenges

The needs and organizational challenges that we are solving are:

- Creating agile, resilient leaders and an organization
- Building trust and empathy in co-located and remote teams
- Having purpose and organizational alignment
- Promoting a feedback culture and inclusive environment
- Improving performance and productivity
- Enhancing collaboration up, down and across the organization
- The need for growth and long-term thinking
- Developing leaders and a workforce that is future ready
- Creating a fun, energetic environment

# Inspire & Motivate

## Inspire & Motivate

This session focuses on:



- Creating a motivational workplace
- Helping people meet their psychological needs
- Exploring alternatives together
- Communicating with inspirational language and style
- Dialoguing with needs-affirming language to empower people
- Connecting to a bigger “inspirational purpose”
- Debrief: What is true motivation? How to enhance it in our team?

### About the speaker:

**Grant ‘Upbeat’ Bosnick** is an Author, Keynote Speaker and Musician, and the Managing Director of YES (Your Empowering Solutions), a boutique HR consultancy. Using psychology and neuroscience, he has partnered with over a hundred Fortune 500 and FTSE 100 clients for 25 years to transform people’s mindsets and behaviour to achieve results and perform at a higher level. He loves switching on light bulbs with people - triggering those ‘aha moments’ - insights - that change mindsets and open up new possibilities. His passion is all about helping people, teams and organizations re-imagine the future, not for a new normal, but for a ‘better’ normal... His new book, *Tailored Approaches to Self-Leadership: A Bite-Size Approach Using Psychology and Neuroscience*, was published by Routledge in 2023.

\* This session is half a day and can be delivered face-to-face or virtually.

# Building Trust (Co-Lo, Remote, Psych)

## Building Trust (Co-Located, Remotely and Psychologically)

This session focuses on:



- The Psychology and Neuroscience of Trust
- Social Styles & Creating a Shared Team Identity
- Human Psychological Needs
- Psychological Safety & Trusting Environment
- Experiential Simulation: Accelerating Trust and Credibility
- Debrief: How is trust built? What derails trust? How to enhance trust in our team?

### About the speaker:

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# Cross-Functional Collaboration

## Cross-Functional Collaboration

This session focuses on:



- Siloed Thinking vs Holistic Alignment
- The Psychology & Neuroscience of Collaboration
- Recognizing & Overcoming Conflict Triggers
- Growing from a Group into a Team
- Experiential Simulation: Cross-Functional Collaboration
- Debrief: How is true collaboration established? What derails it and how to enhance it in our team?

### About the speaker:

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# biography

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## Grant 'Upbeat' Bosnick

### Author, Leadership & Team Effectiveness Expert, Musician

**25 years in Asia Pacific**

**100+ Fortune 500 and FTSE 100 Clients**

**Worked with over 40 Countries on 6 Continents**

**Grant 'Upbeat' Bosnick** is an Author, Keynote Speaker and Musician, and the Managing Director of YES (Your Empowering Solutions), a boutique HR consultancy. With a background in psychology and neuroscience, he has partnered with over a hundred Fortune 500 and FTSE 100 clients for 25 years to transform people's mindsets and behaviour to achieve results and perform at a higher level. He loves switching on light bulbs with people - triggering those 'aha moments' - insights - that change mindsets and open up new possibilities. His passion is all about helping people, teams and organizations re-imagine the future, not for a new normal, but for a 'better' normal... His new book, *Tailored Approaches to Self-Leadership: A Bite-Size Approach Using Psychology and Neuroscience*, was published by Routledge in 2023.



Focused on driving organizational change and performance improvement, Grant partners with clients to design and deliver keynote talks and solutions, aligned with corporate strategy and organizational processes, that transform leaders' and teams' mindsets and behaviour, to become more inclusive, have purpose and alignment, engage others, manage change, innovate and perform at a higher level. He started his career as a Senior Manager in the entertainment, professional fund-raising, and energy industries, leading diverse multicultural teams. Using psychology and neuroscience, he engages leaders and teams to explore multiple perspectives, understand themselves deeply, drive change and transform behaviour – to achieve results and develop global leaders and teams for a rapidly changing and complex environment.

He has worked with 100+ Fortune 500 and FTSE 100 companies in the financial services, tech, engineering, retail, advertising, pharmaceutical and energy industries, among others.

He is also an accomplished drummer, music producer and director. Having played drums and percussion for over 35 years, he has toured North America, recorded 13 albums and produced several live multicultural interdisciplinary shows, including for the Canadian Embassy and for Apple. He is also the creator of **Upbeat®** - a heightened mental state that enhances focus, attention, energy, flow and insight; and as a collective, sharpens teamwork and problem-solving. One of the best ways to facilitate this is through the neuroscience of drumming. This signature experience is ideal for company offsites, conferences, kick offs and townhalls.

# testimonials

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*"I would like to say "thank you" Grant for these outstanding Executive Coaching sessions. It has been an honor to participate in your sessions. Also I really enjoyed this valuable experience. At the beginning of this journey, I did not realize how much this coaching will impact me. As time passed, I started having "A-HA" moments in daily business. Hints, advice and suggestions that Grant gave me during the coaching sessions stay deeply in myself and create "A-HA" moments. What I have learned from these coaching sessions suddenly pops up and gives me hints and ideas to be a better leader. Even though the sessions are ended, the learning from this Executive Coaching will last and keep creating "A-HA" moments in me in the future as well."*

Senior Vice President of Marketing, Pharmaceutical Industry

*"First, let me say that the sessions with Grant have not only been enjoyable, but also have changed my life in a way that has already shown tangible returns to our organization. Thank you. Your energy, respect and humility makes your sessions easy to understand and easy to learn from, even when listening to critique of current practices. I have come to understand more clearly that there is no "perfect" management method; that the best one can do is to try to avoid major mistakes. And that the best way to do that is to: 1. always maintain one's composure; 2. ask questions, and more questions and yet more questions; and 3. truly listen to the answers. Employment of these practices has provided 3 of the most fulfilling meetings I have ever experienced in my adult career, in just this past week, each of which I believe will have a significant and tangible positive impact on our organization this year."*

Executive Director of Sales, Financial Services Industry

*"The sessions with Grant became an opportunity to learn leadership tricks, hear advice, get feedback and reflect on what my leadership style was and, more importantly, how it should evolve and develop. We discussed, for example, the concept of intervention and when is the right timing for a leader to step in. How to perceive the potential of subordinates and how to get them to achieve that potential. What are the absolute qualifications to being a true leader and What are my beliefs on leadership? How can I add and improve those beliefs? How to deal with complex situations, including careful analysis, determining resources and developing an action plan to come to solutions. All of these discussion topics forced me to first think about what my current opinions are – what did I think about those topics? Did I think about those topics? And then, through discussion and insights, I was able to enhance my appreciation and better hone and refine my own views. And best of all, because I am actively leading a team of leaders, I was able to immediately take the learnings from these sessions and apply them in my daily leadership life. I am now a better leader as a result of this initiative and am very thankful for the opportunity that was provided."*

Director of Quality Assurance, Tech Industry

# Investment

## People Leadership

### For Mid-Level and Senior Leaders

Investment is inclusive of:

- All meetings and consulting with HR and the Executive Team.
- Tailored experiential session, workshop design and customization.
- All material, handouts and takeaways.
- Engaging delivery of experiential session and workshop.
- Follow up debrief with HR and Executive Team.

## Half-Day Interactive Workshop

### For up to 20 People

Total Investment

SGD 5,000

\* Investment is exclusive of travel expenses if face-to-face.

\* Final investment is based on mutual discussion.

yes

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## Contact

YES (Your Empowering Solutions) Pte Ltd

Robertson 100 #03-16, 100 Robertson Quay,  
Singapore 238250

Tel: +65 9247 6270

Email: [solutions@yes-sol.com](mailto:solutions@yes-sol.com)

[www.yes-sol.com](http://www.yes-sol.com)