



# *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 people and leaders 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.**

#### Testimonials

***“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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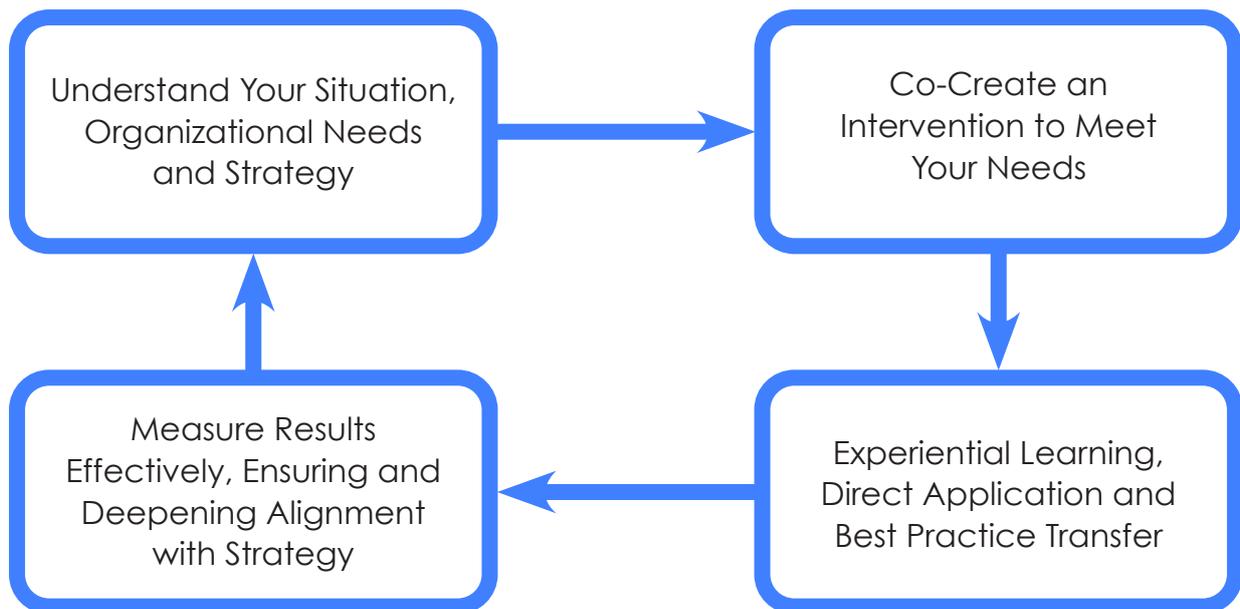
**YES (Your Empowering Solutions)**

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# Our Approach

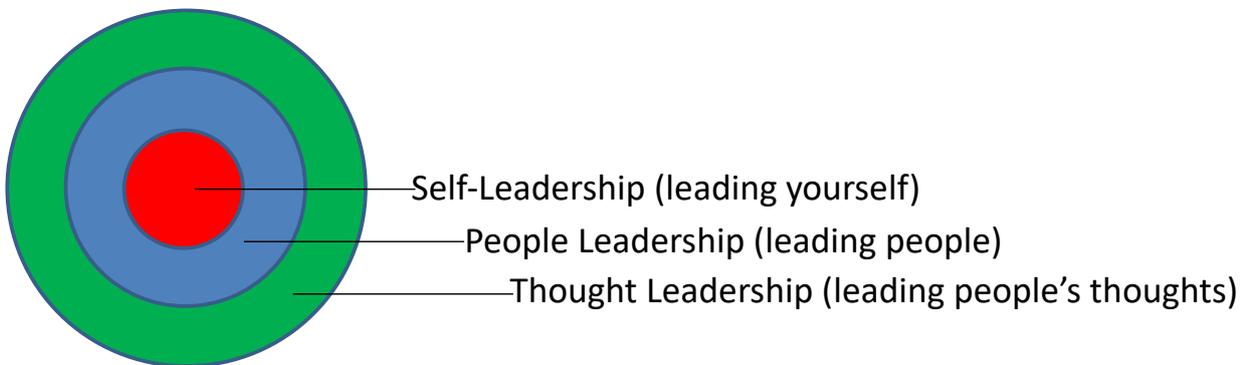
Bespoke solution design is tailored to the client's organizational needs and strategic initiatives, weaving and integrating the client's own competency models and organizational processes into the intervention.

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.

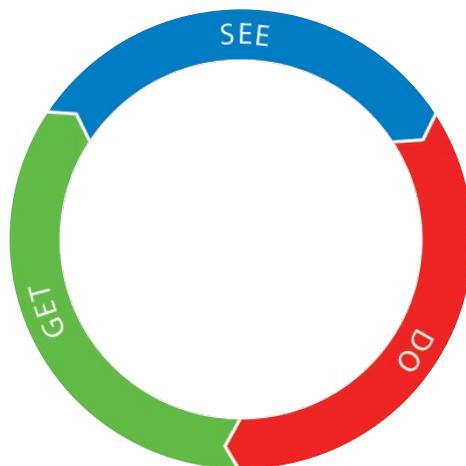


# Our Philosophy

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 *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 ‘The Beat’ Bosnick** is a Leadership & Team Effectiveness Expert 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 24 years to transform people’s 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 Press in September 2022.

\* This session is 3 hours 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:

**Grant 'The Beat' Bosnick** is a Leadership & Team Effectiveness Expert 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 24 years to transform people's 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 Press in September 2022.

\* This session is 3 hours and can be delivered face-to-face or virtually.

## Grant ‘The Beat’ Bosnick Managing Director and Executive Coach

Focused on driving organizational change and performance improvement, for 24 years Grant ‘The Beat’ Bosnick has partnered with clients to design and deliver solutions, aligned with corporate strategy and organisational processes, that transform leaders’ and team’s behaviour, to become more global minded, 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 natural gas industries, leading diverse multicultural teams. With a background in psychology and neuroleadership, moreover, he engages leaders and teams to explore multiple perspectives, understand themselves deeply, drive change and transform behaviour – to foster & develop global leaders and teams for a rapidly changing and complex environment. Clients include Accenture, Adidas, Allianz, American Express, AXA, Bayer, BlackRock, Boston Consulting Group, Coach, Citigroup, Cisco, Coca Cola, Dairy Farm, Dentsu, Deutsche Bank, Deliveroo, Ericsson, Ernst and Young, Fuji Xerox, Goldman Sachs, Hewlett Packard Enterprise, Japan Ministry of Manpower, Jardine Matheson, Lexus, Louis Vuitton, Maersk, Manderin Oriental, Merck, MetLife, Microsoft, Mitsubishi Corporation, Mitsui, Nike, Pfizer, Procter & Gamble, Schneider Electric, Sephora, Shell, Siemens, Thomson Reuters, Unilever, Viacom, Vodafone, Wunderman, WWL, YKK, among others.



Using assessments and research-based content, Grant works with middle and senior managers in the areas of communication, executive presence, authentic leadership, team alignment, people leadership, trust building, interpersonal relationships, collaboration, influencing, change management, coaching, mindfulness, diversity & inclusion, creativity, storytelling and personal effectiveness. He is a well sought after keynote speaker for offsites, annual conventions and executive conferences, for hundreds of people, on such topics as Inspire, Motivate and Change. He has lived in Asia Pacific for 24 years; and has worked all across Asia Pacific and the Middle East. And has delivered virtual leadership sessions with over 40 countries on 6 continents.

Grant sees L&D and Coaching as a helping process focused specifically on improving work performance, and is a link between an individual’s development needs and the organization’s strategic goals. And by providing behavioural know-how & tips to enhance improved performance, participants’ and Coachees’ change in behaviour will not only achieve their own objectives, it will also help motivate their colleagues & subordinates to cooperate in harmony for positive team building towards common goals.

Grant graduated from Queen’s University of Kingston, Canada with a degree in Philosophy and Behavioural Psychology, focusing on human behaviour and personal development, graduating top of his class. He is certified in several behavioural and 360 assessments, including the GDQ (Group Development Questionnaire) and Marshall Goldsmith’s Global Leadership 360; certified in the Foundations of NeuroLeadership from the NeuroLeadership Institute and the Foundations in Design Thinking from IDEO U; is a Marshall Goldsmith Stakeholder Centered Coaching Certified Executive Coach, NLI “Brain-Based” Coaching Certified Executive Coach; and a PQ (Positive Intelligence Quotient) Certified Executive Coach. He has also written a book on strategic thinking and problem solving, and published a video series on *Leadership Communication* with Kenichi Ohmae’s BBT Network. His new book, *Tailored Approaches to Self-Leadership: A Bite-size Approach Using Psychology and Neuroscience*, was published by Routledge Press in September 2022.

Grant thrives on developing leaders around the world and helping organizations transfer best practices. He is based in Singapore, and travels extensively.

# 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

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## Contact

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