



Tailored Approaches to Self-Leadership - Workshops



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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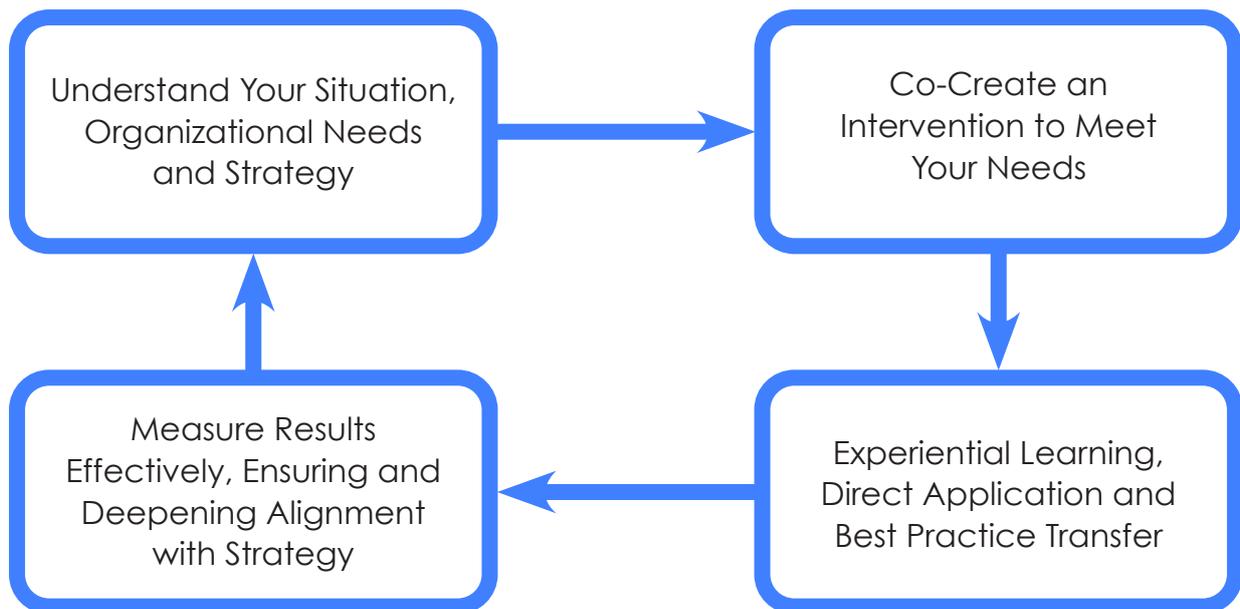
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Our Approach

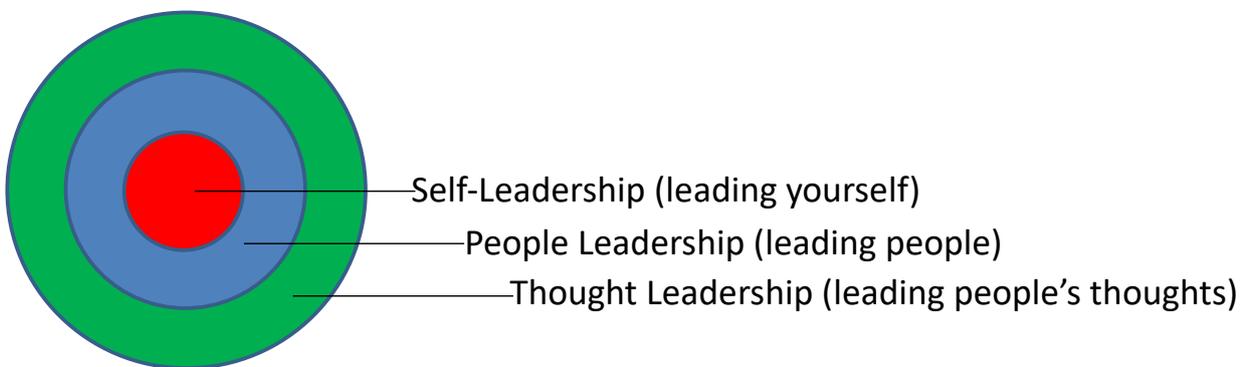
Bespoke solution design is tailored to the client's organizational needs and strategic initiatives, weaving and integrating the client's own competency models and organizational processes into the intervention.

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.

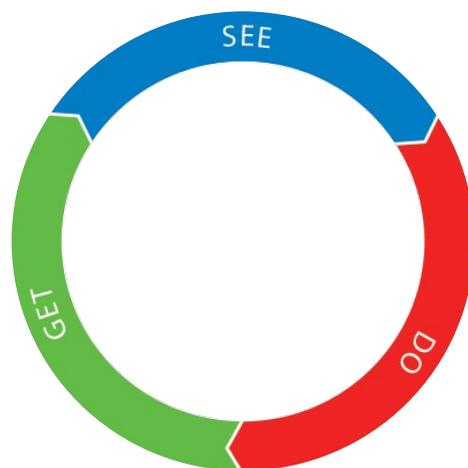


Our Philosophy

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. At the centre is "Self-Leadership." This is the starting point and necessary for both "People Leadership" and "Thought Leadership." Being able to lead yourself and have executive control of yourself is the key starting point of successful and effective leadership.



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 to 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.





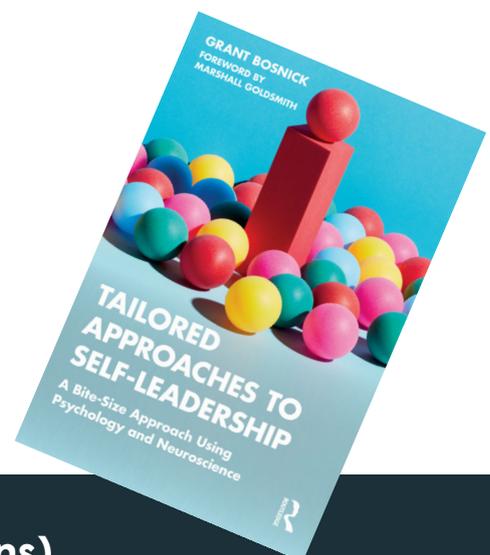
The number one thing that stands in people's way to grow, change and develop is their ability to change their habits. The will is there but we have been brainwashed into thinking that changing our habits is difficult. But what if we knew that change is easy if you have the right knowledge and the right tools?

Based on Grant Bosnick's book, **Tailored Approaches to Self-Leadership**, published by Routledge (2023), this journey encourages you to understand behaviour from the "inside-out" of neuroscience and how the brain works, while also keeping an eye on the "outside-in:" how we understand others and how others see us. And based on where you need to focus, it provides the bite-size knowledge and tools that will enable you to make a boost in areas that are most important for YOU.

The visual above represents the 18 chapters in the book. Each of these topics is a half-day workshop or 1-hour keynote talk and can be delivered stand alone, as a series or in any order you like.

Based on the book:

Tailored Approaches to Self-Leadership
 by Grant Bosnick
 foreword by Marshall Goldsmith
 Published by Routledge



Agility

Every day, in every part of our lives, we are faced with multiple changes, big and small, quick or long-lasting. We all respond differently to each change, however some individuals are able to cope better with the uncertainty of it, and so adapt and thrive through these changes more effectively than others. We can describe these people as being agile. Agility is not necessarily about the speed of response to a change, but more the proactive ability to adapt and thrive in the face of continuous change. This can be learned and developed, and help us lead at a higher level.



In this session you will learn:

- **Stressors and Triggers; and The Antifragile**
- **Adapting and Managing Ourselves Through Change**
- **Mental and Physical Strength**
- **Mental Self Talk**
- **Anticipating the Future**

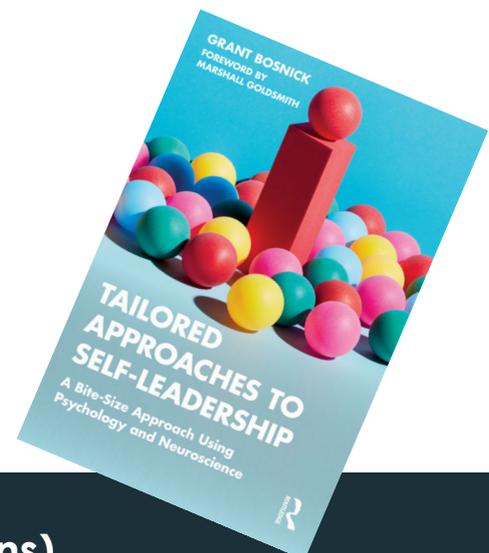
About the speaker:

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.



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Resilience

The world in which we live and operate is more volatile, uncertain, complex, and ambiguous than ever before, all of which can lead to stress, anxiety, and disengagement. To be successful in this environment, we must be highly resilient, able to perform at high levels in the midst of this constant change and uncertainty. Developing our resilience will help us succeed and lead in a constantly changing and uncertain world.



In this session you will learn:

- **What is Resilience?**
- **What Derails People During Adverse Times?**
- **Building Resilience in Ourselves**
- **Adopting a Pro-Social Mindset**
- **Building Resilience for Ourselves and Our Teams**

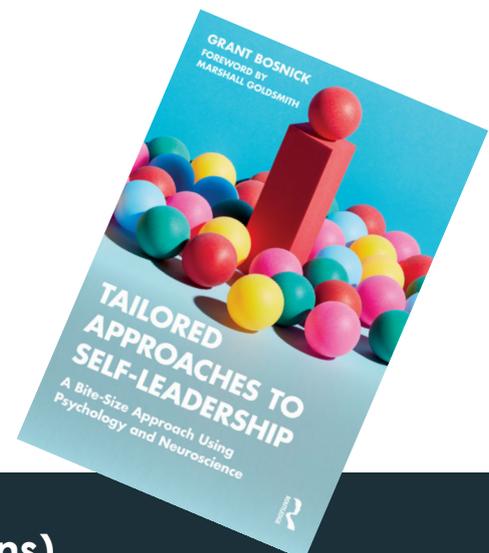
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Emotion Regulation

Neuroscience has now shown us that the exact same feelings we get from a physical threat also occur with social or emotional threats. This then influences our behaviour and actions. Emotion regulation is the process of how we can understand and deal with situations that we appraise, or interpret, as socially or emotionally threatening, and ways to handle these situations more effectively, thereby having more positive behaviour and actions.



In this session you will learn:

- **The Neuroscience of Emotions**
- **Cognitive Appraisal**
- **Strategies to Regulate Emotions**
- **Reappraisal or Reframing**
- **Response Modulation**

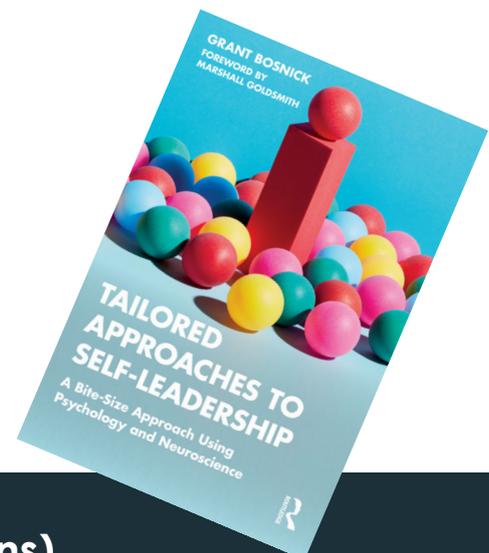
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Presence

If you don't brand yourself, others will brand you. Having presence is like "self-branding;" it is the perception that others have of us. Sometimes our presence is uncontrolled, detracting from the situation and causing an unintentional negative impression; this is when people brand us. However, we can control our presence to become the most interesting person in the room (direct presence), or the most interested person in the room (subtle presence) – both of which add value in different situations, and enhance our leadership abilities.



In this session you will learn:

- **The Presence Framework (direct, subtle, controlled, uncontrolled)**
- **The Components of Presence**
- **How to Increase Our Presence**
- **Psychological Presence (Developing from the Inside-Out)**
- **Branding Presence (Developing from the Outside-In)**

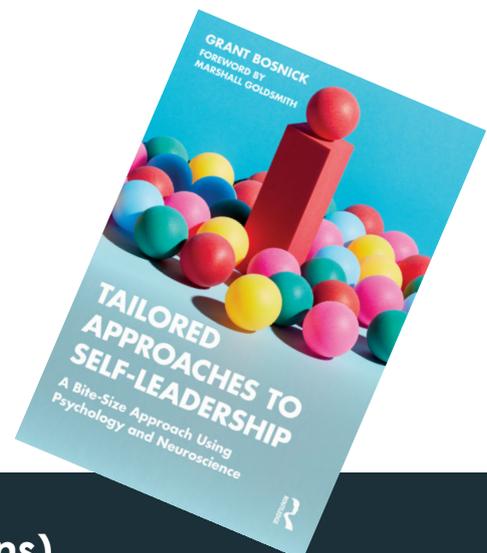
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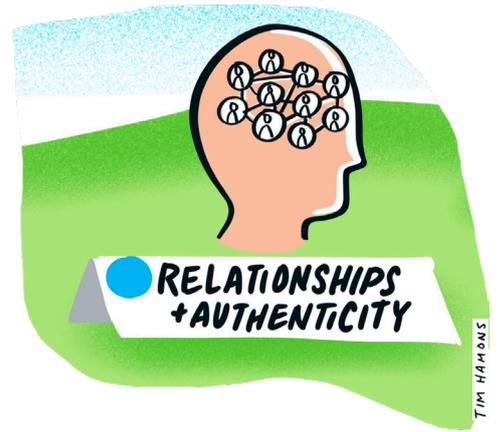
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Relationships and Authenticity

In 1923, Austrian philosopher Martin Buber wrote the book *I and Thou*, and it is still very relevant today. In it, he makes a distinction between two kinds of relationships: *I-It*, in which we turn inward, focusing only on ourselves, and treat others as things for us to get what we want; and *I-Thou*, in which we turn outward, seeing others as people and building authentic relationships with them. Implementing practical tips, and accessing what neuroscience calls our “social brain,” we can build mindsets and behaviours to develop better relationships with others.



In this session you will learn:

- **What does it mean to be authentic and what holds us back?**
- **How We Regard Others**
- **Self-Focused vs Other-Focused**
- **Building More Authentic Relationships with Others**
- **Go Slow to Go Fast**

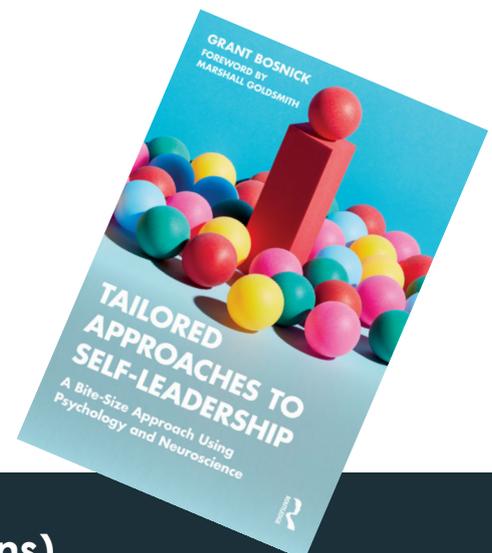
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biography

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

"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

Tailored Approaches to Self-Leadership

Investment is inclusive of:

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

1-Hour Keynote and Experiential Session For up to 100 People

Total Investment
SGD 6,000

Half-Day Interactive Workshop For up to 20 People

Total Investment
SGD 5,000

90-Minute Interactive Workshop For up to 20 People

Total Investment
SGD 3,000

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

* Copies of the book for each attendee/participant can be arranged at an additional fee.

* Final investment is based on mutual discussion.

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Contact

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