



Leadership and Team Solutions



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 33 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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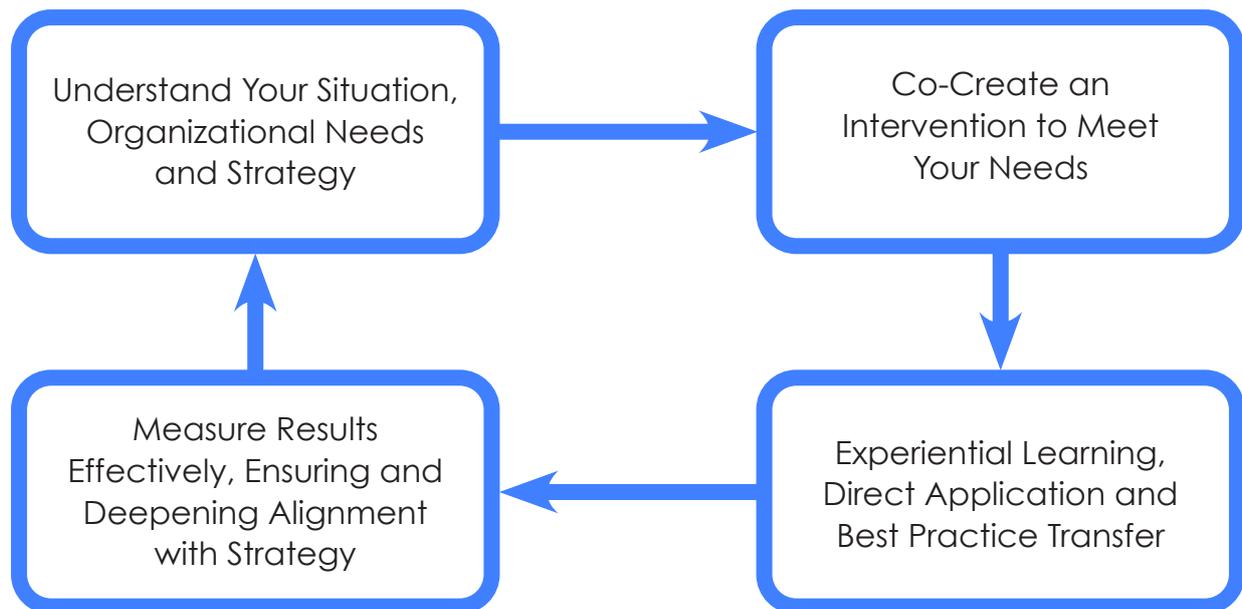
YES (Your Empowering Solutions)

Developing Leaders and Company Culture for the Global Arena

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.



Co-Create & Co-Design

Co-Created, Co-Designed, Co-Journeyed Solutions

We co-create, co-design and co-journey with our clients. By asking and listening to their issues, we then work together on content and design - asking what works for their people and culture. The outcome is real collaboration and taking all issues and stakeholder requirements into account.

The blue tiles represent the people and the organizational elements.

The red tiles represent the value obtained as a result of the interventions.



Our Solutions

Our solutions are tailored to the different levels of leaders in your organization:

'Team Building' & Upbeat®	for Senior Leaders
Team Resilience	for All Leaders + High Level Teams
18 Pillars of Self-Leadership	for All



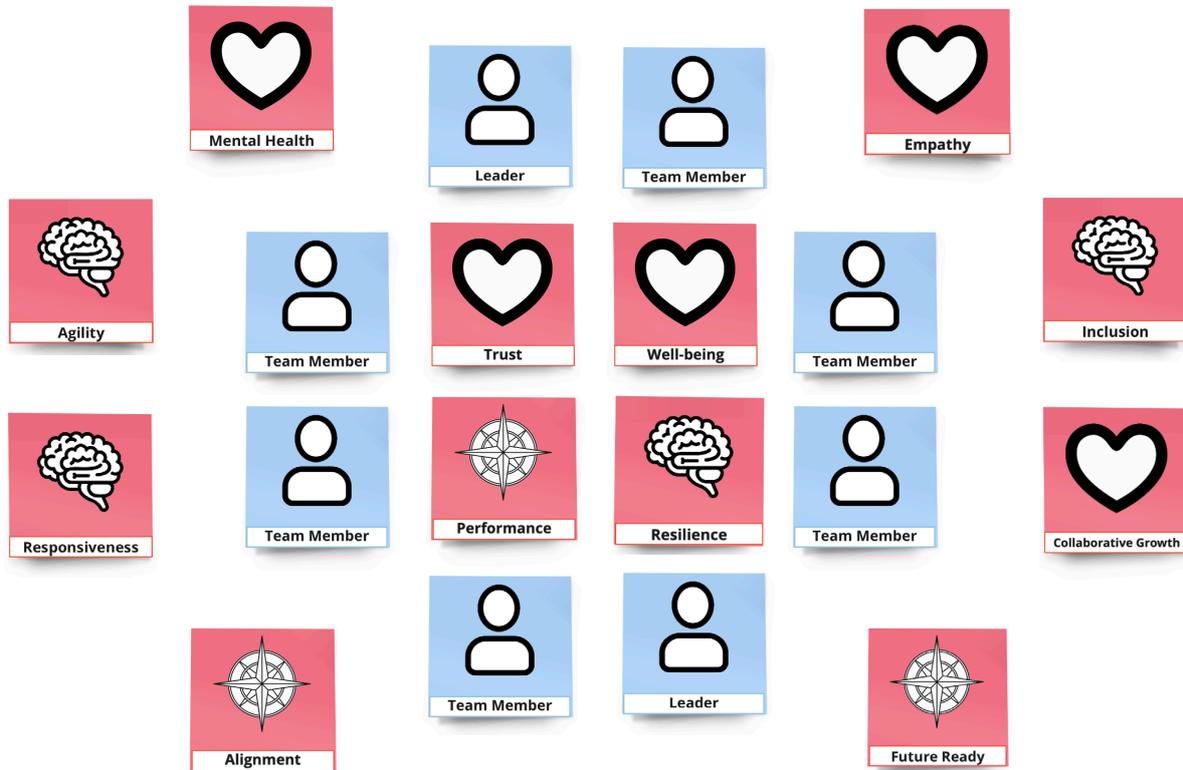
2-Day Senior Leadership 'Team Building'

Needs & Organizational Challenges

The needs and organizational challenges that we are solving are:

- Enhancing employee well-being
- Regulating emotions during a crisis or change
- 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
- The need for growth and long-term thinking
- Developing leaders and a workforce that is future ready

2-Day Senior Leadership 'Team Building'



This solution, based on neuroscience, focuses on how to foster and develop better well-being, emotional and mental health, empathy, resilience, more collaboration and function as high performing teams. Just like in an airplane when the oxygen masks fall, we need to put our own on first before assisting others, it's the same when we go through change and ambiguity. First, we need to understand how this affects us and what we need to do; then, we can help others and create high functioning teams, vertically and horizontally. This will build more alignment and an open team, so individuals can succeed in their roles and responsibilities, and as a team, to build an inclusive environment and work together more effectively.

As a result, Leaders and Team Members will have more trust, better well-being, emotional and mental health, empathy, agility, resilience, inclusion, collaboration and perform as high functioning teams, both vertically and horizontally.

2-Day Senior Leadership 'Team Building'

Day 1 Outline

AM

Introduction

Kick off, Program outline & agenda

Where Are We Now?

Emotions & Current Feelings

- What are we feeling right now; strategies to regulate our own emotions to put our oxygen mask on first

Change, Agility & Resilience

- Explore the change; develop strategies to be more agile and resilient

Debrief: lessons learned, takeaways

PM

Where Do We Want To Be?

"Mind Up": Think Differently

- Explore the "autopilot" traps our mind has that hold us back and how we can "mind up" to overcome these traps to think wider, allowing more possibilities and richer ideas

Expectations For The Future

- What do we expect for the future? What are we aiming for?

Debrief: lessons learned, takeaways

Day 2 Outline

AM

How Are We Going To Get There?

Empathy

- What is empathy; what stops us from being more empathic; the benefits and strategies to be more empathic

Psychological Safety & Inclusive Environment

- What is psychological safety; behaviour that promotes it and diminishes it; strategies to be more inclusive

Debrief: lessons learned, takeaways

PM

How Are We Going To Get There?

Accountability & Feedback Culture

- Explore what it means to be accountable and the benefits of creating a feedback culture; craft a plan to embed this

Cross-Functional Collaboration

- Why siloed thinking exists; how can we align our thinking to have more effective collaboration

Debrief: lessons learned, takeaways

The Neuroscience of Drumming

Kickstart your offsite! Using the art of playing drums to enhance focus, energy, team work and problem-solving through the neuroscience of drumming, to get our brains into *flow* and 5x our productivity.

Neuroscience research has shown us that drumming:

Improves Focus and Concentration

Lowers Stress

Produces Energy – “drummer’s high” (an endorphin rush)

Enhances Team Work

Taps into What it Means to be Human

Improves Mental Balance and Whole Brain Thinking

Develops Problem-Solving Capacity

Enhances Ability to Perceive Patterns in the World

One of the best ways to get our brains into *flow* and 5x our productivity.

Sources: Harvard University, Oxford University, Bergmannsheil University, Karolinska Institutet, and others

The Experience

Overview - 5 min

- Using the art of playing drums to enhance focus, energy, team work and problem-solving through the neuroscience of drumming. Specific drumming exercises and patterns have been written for this to target specific functions of the brain. A perfect way to kick start your brain for strategy, planning, innovation or brainstorming sessions to get your brain into flow and 5x your productivity.

Step 1: Single Beat - Develop Focus and Concentration - 5 min

- Warm up exercises to develop focus and concentration through slow-fast-slow progression of each beat. Develop energy through this process.

Step 2: Single Beat - Develop Attentional Deployment, Listening Skills and Other Awareness - 10 min

- Single beat exercises to develop attentional deployment, listening skills and other awareness by guiding participants to consciously shift their focus of listening as they play together.

Step 3: Split Beat - Develop Balance and Team Alignment - 15 min

- Split beat patterns to develop balance and team alignment exploring how the different pieces fit together as a cohesive whole.

Step 4: Split Beat - Develop Pattern Recognition - 15 min

- Split beat patterns to develop pattern recognition by listening for the patterns within patterns.

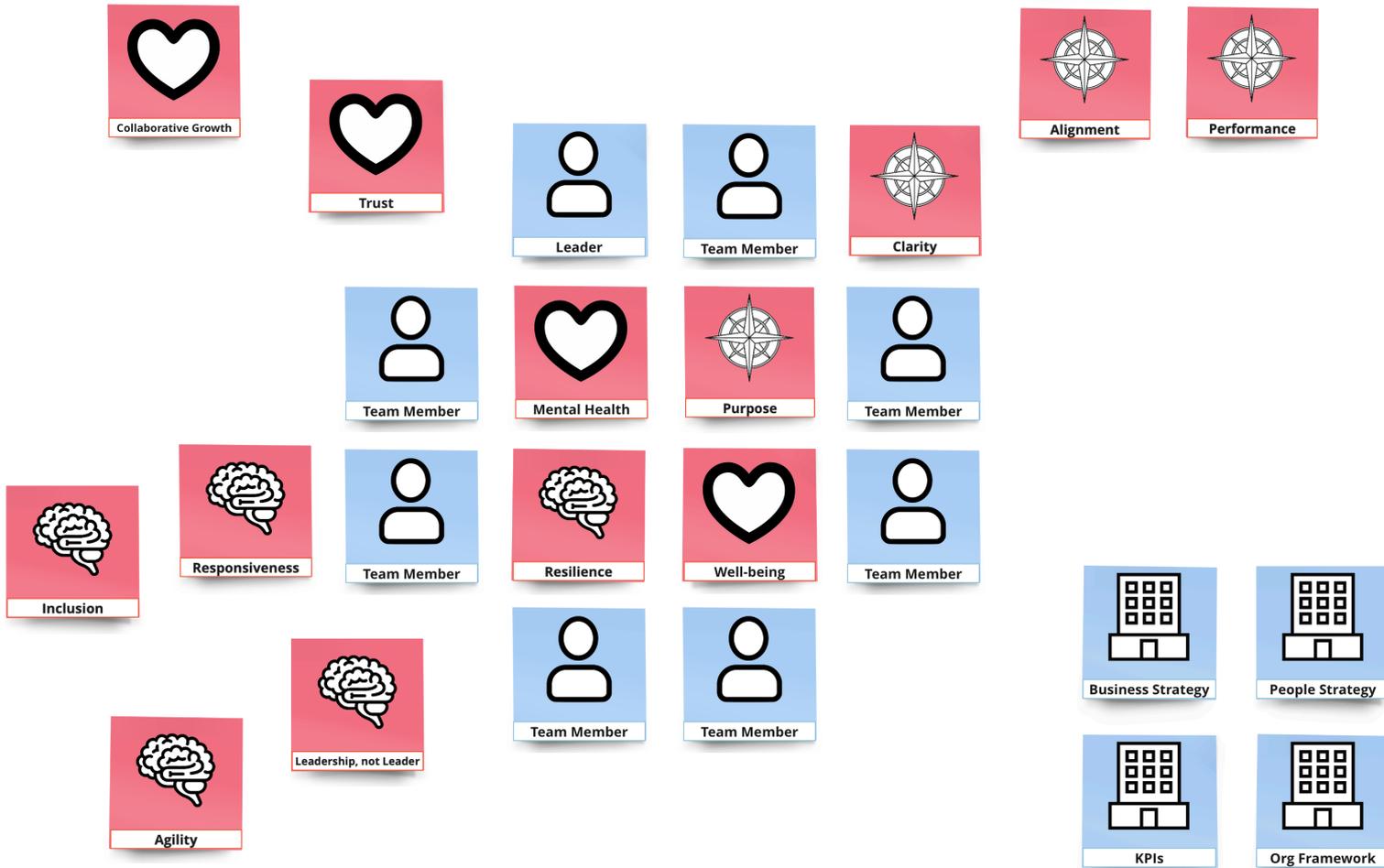
Debrief: Key Points - 10 min

- Focus and concentration for *flow*.
- Attentional deployment, listening and other awareness for relationship building.
- Balance and team alignment for unity.
- Pattern recognition for problem-solving.

Apply to Self

- How do you feel? What did you learn from this? How can you apply it to your team?

Team Resilience



This solution, based on neuroscience, focuses on how to foster and develop team resilience for better collaboration, peak performance and high-functioning teams.

Part 1: Assessment

Take the GDQ (Group Development Questionnaire) to assess the performance of the group as a whole and uncover where the bottlenecks are.

Part 2: Overcoming the Challenges

Session 1: Assessing the Challenges & Changes, and Changing Our Beliefs

Session 2: Adapting and Managing Ourselves Through Change

Session 3: Building Resilience for Ourselves and Our Team

Each session is 90 minutes, with 2 versions available: 1) For Teams, 2) For Leaders of Teams.

As a result, Leaders and Team Members will have better well-being, emotional and mental health; more trust and collaborative growth; agility, responsiveness and inclusion; and higher performance aligned with purpose.

Team Resilience

The Pathway

Part 1: Assessment

Take the GDQ (Group Development Questionnaire) to assess the performance of the group as a whole and uncover where the bottlenecks are.

Part 2: Overcoming the Challenges

Session 1: Assessing the Challenges & Changes, and Changing Our Beliefs

- Analysis of Change Situation (ACRES Needs)
- Change Responses
- Changing Our Beliefs

Session 2: Adapting and Managing Ourselves Through Change

- Mental and Physical Strength
- Mental Self Talk
- Anticipate the Future

Session 3: Building Resilience for Ourselves and Our Team

- Channel Stress into Positive Stress
- Clarify Expectations in Line with the Change or Challenge
- Adopt a Pro-Social Mindset and Maintain a High Functioning Team

Each session is 90 minutes,
with 2 versions available: 1) For Teams, 2) For Leaders of Teams.

18 Pillars of Self-Leadership*

The Journey

Upfront Self-Assessment

- To personalize the journey and make it even more transformational, there is a simple upfront assessment, focusing on your key challenges and objectives at this moment. Based on the result of this assessment, it will then give a suggested order to prioritize the 18 Pillars of Self-Leadership.

The 18-Pillars of Self-Leadership

- a. Goals
- b. Inspiration and Motivation
- c. Mindfulness
- d. Flow
- e. Physical Health
- f. Insight
- g. Expectations
- h. Emotion Regulation
- i. Persuade and Influence
- j. Time Management
- k. Change
- l. Agility
- m. Resilience
- n. Relationships and Authenticity
- o. Biases
- p. Trust
- q. Empathy
- r. Presence

Each Pillar consists of 3 5-minute videos and an exercise following each video to apply and embed it in your role.

- * Based on the book by Grant Bosnick: **Self-Leadership for Behavioral Change: A Bite-Size Approach Using Psychology and Neuroscience**. Published 2022 by Routledge Press.

Grant Bosnick Managing Director and Executive Coach

Focused on driving organizational change and performance improvement, for 23 years Grant Bosnick has partnered with clients to design and deliver solutions, aligned with corporate strategy and organizational processes, that transform leaders' behaviour, to become more global minded, lead 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 to explore multiple perspectives, understand themselves deeply, drive change and transform behaviour – to achieve results and develop global leaders for a rapidly changing and complex environment. Clients include Accenture, BlackRock, Cisco, Coca Cola, Fujitsu, Fuji Heavy Industries, Hitachi, Honda, Ishikawa Heavy Industries, JFE, Kobelco, Lexus, Maersk, Microsoft, Mitsubishi Corporation, Mitsubishi Heavy Industries, Mitsui, Nippon Steel, NYK, Shell, Siemens, Toyota, Volvo Group, WWL, 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 23 years; and has worked all across Asia Pacific and the Middle East. And has delivered virtual leadership sessions with over 30 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 VILT certified facilitator. 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, *Self-Leadership for Behavioural Change: A Bite-size Approach Using Psychology and Neuroscience*, will be published by Routledge Press in 2022.

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

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

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