



# Team Alignment, Trust & Effectiveness



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 APAC, Europe, Middle East and Africa.

#### Testimonials

***“The insights from this program 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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## CAE Context

The Leadership Team is made up of very competent leaders with different personalities. They perform well. The need now is to take them from good to great.

## Objective

The overall objective of this program is for each member of the Leadership Team to understand themselves and each other better, in order to build more trust, alignment and team effectiveness. And to hold themselves and each other accountable to implement this.

Conducted as a series of team interventions spread out over several months.

## Ideas for Co-Creation

### **Good to Great**

apply the concepts from *Good to Great*

### **20 Ineffective Habits**

from Marshall Goldsmith *What Got You Here Won't Get You There*

### **The 5 Dysfunctions of a Team**

apply the concepts from *The 5 Dysfunctions of a Team*

### **Team Journey**

determine the team journey

### **Leadership Growth Areas**

each leader determines their own growth areas

### **Trust**

develop trust within the team

### **Feedback & Feedforward**

create a climate for giving and receiving feedback and feedforward

### **Mastermind Group**

a group of peers who meet regularly to give each other advice and support through brainstorming, sharing success stories and discussing personal challenges

### **Strengths Assessment**

understand your own and other team members' strengths

### **Daily Questions**

daily questions to ask in peer coaching for accountability

# biography

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## Grant Bosnick Managing Director and Executive Coach

Focused on driving organizational change and performance improvement, for 22 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 foster & develop global leaders for a rapidly changing and complex environment. He works with Fortune 500 and FTSE 100 companies in the tech, financial services, retail, advertising, pharmaceutical and chemical industries, among others.



Using assessments and research-based content, Grant works with mid-level and senior leaders 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 22 years; and has worked all across Asia Pacific and the Middle East. And has delivered virtual leadership training sessions with over 25 countries on 5 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 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 2021.

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 EC (Executive Coaching) sessions. It has been an honor to participate in your EC sessions. Also I really enjoyed this valuable experience. At the beginning of this course, 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 EC 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 manager. 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 program 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 program 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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