

Selected Workshops

Cognitive diversity in the team

#1 We're Agile because we're different

You will learn:

- How millennials perceive diversity
- What is cognitive diversity
- How to implement strategies supporting diversity to get the greatest diversity bonus

Contemporary Leadership for Beginners:

#2 Chameleon leader

We will talk about:

- Millennial's labor market - what are they, what do they expect from the employer?
- Different styles of Leadership (according to D. Goleman)
- Model of Situational leadership by K. Blanchard and P. Hershey
- Leadership Tools

#3 How to build good team

Based on overcoming 5 Lencioni dysfunctions

We will talk about:

- Lencioni's model
- Building trust
- Neurological fundamentals of building trust
- The most common mistakes made by teams
- The most common mistakes made by organizations

#4 Discover and overcome destructive habits

that don't serve you well in the business environment

You will learn about:

- Unhelpful habits that may stand in your way in your leadership development
- Tips and tricks on how to overcome them

#5 Overcoming unconscious biases

In hiring and at work

You will learn about:

- Most commonly seen unconscious biases
- Why we're biased
- How people biases can influence technology
- How to overcome your biases

Cognitive diversity in the team:

We're Agile because we're different

Detailed program:

- The labor market is a millennial market - what are they really like?
- Diversity through the eyes of the millennial
- Cost of the status quo
- What are the benefits of diversity at the company and employee level
- Diversity 2.0 or cognitive diversity in teams
 - What kinds of diversity do we have (identity / acquired/ cognitive)
 - How identity can translate into cognitive diversity
 - Types of problems and the probability of gaining from diversity
 - How do we hire / build teams and where do we make a mistake?
- Why don't my people want diversity?
- When does diversity give the greatest bonus?
 - Where to begin?
 - What to focus on?

Millennials are among us, they make up the majority of our workforce, and they shape reality.

They have enormous potential to create well-coordinated and diverse teams, it is worth using it.

Training duration: 2:00 h

Training level: **Beginner, Regular**

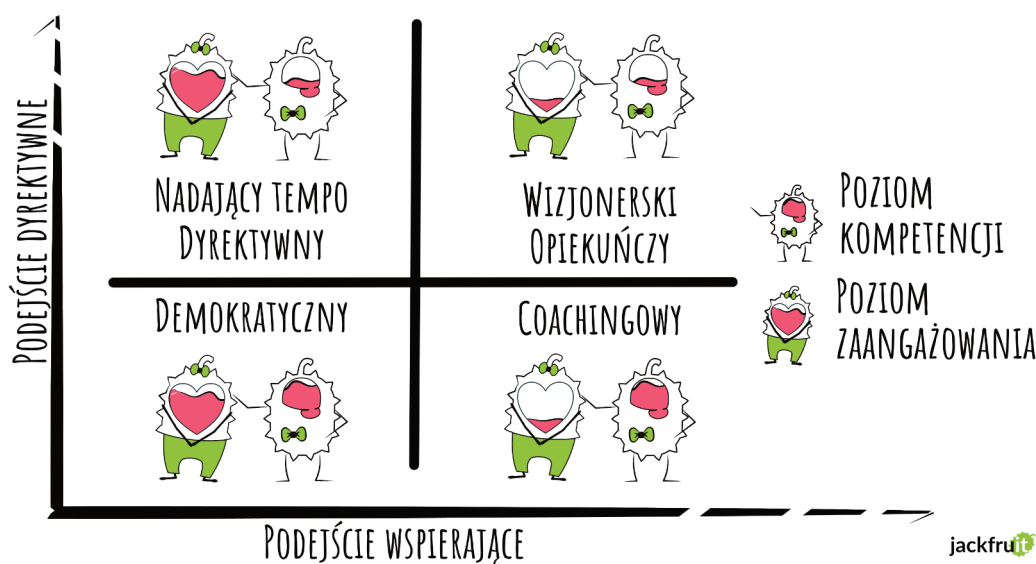
Designed for: **Managers, HR Specialists, Teams, Team Leaders,**

Contemporary Leadership for Beginners:

Chameleon leader

Detailed program:

1. The labor market is dominated by the millennials and generation Z - what are they and what do they expect from the employer? (Statistically)
2. The dream millennial leader
3. Different Styles of Leadership
 - Coercive / Commanding - Directive
 - Authoritative / Visionary - Visionary, based on authority
 - Affiliative - Caring
 - Democratic
 - Pacesetter
 - Coaching
4. Situational management of Ken Blanchard and Paul Hersey - a model of situational leadership



5. Leadership Tools

- Coaching,
- Mentoring,
- Facilitation,
- Micro management,
- Setting goals,
- Setting a strategy,
- Inspiring
- Setting Boundaries

How to build good team

Based on overcoming 5 Lencioni dysfunctions

Detailed program:

- The definition of the team embedded in the original model of Integrity vs Purpose
- Presentation of 5 dysfunctions according to Patric Lencioni
- Presentation of the 5 steps of team building based on Lencioni's dysfunctions
- A detailed discussion of the dysfunctions overcome, including:
 - Why do we need professional trust in a team as much as we need personal trust?
 - Neurological foundations of trust
 - Sources of conflict at work
 - Feeling of loss as a source of a split in the team
 - What is a constructive conflict
 - The original game "Tame Conflict" and the game boards
 - Team commitment and the Decie-Ryan theory of self-motivation
 - The impact of the organization on employee engagement
 - A sense of responsibility in the team
 - Concern for results and focus on results
 - How not to build pyramids?
- The most common mistakes made by organizations + discussion
- Most frequent mistakes made by teams + discussion

Training duration: 2:00 h

Training level: Beginner, Regular

Designed for: Unexperienced Teams, Scrum Masters, Managers, Hiring Managers, HR Specialists, Team Leaders

Discover and overcome destructive habits

that don't serve you well in the business environment

Detailed program:

During the training we will learn about and discuss how to overcome 12 habits that can keep you stuck in your current role:

1. Reluctance to Claim Your Achievements
2. Expecting Others to Spontaneously Notice and Reward Your Hard Work
3. Overvaluing Expertise
4. Building Rather than Leveraging Relationships
5. Failing to Enlist Allies from Day One
6. Putting Your Job Before Your Career
7. The Disease to Please
8. The Perfection Trap
9. Minimizing
10. Being Too Much
11. Ruminating
12. Letting Your Radar Distract You

Additionally, all participants after registration gain VIP access to the blog

www.teambooster.jackfruit.solutions where they can find workshop handout and never published an interview with Sally Helgesen

Designed for: **Women**

Training level: **Good for all from Aspiring Talents to Mid-Management**

Lecture-Only: 2:00h lecture duration with 20-30 minutes reserved for questions. We explain all 12 habits

Team-Coaching: 2:00h **Part 1:** 45 min introduction and voting. **Part 2:** sharing examples and stories, brainstorming 2-3 most upvoted habits, and addressing them.

Overcoming unconscious biases

In hiring and at work

Detailed program:

Unconscious biases:

- Affinity Bias and if babies are racists?
 - Affinity Bias in hiring and at work
- Attribution Bias
 - Attribution Bias in hiring and at work
- Beauty Bias
 - Beauty Bias in hiring and at work
- Conformity Bias
 - Conformity Bias in hiring and at work
- Confirmation Bias
 - Confirmation Bias in hiring and at work
- Contrast Effect
 - Contrast Effect in hiring and at work
- Halo Effect
- Horns Effect
 - Halo & Horns Effects in hiring and at work
- Gender Bias
 - Gender Bias in hiring and at work
- Most Common Biases and Stereotypes that can influence who you hire
- If we are biased, technology is biased as well – examples of product failures
- Why are we biased?
 - The limbic system in action
 - Mirror neurons
- How to overcome your biases?

About Trainer



Tech Strategy and Partnerships Manager, team builder, and diversity trainer.

Privately an entrepreneur, CEO of – neighborly platform www.roundthecorner.eu
In spare time a full-stack developer builds mostly in Angular-Django applications.

An owner of Wydawnictwo Jackfruit.

As a publisher rolled out Emily Chang's book „Brotopia: Kobiety a Dolina Krzemowa”.

As a hobby write about people management and Agile at www.teambooster.jackfruit.solutions and share knowledge about unconscious biases and stereotypes in action.

Speaker at:



contact LinkedIn <https://www.linkedin.com/in/jackfruit-katarzyna-suska/>

Testimonials



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Date: 10.11.2020

To:
Katarzyna Suska

Thank you for hosting ALTEEN webinar:

„Are you biased?”
Date: Thursday 28th May, 2020.
Time: 5:00 p.m. CEST
Duration: 60min

Katarzyna shared her point of view on important topics related to human communication. Is it right to judge people when you see them for a few seconds? Do you know what bias is? Should we question our instincts? We dug deeper and explored our communication issues on May 28th during live webinar led by Katarzyna Suska – ALTEEN Expert.

We highly recommend to watch Katarzyna's webinar. It's covering important issues noticeable in software development related to AI and face recognition.

