



TEAM-BASED LEARNING
COURSE CATALOG | SPRING 2021



HOW TO USE THIS CATALOG

1. Identify learning that would benefit your team.
2. Browse the categories and courses to find options you think might support your goals.

3. **Visit hilltoppers.htop.org/U** and complete the **Request Team-Based Learning form**

This will prompt us to reach out to you for a consultative call to make sure you get what you're looking for.

4. Need something different? Use the same form and note your preferred topic and alternative course request. We'll schedule a time to discuss your needs.

COURSE CATEGORIES

Coaching Series	4-5
Professional Development	6
Leadership Development	7
Employee Wellbeing	8
Team-Building Workshops	9



COACHING SERIES

As a team, learn the language and practices of coaching to help increase self-awareness and empathy, improve communication, and boost productivity. Each of the following workshops can also be delivered as "microlearning" - divided up in multiple short sessions.

LADDER OF INFERENCE

1.5 hours, with David Livingston
How do you know what you think you know is real? Take charge of your best tool by learning the basics of how your brain operates.

POLARITY MANAGEMENT

2.5 hours, with David Livingston
Learn how to manage the tension between interdependent opposites. Know your bias to less conflict and improve outcomes and relationships.

ACCOUNTABILITY VS RESPONSIBILITY

1.0 hour, with David Livingston
Learn how to identify the difference and grow as a professional.

MY 10 ACRES

.75 hour, with David Livingston
Learn to distinguish the difference between what's yours, mine, and ours to better navigate your relationships and roles.

THE HATS WE WEAR

.75 hour, with David Livingston
Understand the roles we assume and interchange from moment to moment to increase your predictability and effectiveness.

COACHING SERIES

PERSONA: THE ART OF BEING

1.5 hours, with David Livingston
Come to see yourself as the world sees you. Learn how to "show up" in a way you WANT to. Manage the story of YOU.

INTENTIONALITY: BEING IN HAVING

1.5 hours, with David Livingston
Find or release your SELF for optimal productivity. Learn about realistic goal setting, project management, and relationships skills.

SPEAKING

1.0 hour, with David Livingston
Did you know? 100% of the RESPONSIBILITY in a conversation is in the SPEAKING.
Learn to choose words that create the future, from the future, instead of the past.

STAGES OF BEHAVIOR DEVELOPMENT

.5 hour, with David Livingston
First things first: Who are we...really? We must know ourselves to know and respond effectively to others. Learn to relate to others through commonality.

CRITICAL THINKING

1.5 hours, with David Livingston
High level outcomes require high level thinking. Get out of your reactive and automatic brain and into the critical mind that LEADS to improvement.

LISTENING

1.0 hour, with David Livingston
Did you know? 100% of the POWER in a conversation is in the LISTENING.
Hear what others have to say and manage the conversation in your own head.

PROFESSIONAL DEVELOPMENT

No matter where you sit--or stand--in the organization, you and your team can reach new heights by developing the kinds of foundational knowledge and skills that set you up for success.

DISC: WORKPLACE BEHAVIOR STYLES

4.0 hours, with David Livingston
Learn to better understand yourself and others by understanding behavioral tendencies and their effect on others.

THE FIVE THINGS

1.5 hours, with Jed Balestrieri
"The how" of creating change in others starts with you. Explore five areas of focus that can create structure and strategies to help you live and lead more effectively.

SETTING GOALS THAT STICK: 5 SECRETS TO SUCCESS

1.0 hours, with Rebecca Weitzel
Our personal and professional growth can be enhanced by the kinds of goals we set for ourselves. Learn how to turn your ambitions into effective goals that lead to a fulfilling life and successful career.

ACHIEVE: ONE-ON-ONE COACHING

6-8 weeks, with Rebecca Weitzel
Get in-depth insight through a series of assessments, 360-degree feedback, supervisor support, and goal-setting with the help of an executive coach. For those who are open to being vulnerable and taking big leaps in their development. *Limited availability.*

LEADERSHIP DEVELOPMENT

Whether you're a leader by title or influence, constant learning is key to your success. Choose these courses for yourself, your leadership team, or your team of informal leaders to increase the impact you seek to make at Hilltop and beyond.



THE HUMAN SIDE OF CHANGE

1.5 hours, with Rebecca Weitzel
When we talk about managing change, we must move beyond strategy, timelines, and key metrics to account for the ways humans respond and adjust to change and how culture and social norms and habits help or hinder the change we seek to make.



THE ART & SKILL OF FACILITATION

4-part 1 hr series, with Rebecca Weitzel
Discover ways to avoid common meeting pitfalls and learn tools to facilitate effective and productive meetings-- whether that's a meeting with your team, a cross-functional committee, or a one-time group training.



ALSO SEE PAGES 5-6 FOR COACHING SERIES

with David Livingston

Coaching has two fundamental leadership principles:

1. You have to be okay with being wrong, and
2. Understanding how others experience the world.

All coaching courses will enhance your leadership presence!

EMPLOYEE WELLBEING

To care for others, we must first care for ourselves. As a team, discover ways to be more resilient, manage stress, and navigate your emotions so you can be your best self and contribute to your full potential.



BALANCING ACTS ARE FOR THE CIRCUS

1.0 hours, by Rebecca Weitzel

Learn how to shift your mindset about "work life balance," prioritize your wellbeing, and practice practical skills to reduce stress and live with more ease.



SERVE YOUR CUSTOMER WITHOUT THE BURNOUT

1.0 hour, by Rebecca Weitzel

Customer service requires a great deal of what psychologists call "emotional labor". How can we give our very best to our customers while maintaining our wellbeing at the same time?



FRAMING THE ISSUE: RETHINKING STRESS TO IMPROVE WELLBEING

1.0 hours, by Rebecca Weitzel

How we think about stress matters as much or more than stress itself. Get practical tools to help reduce the negative impacts of stress. Understand how to identify and address unnecessary sources of stress..



HUMAN CONNECTION: THE KEY TO BECOMING OUR BEST SELVES

1.5 hours, by Rebecca Weitzel

When we are connected to one another, working to help each other, we not only raise the success of the entire group, we exponentially increase our own own. Learn to nurture human connection to improve engagement, culture, and wellbeing to transform our teams from mediocre to extraordinary.

TEAM-BUILDING WORKSHOPS

High-performing teams have a shared purpose, high levels of trust and open communication. Providing engaging and collaborative team-level workshops or activities is one GREAT way to help promote such a culture and continually strengthen your team.



FIND YOUR WHY WORKSHOP

1.5 hours, with Rebecca Weitzel
Purpose is a core human need. Through a collaborative process, collective storytelling and sharing, discover your team's core contributions and the impact you seek to make. At the end, you will have a team WHY statement that can be used to connect your team's mission to Hilltop's mission and promote purpose-driven work.



LEARNING-BASED ACTIVITIES

Variable timeframes, with David Livingston
We provided various activities of different lengths that can be incorporated into your next staff meeting, retreat, or special engagement.

Submit a request for a Learning-Based Activity and we will consult with you to determine the best activity to meet your needs and goals.