

All times noted are in Eastern U.S. (Boston, MA) time zone.

Day 1

9:00AM – 12:00PM

- Overview and introductions
- Exploring the challenges of transition in a world full of digitally driven change
- Transition-curve leadership in times of disruption
- How to robot-proof your roles at work and in life

12:00-1:00PM

- Virtual networking lunch (optional)

1:00 - 4:00PM

- Charting your transition journeys through the digital landscape of work and life
- Disruptive change sparks transformational transition: “Wait, what?” Then, “Now what?”
- Moving down the old adjustment, learning, and emotional response curves before moving up the new ones
- Starting to apply the transition-curve leadership framework to your most crucial transition sparked by digitally driven change (current or expected)
- Transformational transitions are identity transitions, exploring “Who am I?” as a thinking, acting, and feeling human being

Day 2

9:00AM - 12:00PM

- Reflections on graphic facilitation visuals to deepen insight and foster collaboration
- Small group coaching facilitated by professional coach
- Explore key individual transition challenges based on 360 feedback
- Share individual insights and their implications for teams and organizations

12:00 - 1:00PM

- Virtual networking lunch (optional)

1:00-4:00PM

- Small group coaching facilitated by professional coach (continued)
- Explore key individual transition challenges based on 360 feedback
- Share individual insights and their implications for teams and organizations

Day 3

9:00AM - 12:00PM

- Reflections on graphic facilitation visuals to deepen insight and foster collaboration
- Group coaching debrief
- Leveraging discovery skills: “What must I do differently now - and why?”
- Clarifying the new learning curve and explore its implications for the adjustment and emotional response curves
- Organization Role Analysis: What is my role and its impact on a transition?
- Identifying and tackling potential external barriers to moving up your transition curves

12:00 - 1:00PM

- Virtual networking lunch (optional)

1:00 - 4:00PM

- Leveraging development skills: “How can I do what I now need to do?”
- Closing the effort to performance gap when moving up the transition curves
- Acquiring resources, capabilities, tools to move up the curves and make the transition
- Overcoming the challenge of going back to the old ways of doing and being, facing frustration in moving up the new transition curves, and learning to productively let go of old roles, tasks, and emotional responses.
- Engaging others to move up transition curves successfully

Day 4

9:00AM - 12:00PM

- Reflections on graphic facilitation visuals to deepen insight and foster collaboration
- Exploring and experiencing the emotional arc of digitally driven and AI-augmented transitions
- Examining major ways that Emotion AI (also known as Affective Computing or Artificial Emotional Intelligence) will transform the future of work and work-role transitions
- Rethinking how people are trained (and re-trained) to make transitions in a constantly evolving technology and business landscape

12:00 - 1:00PM

- Virtual networking lunch (optional)

1:00 – 4:00PM

- Understanding the role and impact of the “keystone” and “shadow questions” on the transition process
- Leveraging the power of “no” when others want “yes” to help move your transition forward
- Overcoming team and organizational resistance to digitally driven transitions
- Recognizing and addressing social defenses (unconscious resistance to transitions)
- Managing the crucial intersection of boundaries, authority, roles, and tasks in our leadership work during times of change

Day 5

9:00AM - 12:00PM

- Reflections on graphic facilitation visuals to deepen insight and foster collaboration
- Understanding the “fault lines and rackets” frameworks that show up in teams and organizations in transition
- Learn how to work well with fault lines and rackets so teams and organizations can more effectively tackle disruptive change
- Preparing individuals, teams, and organizations for transition in a multicultural world

12:00-1:00PM

- Virtual networking lunch (optional)

1:00 – 4:00PM

- Sustaining transformational transitions by surfacing and harnessing the power of fearless inquiry throughout the entire process
- Uncovering and leveraging the power of identity-focused questions during individual, team, organizational, and societal transitions
- Learning how to see and prepare for the next unknown transition sooner than later
- Creating a solid transition team for follow-up
- Wrapping-up and making progress

Schedule subject to change.