



Leadership and Team Workshops

All of the workshops listed can be delivered in person or virtually over Zoom. They can also be customized to meet specific client requirements; the timeframes listed are the most typical but can be adjusted as needed.

It's Not You, It's Your Brain: Practical Neuroscience for Leadership

Length: 120-150 minutes

Ever wonder how what goes on inside our brains impacts how we interact within our organizations? Oftentimes leadership tactics that have worked to engage or motivate others simply fall flat with your colleagues or employees. Rest assured – it's not you, it's your brain!

Participants in this session will explore together the world of the brain and dissect some of the top neuroscience research and models to create practical applications for how to engage, motivate, and develop others. You will experience the ways in which the brain drives people toward - or away from - certain situations which, in turn, affects how they process information, learn, lead, and engage with others. Through interactive exercises, you will leave this session with:

- The building blocks of neuroscience and neuroleadership
- Ways to apply the models to your specific leadership or leadership development situation

Chart Your Course: Professional Development, Branding, and Networking

Length: 90-120 minutes

Would you like to become more proactive and effective in your own professional development and make better use of your scarcest resource: your time? Attend this workshop to learn:

- How to bring intent into your professional development and chart a course to meet your specific objectives
- The importance of a personal brand and how to develop one that will guide your efforts
- Five key steps in becoming a more effective networker

You will come away from this session with a new understanding of what it means to be a networker extraordinaire and the foundations of a personal development, brand and networking plan you can start putting into practice right away.

Influence: How to Earn and Keep It

Length: 60-120 minutes

Influence is defined as the “capacity or power of persons or things to be a compelling force on or produce effects on the actions, opinions, and behaviors of others” and is a critical component of any leader’s toolkit. Regardless of where you are in your organization and your career, learning how to earn and keep influence with others is a key skill to develop and hone both professionally and personally.

Participants in this session will:

- Learn the definitions and types of influence
- Explore what influence means to you as an individual
- Develop behaviors that establish you as an influencer.
- Learn tactics you can use to exercise influence on an ongoing basis.

Developing an Innovative Mindset

Length: 60-120 minutes

This experiential session focuses on the Talent piece of Innovation, bringing attendees through the elements of Engagement, Diversity, and Mindset to help drive innovative behavior. It includes brain-based research on innovative thinking (and what prevents us from doing so), multi-media examples and anecdotes to illustrate key concepts, and interactive activities in which participants will experience the elements of innovation first-hand and have the opportunity to apply these experiences back to their day-to-day work.

Participants in this session will:

- Learn the building blocks of an innovative culture
- Experience ways to broaden their thinking and promote diversity of thought
- Explore personal detractors to an innovative mindset

Navigating Difficult Conversations

Length: 90 minutes

Handling difficult conversations with employees can be challenging. Even the best manager can struggle with how to broach these discussions, navigate them effectively, and manage relationships afterwards.

After attending this course, you’ll be able to:

- Establish a partnership mindset for having difficult conversations
- Learn techniques for having difficult conversations
- Determine ways to maintain momentum and manage the relationship post-conversation

Motivating Staff

Length: 90 minutes

In today's ever-changing work environment, motivating employees can seem like a daunting task, particularly with hybrid teams. As a manager, it is critical to deepen your focus on employees as individuals to help them readily embrace the tasks at hand and remain motivated in their work.

After attending this course, you'll be able to:

- Understand the brain science behind motivation
- Learn the importance of individual focus in motivation, avoiding a "one size fits all" approach
- Gain tools to assist in motivating employees

Leading/Navigating Change

Length: 60 minutes

We all love to see positive change but, when it comes down to it, change is difficult. Anxiety increases, motivation falls, and people feel alone. This workshop is offered in two versions: one for leaders who must manage through changes in their organizations; the other for employees who are navigating those changes. In both cases, participants will learn about the dynamics of change, models for change, ways to deal with resistance, and techniques for resilience (or what do you do when things don't go the way you hoped).

Participants in this workshop will:

- Understand what people go through during change
- Understand the change process
- Equip themselves with strategies for leading change or managing the process as an employee

Jedi Change Management: The Power of Mindpower

Length: 60 minutes

Research has shown that resistance to change is due to cognitive overload and the power of inertia. In essence, these represent a fixed mindset. A Jedi knows there is "no try, only do." A Jedi adopts a growth mindset, believes in the power of mindpower, and works hard to new levels of mastery.

Mindset author Carol Dweck's research suggests that a growth mindset is essential to learning and development and a key to being agile in an ever-changing world. Covid-19 forced change on many of us, bringing many different challenges than classical planned change. A growth mindset can help us psychologically accept these challenges and overcome the fixed mindset to change. It can help reduce stress and anxiety brought about by the changes many of us are facing and help us develop talents, skills, and abilities through hard work, good strategies, and learning from mistakes.

Participants in this workshop will:

- Learn how to harness brain research to build new capacity for change
- Apply a growth mindset approach to aid in building confidence for change, learning, and leadership
- Incorporate key concepts into your Jedi practices and share Jedi stories of navigating change

The Power of Mentoring

Length: 30 minutes

Join Alto Solutions' Managing Director Alison French for an informative discussion on the importance of mentoring programs as important building blocks of talent development and retention for both organizational/human capital leaders and employees. In this engaging talk, backed by brain research and stories from Alison's 25-year career experience, you will learn:

- What mentoring is and isn't, and why it is so important
- How you can create connection as either a mentor or a mentee
- Useful conversation starters for any phase of the mentoring relationship

Won't You Be My Manager/Won't You Be My Trainer – in conjunction with Protos Learning

The name Mr. Rogers is synonymous with learning. Millions of people grew up watching the TV show "Mr. Rogers' Neighborhood," delighting in how its gentle host used stories, dialogue, interaction, and kindness to inspire children and adults alike to change the world. Mr. Rogers employed simple yet powerful techniques to create memorable lessons that have stayed with people for generations.

When you join us for one of our "Won't You Be" learning experiences, you will be empowered to adapt and integrate these strategies into your own work, whether as a manager or a trainer, through eight key principles. Further, you will be supporting Mr. Rogers' legacy and commitment to children, families, and educators, as a portion of all proceeds will be donated to The Fred Rogers Center.

Please visit <https://wontyoubecom.com/> for more information

Own Your Journey - Reclaim Your Joy - a collaboration with Sarah C.B. Guthrie, Artist

So often in life, our path is not a straight line and we don't always take the time to embrace the curves we have encountered along the way or understand how they have led us to where we are today. Nor do we permit ourselves to embrace the joy that can come from even our most challenging times.

In this workshop, we will share some difficult moments in our careers and the joys we found on our own paths as well as tools you can use to both look back at your journey and begin your joy practice. Along the way, you will learn how to embrace your own path and reclaim your joy. This workshop is ideal for those dealing with changes in their organization and teams that want to become stronger by exploring joy together.

Participants in this workshop will learn:

- How to reframe difficult times in your career path as joy junctures
- What a joy practice is and why it matters both personally and within your organization
- How to build your own joy practice

Your Facilitator

Alison French



In an increasingly impersonal world, Alison French is passionate about helping organizations and individuals make the right connections to create harmony and success. As managing director of Alto Solutions, LLC, she employs brain science in her approach to organizational change, communications, and leadership. An experienced facilitator, trainer and coach, Alison has helped clients within the education, government, and private sectors for more than 20 years, facilitating strategic planning meetings, corporate retreats, and skills training workshops, as well as in-depth change, leadership, and team assessments and strategic communication campaigns.

Past accomplishments range from being rated as a top instructor for the Deloitte Consulting Milestone Program and launching a career mentoring program for BearingPoint, to building and deploying a comprehensive change plan for a major Defense technology initiative with more than 7,000 end users, which, through direct engagement with top leaders, significantly influenced positive perception of the initiative and elevated its change management program to become recognized as a model within the agency.

“I honestly believe that I am a better and smarter person by having the opportunity to work with you,” is how one client summed up his experience working with Alison.

A former specialist master at Deloitte and graduate of Cornell University and the Kogod School of Business at American University, Alison has been published in ATD Links, is an authorized DiSC facilitator, and has worked with groups around the country to help them improve their leadership and engagement by better understanding the connections between their people and within their brains.