

You can choose from a range of existing workshop, with recommended duration times that achieve listed outcomes. Contact me for more detailed information, for your customisation requests, and prices. Competitive full and half-day rates.

## Financial Investment

**Half day workshop facilitation and debrief** post workshop – up to 3.5 hours **\$ 1500**  
this includes up to 1 hr of consultation (phone & email)  
prior to workshop, and preparation of all workshop material

**Half day preparation of materials**, workshop content **\$ 900**  
including any additional meetings over and above the hour included  
in above item

As of January 2024, the half-day rate for the delivery and facilitation of workshops is \$1500. This provides 3 or 4 hours of content (including breaks), and can be booked from 7am – 12Noon, or 12.30pm to 5pm.

- The rate for Full-day workshops is \$2400.
- Both half-day and full-day workshops include client meetings (up to one hour) and multiple phone calls to finalise the objectives and learning outcomes to suit the participants. Additional meetings will incur a nominal fee.
- Materials are an additional cost.
- Customisation and re-design of workshops will incur a \$500 ½-day fee, and a \$900 full-day fee.
- Follow-up meetings and phone calls post-delivery are complementary, up to one hour.

A selection of some of the workshops delivered by Beth Nurnberger Executive Coach and Trainer:

- Preparing for Change – half-day or full day workshop
- Effective Meetings – 2-hour workshop
- Dealing with Difficult [Customers/ Staff] – half-day or full-day workshop
- Conflict Resolution Techniques – half-day or full-day workshop
- Effective Management of your Time – half-day or full-day workshop
- Stress Management for Employees – half-day workshop
- Becoming an Influential Leader – full day workshop
- Building and Strengthening Resilience – full-day workshop, or 3 x 2-hr workshops
- Preparing for your Performance Review – half-day workshop
- Achieving Success with Difficult Conversations – half-day and full-day workshops
- Core Communication Skills – 2-day workshop
- Peak Performance Coaching – 4-day workshop [also available as online, self-paced course]
- Effective Listening for Stronger Relationships – half-day workshop
- The Wonderful World of Workplace Coaching – full-day workshop
- Leading for Success – full-day workshop
- Leadership Decision Making – 2-day workshop
- Compassionate Leadership – full-day workshop
- +++ other workshops available upon request

Below is a selection of workshop overviews, including PRINT Profile prices

# Preparing for Change

## Program Overview

Change is an inevitable part of work. Many people thrive on change, and others resist it strongly. Yet change has been the hallmark of the past year, and when faced with an elongated period of uncertainty it can really take its toll on people. Lack of clarity can leave a residue that impacts other areas of work, personal lives, and subsequent situations.

Employees who are faced with an upcoming change, such as a new CEO or a the installation of a new system, and need to be more aligned in their approach to work and forward-thinking. Managers of such employees seek to instil a sense of positive anticipation as well as foster the ability to work as a united team once the change eventuates.

Oftentimes employees are told to focus on workplace tasks, goals, strategies and objectives. Less often are they provided with the opportunity to reflect on, discuss and collaborate on **how** they will go about their work.

This workshop provides such an opportunity and will specifically focus on mindset, as well as the role resilience plays in the workplace.

The following provides an outline of the structure and content of the workshop:

- A discussion on how our personal attitude impacts the results we achieve
- How having an effective approach and a positive attitude toward finding workable solutions will reduce the stress and create a more positive workplace
- The role we play when uncertainty abounds
- An exercise to have greater understanding of how to view situations from various perspectives
- An in-depth exploration of how to listen at four levels
- A brief exploration of the current state – finding a common description
- Brainstorming an ideal situation for the workplace in relation to the upcoming change
- Practice negotiating solutions in a safe, confidential activity where participants support each other trying out the approach and strategies presented in the workshop.





# Resilience Program

## Program Overview

The Resilience Program is a series of workshops designed to be delivered in 2-hour modular form across a 2–3-month period. The Resilience program has three specific aims:

- 1. Rethink what being resilient is**
- 2. Appreciate the need to build resiliency**
- 3. Provide participants with some highly effective strategies to increase their resilience in the short and long term**

As employees are asked to achieve more with less, to secure customer satisfaction and loyalty in increasingly competitive markets, and often whilst faced with the uncertainty of their future employment, optimal performance requires greater resilience. Resilient people are far more capable and confident to handle challenges – they are better able to cope and to thrive in the face of uncertainty and the unknown.

## Who Will Benefit

Anyone who would like to be more flexible, able to adapt to new circumstances quickly and thrive in constant change, including those facing redundancy, job re-structures, down-sizing, or those working in a demanding role. Most importantly, this workshop is for anyone who would like to not only bounce back but to feel confident to become stronger from life's challenges.

## Content

With the workshops being run over a period of three months, participants will be able to put specific skills and strategies into place, and then return to the facilitator at subsequent workshops and discuss what is working for them and how to correct what is not working. Resilience levels in all participants will increase over the program's duration.

## MODULE ONE – 2 hours

This session will enable participants to rethink what being resilient is as well as appreciate the need to increase their own resilience. This workshop will present the results of the most up-to-date research by resilience experts and provide participants with a simple yet very effective way to view what being resilient means, and from this very first session their journey to increase their own resilience will be underway!

All participants will use their personal journal (given as part of the course materials) in between sessions as they try out techniques presented, and as they reflect on their own levels of resilience. The Program Facilitator will refer to the journal entries in Modules Two and Three.

## MODULE TWO – 2 hours

This session continues working with the Model of Resilience presented in the first session. There are two aspects to building one's resilience and here we will explore the first piece. By gaining a deeper understanding of what we can personally do when faced with an unplanned and unexpected interruption to our work or life plans participants will gain more control and increase their confidence in their ability to handle these situations better.

## MODULE THREE – 2 hours

This final session focuses on the second aspect required to increase personal resilience and be able to handle life's challenging situations with greater ease and comfort. Our approach is highly practical, simple and fun to learn and incorporates the learnings participants have made in and out of the training environment over the duration of the Resilience Program.

## Learning Outcomes

At the end of the program participants will have:

- **A positive view of themselves and confidence in their strengths and abilities**
- **Skills in communication and an increased ability to approach problem solving**
- **The capacity to manage strong feelings and impulses**
- **An increased awareness of their habit-driven behaviour**
- **Increased control over their emotional reactions to stressful and challenging events**
- **A renewed outlook on their work and personal life**

## Workshop Details and Price

The two-hour modules are delivered on-site at your workplace, or you can make arrangements for a suitable venue at your expense. Each 2-day workshop can be delivered up to 20 people, to enable the participants to receive individualised feedback from the Facilitator.

Workshops can be run between the hours of 7am to 12Noon, or between 1pm and 5pm. Each block of time is invoiced at \$1400. Materials are \$30 per person and includes a journal and all handouts.

# PRINT<sup>®</sup> Profiles

Item	Description	Uses	Price
<p><b>PRINT and Trigger Reports</b> <i>Minimum that must be purchased to work with a client using PRINT</i></p>	<p>The <b><i>Why of You Report</i></b> helps you understand your unconscious motivators – why you do what you do; and the Trigger Report shines light on and provides you with insight on the actions and events that trigger Shadow behaviour in you.</p> <p><b><i>Trigger Report</i></b> - helps identify the key Triggers for any given individual.</p> <p>More detail:</p> <ul style="list-style-type: none"> <li>• PRINT focuses on WHY not only WHAT, steering away from behaviours and focusing instead on what the causes of our behaviours are (when we are operating in Best Self mode, and when we are in Shadow).</li> <li>• It delineates what blocks our talents and strengths from shining (our Shadow Behaviour)</li> <li>• It improves Self Awareness accelerates self-development.</li> <li>• When done in Teams communication is strengthened by a common language that describes our similarities and differences. Performance improves when we can successfully leverage our diversity.</li> <li>• it is directly correlated with measurable, tangible, bottom-line results (documented hard data)</li> <li>• PRINT Survey is a dynamic and extremely accurate survey.</li> </ul>	<p>Because your PRINT report outlines your Unconscious Motivators, you learn what you look like when these are satisfied (your Best Self) and not satisfied (your Stressed or Shadow Self). Here are some of the ways knowing your PRINT and Triggers can support you: and your Team:</p> <ul style="list-style-type: none"> <li>• <b><i>Performance Enhancement</i></b> <ul style="list-style-type: none"> <li>• <i>change/challenge thoughts and re-pattern habits)</i></li> <li>• <i>identify and fortify Best Self behaviors ownership of Shadow behaviors</i></li> <li>• <i>things to try to avoid in selected profession</i></li> </ul> </li> <li>• <b><i>Relationship Building</i></b></li> <li>• <b><i>Weaken the impact of the Triggers and diminish Shadow behaviour</i></b></li> </ul> <p><b><i>Trigger Report</i></b> provides you with a direct way to become consciously aware of your Triggers. You will learn what tools and strategies are available to help you avoid your Triggers from getting the best of you. Think of it as a way to quickly and easily understand what potential issues – and the associated emotional and physical feelings – set you off.</p> <p>It's this recognition and response that can change your potentially unproductive patterns into positive Best Self behaviours.</p>	<p>\$ 150/ Report <b><i>Must be accompanied by at least one coaching debrief session (additional cost) or A Group Debrief (additional cost)</i></b></p>

<p><b>PRINT Debrief</b></p>	<p>One-on-one session with a certified PRINT Coach to understand the reports and identify 3 areas of improvement</p>		<p>\$180/session Initial session is 90 min, subsequent sessions 60 min</p>
<p><b>PRINT, Trigger and Role Alignment Reports</b></p>	<p><b><i>Role Alignment Report</i></b> provides basis for conversation - mismatch of expectations around one's current role</p>	<ul style="list-style-type: none"> <li>• Career Exploration,</li> <li>• Transition,</li> <li>• Performance Enhancement &amp;/or Relaunching (aligning one's behaviours to one's current job role or position)</li> </ul>	<p>\$150 <b><i>Must be accompanied by at least one coaching debrief session or A Group Debrief</i></b></p>
<p><b>PRINT, Trigger and Career Reports</b></p>	<p>In addition to <b><i>The Why of You</i></b> and <b><i>Trigger Reports, The Career Report</i></b> provides a sample list of careers that should satisfy a client's Unconscious Motivators as identified in their PRINT Reports</p>	<ul style="list-style-type: none"> <li>• Better alignment with the requirements and expectations of a prospective career or position.</li> <li>• Career Debriefing</li> <li>• To better understand if a position is suitable to meet their Unconscious Motivators</li> <li>• To evaluate one's options in terms of one's career path</li> <li>• To better avoid past career or job role issues so as not to repeat the same behaviour</li> <li>• To create an investigative career action plan</li> </ul>	<p>\$180 <b><i>Must be accompanied by at least one coaching debrief session or A Group Debrief</i></b></p>
<p><b>PRINT Wheel</b></p>	<p>Your Team's PRINT Wheel provides unique insight for developing strategies and solutions to improve team performance on your key goal or challenge.</p> <p>More detail: A Print Wheel is a graphical depiction of the influences present on your team. Analysis centres around how PRINT influences your team's ability to meet specific objectives, such as satisfying customers or strategic thinking.</p>	<p>By combining your team's PRINTs and seeing how they play out with your staff, you get critical insight into why desired or expected performance may differ from actual outcomes. You and your team also get a glimpse into the future. So you can predict where goals may come up short and figure out how to prevent potential problems. Very useful to see what behaviours are dominant, or</p>	<p>\$285/Team <b><i>Must be accompanied by individual PRINT and Trigger Reports (minimum), and a group debrief session – these can be 1 or 2 days.</i></b></p>

	<p>During specially tailored sessions, we help you develop action plans that bolster your team's strengths, minimize weaknesses and fill gaps as you strive to meet identified goals. Particular attention is dedicated to places where PRINT knowledge can boost performance that remains stuck at unfavourable levels.</p>	<p>even absent, in the make up of your Team. Among the uses are how to ensure one set of behaviours does not dominate or drown out the contributions of other members. Particularly good for:</p>	
<p><b>PRINT Group Debrief</b></p>	<p>A Team Activity – this is for your Leadership Team <b>or</b> your whole Team <b>and</b> those who have undertaken the PRINT Survey (and therefore have their own <b><i>The Why of You</i></b> and <b><i>Trigger Reports</i></b>) to understand each other better through the language of PRINT by working with a certified PRINT Coach and Facilitator. The group learns about PRINT, how to interpret their individual <b><i>The Why of You Report</i></b> and their <b><i>Trigger Report</i></b>, how to communicate using the language of PRINT, how to support each other's Best Self behaviour, learn some techniques to avoid individual Shadow behaviours, create actions plans to maximise outcomes, and make commitments to the Team for personal and professional improvements. <b><i>Outlines and Learning Outcomes of the Team Debriefs are available upon request.</i></b></p>	<ul style="list-style-type: none"> <li>• Relationship Building</li> <li>• Improving Communication</li> <li>• Performance Enhancement &amp; Productivity levels</li> <li>• Support constructive and effective communication</li> <li>• Eliminate misunderstandings</li> <li>• Understand each other better to explore ways to stop triggering each other</li> <li>• Increase productivity levels by reducing misunderstandings and communication problems</li> <li>• Create and implement performance improvement strategies across the team</li> <li>• Leverage PRINT diversity to maximise Team cohesion and cooperation</li> </ul>	<p>\$ 1,500 per ½ day session \$ 2,400 for full day sessions</p> <p><b>Note: 2 days are recommended for Team Debriefs</b></p>

Please note: all PRINT Reports are sold as individual products and must be debriefed in a one-on-one coaching session or in a group debriefing session.

To discuss what options may be most suitable to yours and your Team's development, please contact Beth Nurnberger for more information.

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