

# The Will To Win

'The Will to Win' continues to be one of the most successful human capital programs that organizations have benefited from... it's absolutely outstanding and continues to deliver life-changing trust & teamwork experiences that positively impact both personal and professional lives.

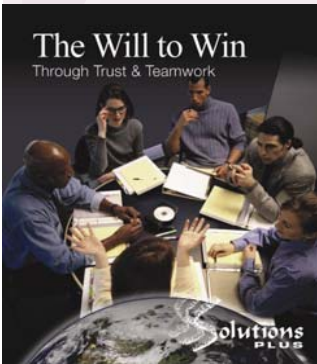


Many organizations have used 'The Will to Win' to create a culture that works together to embrace change and strives to succeed... Implementing this program company wide.

People who complete The Will to Win are able to create a work environment in which

mutual caring and understanding foster honest collaboration. Participants learn how to capitalize on the skills of every team member to improve processes and products.

Relationships strengthen, listening and communication skills improve, agreements are kept. Instead of resisting strategic initiatives that cause organizational change, employees embrace them.



# Day One Activities

## Introduction

Program objectives and the leaning model are explained.

## Collaboration

This module includes a simulation of a "Win as Much" Exercise & "Theories of Trust" component.

## Respect

This module is facilitated through use of the REI instrument evaluation (a 360 feedback tool) and Win Through Trust principles.

# Day Two Activities

## Opening

A review of day one and a preview of day two are provided.

## Listening

This module describes the theories of listening that demonstrate caring and respect, encourage information sharing, help understanding and enhance influence. Participants are provided the opportunity to practice listening skills.

## Confrontation

This module introduces the confrontation model that provides a way for participants to have others change unwanted behaviour without damaging the relationship. All participants have an opportunity to practice the confrontation model in a small group setting using a "real" situation and receive feedback.

## Openness/Feedback

This module examines the impact of self-disclosure in producing effective teamwork and presents a model for giving and receiving feedback.

## Self-Empowerment

This module focuses on the individual's ability to impact outcomes by controlling how he/she responds to events.

## Building Trust In Relationships

This module focuses on the four elements of trust: openness, honesty, credibility, and respect and the importance of consistency in behaviour.

## Working By Agreement

This module focuses on building trust and credibility in work and personal relationships through Working By Agreement.

## "Win/Lose" Activity

This module includes an activity that reinforces the consequences of win/lose behaviour.

## Acknowledging Greatness

This module provides insight into the power of acknowledging others and its contribution as a motivation of inspired performance.

## Goal Setting/Support Groups

In this module participants are asked to develop individual goals for improved performance and are provided with a structured process to gain support in those efforts.

## Evaluation

This portion of the program is designed to ensure that data is collected to evaluate and assess the training.

## Closure

This activity allows participants to share appreciation for how others have helped them grow and develop.

# Quotable Quote:

"The Will to Win [through Trust & Teamwork] sessions conducted by Solutions Plus provided our employees with an opportunity to improve their day to day life both at work and in the outside world." [550 people attended]

...Brian, General Manager



"I believe the program is a must for everyone and I also believe that for us to achieve our maximum potential

which translates into job satisfaction and ultimately increased productivity then we must address these people issues and encourage and grow a culture that is based on trust."

... Sandra, Senior Facilitator

"This is a program that everyone needs to have in their life skills toolbox."

... Diane, H.R Director

"I have realized that I have talent and the ability to make it change my life."

... Kris, Brake Press Operator

Presented in Partnership by:



Creating *"The Will to Win"* Through *Trust & Teamwork*