



# **BRIJ THE GAP**

## **WORKSHOPS**

### **FOR LEADERS & ORGANIZATIONS**

[WWW.BRIJTHEGAPCONSULTING.COM](http://WWW.BRIJTHEGAPCONSULTING.COM)

## WORKSHOP OPTION 1:

# Equipping Leaders to Champion Career Growth & Retain Top Talent

Duration: 90 Min-2 hours

Includes group discussion and Q&A.

### Description:

Research shows that 60% of career success depends on an individual's ability to self-advocate. For leaders to effectively support and promote their direct reports, it's essential that they understand how employees are driving impact within their teams and the broader organization. Yet, many employees find it challenging to elevate their achievements, engage in open dialogue with their leaders, and confidently ask for the support they need to advance. These barriers are often rooted in their lived experiences, cultural backgrounds, and upbringing.

***In Empowering Leaders to Champion Career Growth & Retain Top Talent***, your leaders will learn how to actively support and advocate for their direct reports' growth, helping them navigate career development opportunities with confidence. This approach not only empowers employees but also strengthens retention of your organization's top talent by fostering a culture where everyone feels seen, valued, and supported.

### → Workshop Content:

- The self advocacy dilemma for direct reports and challenges they may experience when sharing their accomplishments and career desires with leaders.
- The self advocacy dilemma for historically marginalized employees, including culture and upbringing.
- Helping direct reports to create and scale their professional brands for growth and advancement opportunities.
- Fostering mutually beneficial communication between managers and direct reports.
- Complimenting various communication styles (introverts, extroverts, etc).
- Prescriptive strategies and engagement techniques to help your direct reports win within your organization.
- Stepping into your power as a leader.

## WORKSHOP OPTION 2:

### Unlocking Talent Development Through Effective 1:1 Meetings

Duration: 60 min

Includes Brij The Gap 1:1 Template and Q&A.

#### Description:

Collaborative and effective communication in 1:1 meetings is crucial for setting clear expectations around career advancement. Yet, these interactions between leaders and their direct reports often become routine, task-focused, and one-sided. Employees may hesitate to highlight their achievements or advocate for their needs, leaving leaders uncertain about how to best support their growth.

In this workshop, your leaders will learn to leverage Brij the Gap's dynamic 1:1 template, designed to structure, track, and enhance these crucial conversations. By fostering open, organized dialogue, leaders will be better equipped to coach their teams and align expectations for career advancement. This session will empower your leaders to build more meaningful, results-driven relationships with their direct reports, leaving them confident, collaborative, and fully prepared to support their teams' success.

#### → Workshop Content:

- Overview of typical 1:1 formats and engagements between direct reports and leaders and why they are ineffective for most direct reports and leaders.
- How to leverage the 1:1 setting to understand the entirety of your direct report's value and contribution.
- Empowering direct reports to communicate in a mutually beneficial manner: highlighting key wins, providing high level updates, discussing high priority topics and asks for direct help or coaching needed.
- Prescriptive methods on how to integrate career discussions and constructive feedback into regular 1:1 meetings.
- Access and learn the Brij the Gap 1:1 meeting template + agenda and how to leverage them to foster mutually beneficial conversations between direct reports and leaders.
- Easily track and reinforce accomplishments to create a case for your direct report's career advancement and development needs with other decision makers.



## WORKSHOP OPTION 3:

# Own Your Career: Empowering Employees to Drive Career Growth

Duration: 90 min

Includes executive summary template, breakout session and Q&A.

### Description:

Employees thrive when leaders fully recognize and value the contributions they make to their organization, teams, and clients. However, many employees struggle with how to consistently track and communicate their achievements in a way that feels authentic and leads to tangible advancement. In this workshop, your leaders will learn to implement Brij the Gap's Executive Summary, a powerful framework that empowers direct reports to clearly present their case for professional growth. This tool captures key information—leadership strengths, scaling solutions to business challenges, and concrete examples of success—giving leaders the insight they need to advocate for their team's advancement. By using this framework, leaders and employees will foster clearer, more aligned communication, driving both career progression and improved retention of top talent.

### → Workshop Content:

- Why leaders and direct reports are often disconnected when discussing promotion and advancement opportunities.
- Why self-advocacy is critical for advancement, especially for underrepresented employees, and how leaders can empower direct reports to become better self advocates.
- Help direct reports create a case for advancement by communicating the areas that matter the most to you: leadership, scaling solutions and examples of results.
- Learn how to create the Brij the Gap executive summary.
- How to help direct reports adopt and implement the executive summary into career conversations.
- Equipping direct reports with the confidence and strategy to drive their careers forward.

## WORKSHOP OPTION 4:

### Helping Your Employees to Cultivate a Network of Advocates

Duration 60 min. Includes Q&A.

#### Description:

Consistent career growth is seldom achieved alone. While some organizations offer mentorship programs, many employees find it challenging to build meaningful relationships with leaders, mentors, and sponsors. They often fear how pursuing connections outside their direct manager might be perceived. In this workshop, your leaders will learn how to build trust with their teams and empower their direct reports to create a personal board of directors—career allies, mentors, and sponsors—designed to support their professional advancement and long-term success.

#### → Workshop Content:

- Why having a team of advocates is critical for career advancement.
- Understanding the fear employees have when pursuing leaders outside of their direct manager.
- What a success board of directors looks like: career allies, mentors and sponsors.
- Helping direct reports understand their professional development goals and needs before pursuing their board of directors.
- Coaching direct reports on how to prepare for and create mutually beneficial relationships between them and their board of directors.
- Facilitating successful connections between direct reports and other leaders within your organization.

## WORKSHOP OPTION 5:

# Driving Effective Negotiation Between Employees and Leaders

Duration: 60 min. Includes Q&A.

## Description:

Did you know that 35% of employees leave their organizations due to dissatisfaction with incentives, rewards and recognition? Employees who decide to leave their roles often view exiting the company as the only option to attain their professional desires and incentives, even if they have an authentic desire to grow their careers within the company. This decision is often based on feeling unempowered to position their career desires and needs to their leaders. On the opposite side of this dilemma, leaders may be willing to create opportunities for direct reports to feel rewarded and recognized, but unaware of their direct report's needs. In this workshop, leaders will learn how to empower direct reports to position and present their requests for consideration, create a case with decision makers to fulfill their direct reports needs, establish trust through effective communication and retain your organization's top talent.

## → Workshop Content:

- The self advocacy dilemma for employees when approaching their career needs.
- What drives the communication gap between leaders and direct reports during negotiation conversations.
- How leaders could be driving out your organization's top talent through one-sided communication with direct reports.
- Helping employees adopt and implement Brij the Gap's negotiation framework to drive mutually beneficial and collaborative discussions between leaders and their direct reports.
- How to effectively advocate for your direct report's needs.
- Facilitating trust with direct reports, managing expectations and increase retention of top talent.

## WORKSHOP OPTION 6:

### Thriving Through Transitions: Effective Change Management for Leaders

Duration: 4.5 hrs *or* 3x90 mins, includes Q&A

#### Description:

Level-up your ability to implement and effectively lead employees through change with this workshop designed specifically for senior leaders. In an increasingly complex world, change is inevitable and oftentimes necessary. However, nearly 70% of organizational change initiatives fail, with only approximately 30% succeeding. Poorly managed change can lead to resistance, confusion and decrease in engagement among employees.

In this *Thriving Through Transitions*, leaders will learn how to scope, strategize and craft effective change plans that engage stakeholders, manage employee expectations, minimize disruptions and maintain productivity. You'll leave with the tools, strategies and insights needed to successfully lead lasting organizational change in complex environments and a greater understanding of foundational change management theories and practices to enhance your leadership impact.

## → Workshop Content:

What you'll gain:

- **Strategic Change Visioning:** Learn to craft and communicate clear and compelling change visions that align with your organizational goals.
- **Catalyzed Engagement:** Master the art of effective communication and stakeholder management to drive change with minimal resistance.
- **Enhanced Leadership Skills:** Develop essential leadership skills that will empower you to build strong coalitions throughout your change initiatives.
- **Actionable Insights:** Apply what you've learned in real-time by planning and executing quick wins to existing organizational challenges.
- **Measurable Outcomes:** Define, measure and evaluate the impact of change initiatives through qualitative and quantitative key performance indicators.



## WORKSHOP OPTION 7:

# Crisis Command: Essential Skills for Crisis and Risk Management

Duration: 4.5 hrs *or* 3x90 mins, includes Q&A

## Description:

In the face of an increasingly interconnected fast-paced world, crises are inevitable. How leaders respond and navigate crises can have far-reaching impacts to an organization, its reputation and to its employees and clients. ***Crisis Command*** is a comprehensive program designed specifically to equip senior leaders and decision-makers to expertly prepare, respond and recover and remain resilient during a crisis.

Leaders will leave this workshop with the essential tools, strategies, and frameworks to effectively manage any crisis that may arise. From risk assessment and crisis communication to decision-making under pressure and stakeholder management, you'll learn crisis management principles and gain the skills needed to protect your organization and lead with confidence during challenging times.

## → Workshop Content:

What you'll gain:

- **Strategic Crisis Management Frameworks:** Build a solid foundation with proven models and strategies.
- **Enhanced Decision-Making Skills:** Make critical decisions with confidence, under pressure.
- **Effective Crisis Communication:** Master the art of clear and impactful communication during high-stakes situations.
- **Stakeholder Engagement Techniques:** Navigate complex stakeholder dynamics to maintain trust and support.
- **Crisis Simulation Experience:** Practice real-world scenarios relevant to your industry to ensure readiness for any crisis.



## WORKSHOP OPTION 8:

### Conflict to Collaboration: Advanced Solutions for Conflict Management & Dispute Resolution

Duration: 4.5 hrs *or* 3x90 mins, includes Q&A

#### Description:

Conflict within the workplace can disrupt team dynamics, productivity, and distract from organizational goals. Disagreements that affect the flow of work costs organizations upwards of \$350 billion annually. Ensuring leaders are trained and equipped to manage conflicts within their teams can build trust and improve overall team performance.

**Conflict to Collaboration** is designed for senior leaders who are ready to enhance their leadership capabilities to foster a more cohesive and productive work environment to drive organizational success. Leaders will learn the advanced skills needed to effectively identify, mediate, manage and resolve conflicts within their teams. Whether leading in-person, remote or hybrid teams, participants will learn how to effectively and equitably resolve conflict as mediator or affected party to a conflict.

## → Workshop Content:

What you'll gain:

- **Conflict Resolution Skills:** Identify the various types of conflict and understand how to implement frameworks and techniques for effective resolution.
- **Resolution Emotional Intelligence:** Understand the impact and influence of conflict psychology to drive resolutions with greater self-awareness, empathy and mastery of emotions.
- **Mediation and Negotiation Skills:** Master advanced communication, mediation and feedback techniques to ensure meaningful dialogue and de-escalate high stress situations.
- **Cohesion Architecture:** Build trust and cohesion across diverse teams to cultivate increased collaboration and improve organizational outcomes.
- **Practical Application:** Apply conflict resolutions skills to real-world situations through case study and participant experiences.
- **Continuous Development:** Create a personal action plan for continued learning and conflict resolution mastery.