



# Course Catalog

Using our focus areas as the foundation, we partner with our clients to build programs and events tailored to their unique needs.

# SIXTH WING FOCUS AREAS

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- 02 The Art of Persuasion
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- 03 High Performing Teams
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# SIGNATURE TOPICS



## 01 The Art & Science of Negotiation

At Sixth Wing, we believe the **skill of negotiating is both an art and a science**. We focus on **relationship-building, interest-based negotiations** that build on a **foundation of preparation**. Coming to the table equipped with the necessary **tactics, information, and preparation** grants you the **confidence to be fully present in representing your best interests**. During this course, you will learn essential negotiation tactics and practice putting your negotiation skills into action.

## 02 The Art of Persuasion

As human beings, we have a natural tendency to persuade others in the manner that would be most convincing to us. In reality, **great persuasion is more about what others need to hear** and less about what we want to tell them. During this workshop, we introduce you to **three persuasion personality types** and look at the **most effective words and tactics** to persuade others. At its core, persuasion is the ability to convince others that they are doing what you want because they want to do it.

## 03 Present with Confidence

**Delivering compelling presentations** and speaking in front of groups includes many skills that can be honed and developed. During this training you will learn: how to **prepare yourself** based on key "firsts;" the importance of **verbal and nonverbal cues** in delivering your message effectively; how to recognize and reduce your use of fillers; and how to approach different types of audiences.

## 04 Authentic Leadership

As you consider what comes next in your career, **getting clear on your values helps align your career path with what matters most to you**. Values are intangible, and when they exist in your day-to-day life, they energize you. When values are mis-aligned, you feel a gap. During this facilitated event, we will draw from the results of a Values in Action assessment to help **map your professional performance to your values resulting in better alignment, clarity and performance**.



## 05 The Ideal Leader

As you transition from being an individual contributor and subject matter expert to being a manager and leader, **who do you want to be?** At Sixth Wing, we believe that reflecting on who you are at your best empowers you to become the leader you want to be. During this facilitated event, we will discuss the challenges of Imposter Syndrome and how you can overcome it, as well as what you need to be able to **sustain your performance in a high-stakes, fast-paced environment.**

## 06 Conflict Resolution

At Sixth Wing, we believe that **healthy and productive conflict is necessary for growth.** It is natural to want a conflict free life—both personally and professionally—and most of us hold beliefs that a minimum amount of conflict is the sign of a great relationship or partnership. All of the research shows that **productively navigating moments of conflict is how we strengthen trust and strengthen relationships.** During this facilitated event, you will learn best practices on how to navigate moments of conflict.

## 07 Giving & Receiving Feedback

At Sixth Wing, we believe **a culture of feedback is necessary for continuous improvement.** Offering feedback through the lens of helping those around you grow and develop is a skill that can be taught and honed. We believe that **intentional preparation and thoughtful messaging** can leave your peers, colleagues, and team members feeling **empowered and inspired to raise their performance** to the next level. Equally important is learning how to receive feedback and choosing how and when to implement feedback.

## 08 Navigating Change

Today's **dynamic work environment** requires everyone to **embrace change like never before.** Unfortunately, most humans find this very difficult. Leveraging the most recent research, this facilitated event supports participants in learning how to **invite change in a sustainable way that leads to both growth and lower stress.** Leveraging Sixth Wing's Immunity to Change tool, participants unlock their resistance to change while learning best practices in habit building.





PEOPLE TOPICS



## 01 Compensation Conversations

At Sixth Wing, we believe that when discussing compensation emotions are typically running high and **communicating to an individual about their performance and how it equates to compensation requires a unique focus**. While hard moments are inevitable, with the right education and preparation these conversations can **shift to meaningful moments of connection and engagement**. We believe that supporting your leaders with effective frameworks and tools will ease some of the tension which inevitably surrounds compensation conversations.

## 02 Strategic Thinking

Strategy and tactics are critical to the success of every project or task regardless of size. **Intentionally choosing when to apply a strategic or tactical approach** can be difficult for leaders to navigate. How do you **create a compelling strategy, and then translate that strategy into action?**

## 03 How to be a Culture Champion

A firm's values, mission, and vision are nothing without creating a unified approach to what culture looks like in action. Great teams and organizations move at a rapid pace with information flowing throughout the group real-time. **How does your firm empower its leaders to act in agreement with your organization's values and mission, and elevate your firm's culture to the next level?**

## 04 Decision Making

As people grow and mature in their professional roles, it can be a challenge to move from the position of "player" to "coach" with a constant list of everything you "could or should do," **Do your leaders know and understand what they "must do" and how to prioritize those actions against other competing tasks?** Decision making is a skill that leverages all available information, mitigates self-bias, and considers the impact of decisions being made, all while also weighing the time and resources required to act upon the decision made.

## 05 Managerial Courage

At Sixth Wing, we believe that every individual in an organization should feel empowered to **deliver direct and actionable feedback**, as well as encourage healthy debate between dissenting opinions. **Having the courage to deliver a message with clarity, respect, and impact is paramount.** Unlike popular belief, managerial courage is a muscle that can be exercised, trained, and practiced. How do you encourage and prepare your teams to have conversations that aren't currently happening, but need to?

## 06 Networking and Effective Communication

Communication is one of the **foundational elements for team effectiveness**, and there are an infinite number of factors that contribute to whether or not effective communication occurs. How do you know if you are communicating effectively? This facilitated event teaches the knowledge and skills required to **communicate in any environment**. It will also provide techniques to leverage your network in a meaningful way.

## 07 Delegation and Accountability

Effective delegation requires **leadership and clear communication**. Accountability is the cornerstone to effectiveness as an individual and a team. How do you navigate delegation and accountability with your team when each member of your team has different needs? This facilitated event will help you understand what delegation and accountability look like in action, and how to leverage both skills to **increase your team's overall effectiveness**.

## 08 Leading Geographically Dispersed Teams

In today's world, the ability to **lead and partner across cultures and around the globe is of critical importance**. The global and distributed nature of business in today's world means that managers and teammates face unique challenges as they **navigate cultural differences, time zones, and varying work styles** all while ensuring that their **teams are collaborative, productive, and successful**. In this workshop, we will explore the advantages and challenges of geographically dispersed teams, and provide strategies and tools to ensure the advantages outweigh the challenges.



# PERFORMANCE TOPICS



## 01 The Power of Mindset

At Sixth Wing, we believe that your **best performance starts with your mindset** - a series of self-perceptions or beliefs people hold about themselves. The challenge is that we are often unaware of how our mindset affects our daily performance. Unleashing **your fullest potential begins with uncovering these self-perceptions and beliefs**, and then learning how to understand, process, and and leverage the power of mindset with intention.

## 02 The Fundamentals of Performance

New research emerges weekly about the breadth of factors which impact individual performance. This facilitated event teaches you how to leverage the fundamentals required to perform at your best and manage dynamic environments: **mindset, sleep, nutrition, physical movement. and relationships.**

## 03 High Performing Teams

Many leaders work hard to create effective team dynamics based on their own experiences through their career. This facilitated event teaches the most recent research on the **principles and practices that are the proven foundations of high performing teams.** Your leaders will have the opportunity to **reflect on what is working well** inside their team that they want to continue, while also **identifying areas of growth and development.** Leaders leave this event with an action plan for their team to increase shared performance.

## 04 Time Management

With more information available than ever before, communication mediums relentlessly pinging, and calendars full of meetings, **people are struggling to move through their weeks effectively.** Rather than a one size fits all approach, this facilitated event is designed to support individuals in identifying their **unique time management preferences**, existing obstacles exist that sabotage their focus, and designing action steps to make the changes they desire sustainable.





# Leadership that *lifts*.

Please reach out with any questions or for more information.

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