



PROGRAM CATALOG



2017-2018

PROGRAM OFFERINGS

Innovation + Leadership

Innovation Leadership Development Accelerator	4
IDEO Design Thinking Workshop: ExperiencInnovation™	5
Asking Better Questions: Interview Skills for Seeking Innovation Opportunities	6
Ideation Techniques: Thinking Inside the Box	6
From Business Model Canvas to Business Plan	6

Strategy

The FinTech Challenge: Digital Disruption 2017	7
--	---

Teamwork & Collaboration

Team Roles and Effective Teams	8
Team Building	8

Presentation Skills & Executive Presence

Storytelling For Business	9
Executive Presence	9
Emotional Intelligence	10
Presenting Your Best Self	10

A close-up photograph of several hands shaking in a firm grip, symbolizing collaboration and agreement. The hands are wearing various accessories like watches and bracelets. The background is blurred, focusing on the hands.

DEVELOPING THE IDEAS AND THE PEOPLE WHO PROPEL THEM

What are you doing to retain your high-potential employees? Are you worried that it isn't enough?

Would your junior leaders benefit from executive coaching earlier in their career, but you aren't willing to invest that heavily in employees who are likely to leave?

Are you doing everything you can to foster experimentation, but still see risk aversion and fear of failure driving decisions?

Have your employees attended a design thinking workshop but need more practice and support? Is this resulting in frustration rather than motivation?

Do you need a quick win to show that innovation really can happen in your organization?

Since 2006, Mohr Collaborative has helped organizations prepare their emerging leaders to recognize opportunities, drive innovation, and deliver long-term organizational success. At the heart of Mohr Collaborative is our commitment to empower individuals to grow, create, and lead effectively. By encouraging, guiding, and teaching people to develop and capitalize on their personal and collective strengths, we build sustainable competitive advantage for the organization.

Our flagship innovation leadership program, that we have developed and refined over 10 years for some of the largest financial services firms in the world, integrates workshops and coaching in all of the skills required to drive new ideas from conception to market. Our clients use it as a turnkey solution for high-potential development, customized for their organization.

We also offer the components separately or in combination, as presented in this catalog, for organizations that wish to focus or supplement their existing learning and development programs.

The difference we offer is a staff of practitioners with the rare combination of industry knowledge, entrepreneurial experience in large and small organizations, and executive coaching expertise. Our primary goal is for participants to grow, personally and professionally.

We look forward to helping you develop your people.

Innovation Leadership

Innovation Leadership Development Accelerator

12-15 weeks | 15-150 participants

This is the flagship program that Citi, Merrill Lynch, and PNC have used for their high-potential development. It embeds leadership skills development inside real experience driving new opportunities for growth.

Through its combination of workshops, team coaching, and individual coaching, participants learn to think like executives by practicing leadership skills including scenario-based thinking, strategic alignment, organizational networking, influencing others, and team effectiveness. The program comprises nearly all of our other offerings.

Leveraging our experience guiding hundreds of teams through this process, Mohr Collaborative coaches seamlessly integrate skill development and performance coaching. The immersive approach ensures that participants learn exactly what they need *in their organization* in order to conceive and execute a new business idea with measurable ROI.

The program complements existing innovation pipelines and serves as a foundation for building organizational innovation capacity. It can be adapted for individual business units, multiple units within a single organization, or multiple organizations.

Here is how we measure success, unsolicited comments from participants in a 2017 program:

"Thank you for your patient guidance throughout the entire Accelerator Program process. I am at a bit of loss for words right now, but wanted to express my heartfelt thanks."

"We could not have done this without you. Your time, feedback and guidance was critical to get us over the finish line. We can't thank you enough."

"I truly thank you for your support and guidance throughout this program! You helped each of us grow!"

"Thank you for the tremendous guidance along the way."

For more information, [click here to download the program fact sheet](#).

IDEO Design Thinking Workshop: ExperienceInnovation™

Design Thinking is a set of tools and practices that ensure that the solutions you offer are the ones that people will choose to adopt or buy. Design thinking works for products and services, as well as internal processes.

Whether you are aiming for a solution that keeps you in the game or one that completely changes the game, your solution must be desirable for users, technically feasible, and financially viable. Design thinking shifts your focus and investment of time and resources toward ensuring desirability, because a solution only succeeds if someone wants to use it.

But just because design thinking makes sense doesn't mean it's easy. For many people and organizations it represents a significant change in mindset: from a focus on avoiding negative outcomes to a focus on seeking opportunities for creation, growth, and advancement; from starting with the questions "What can we do?" and "What can we sell?" to starting by observing what people do and asking "How might we help?"

Design thinking provides very specific guidance to make this change. You can't tell people to be more creative and expect innovation. But you can give them a proven structure to get them there.

LAUNCHPAD FOUNDATIONS FOR DESIGN THINKING

Half-day | 12-250 participants

LAUNCHPAD is a comprehensive crash-course in the design thinking approach. Teams learn essential practices of human-centered design including user observation, forming and communicating insights, rapid prototyping, and experimentation.

LAUNCHPAD incorporates the award-winning ExperienceInnovation™ simulation co-developed by our partners IDEO and ExperiencePoint.

LAUNCH IMMERSIVE DESIGN THINKING & SOLUTION DEVELOPMENT

1 day-3 months | 12-250 participants

Design Thinking must be practiced in a real context to be internalized and adapted to work in your organization. Mohr Collaborative designs innovation challenges and coaches participants through a structured process leading to desirable, feasible, viable solutions for real customers.

LAUNCH kicks off with ExperienceInnovation™, the half-day simulation co-developed by our partners IDEO and ExperiencePoint. Under the guidance and collaboration of a dedicated coach, participants then immediately apply the tools and processes to real challenges, working over a period of days, weeks, or months to frame the challenge, gather data, form insights, generate ideas, run experiments, and develop solutions.

Asking Better Questions: Interview Skills for Seeking Innovation Opportunities

One-hour webinar or 2-4 hour workshop

Asking good questions is not easy. Asking poorly crafted questions will waste your time. This webinar/workshop will prepare you to conduct customer and stakeholder interviews with depth and empathy. You will learn:

- Selecting interview subjects.
- Preparation and framing the interview.
- What questions to ask first.
- How to go beyond confirming what you already know.
- Developing empathy.
- How to avoid selling.
- Critical questions to end with.

The workshop includes opportunities to practice and refine skills.

Ideation Techniques: Thinking Inside the Box

Full-day workshop

An engaging, hands-on workshop on practical creativity and inventiveness. Participants create and prototype new products, services, processes, and solutions using the five templates of Thinking Inside the Box: Subtraction, Division, Multiplication, Task Unification, and Attribute Dependency.

Participants gain a practical hands-on understanding of this leading inventiveness technique while inventing real products, services, and processes. They learn that creativity is a skill we are all born with and can relearn and master. By applying templates and methodologies “inside the box” they arrive at ideas and solutions that are inventive, creative, and practical.

From Business Model Canvas to Business Plan

Full-day workshop

Business Model Canvas is the strategic management and lean startup template for answering key business questions: What is the unique value proposition? Which customer segments to target and through which channels? Business Model Canvas is the tool for developing and documenting business models, and the visual chart for describing an idea’s value proposition, infrastructure, customers, and finances. It is also essential preparation for creating the business plan which is the blueprint for achieving the idea’s success. This training fosters understanding, discussion, creativity, and analysis crucial for creating the business plan. Participants will move from the BMC to the creation of a well thought out and professional business plan.

Strategy

The FinTech Challenge: Digital Disruption 2017

Half-day or full-day workshops

The FinTech Challenge: Digital Disruption 2017 is an HBS-style case study that organizations can use for a variety of objectives:

- To provide essential context to set corporate or business unit strategy and achieve leadership team alignment in a complex and volatile (VUCA) environment.
- To enhance executive insight on the threats and opportunities posed by digital disruption, including potential competitive threats and responses.
- As a foundation for initiatives to enhance customer-centric efforts. These may include understanding emerging Customer Journey maps, leveraging Voice of the Customer investments, etc.

The case has been used as the core content for multi-day leadership development programs focused on strategic thinking. Opportunities for practicing decision-making, influence skills, executive presence, and storytelling can be built around the case study.

The Hogan Judgment instrument complements this case as a means to add insight to decision making biases and preferences.

Teamwork & Collaboration

Team Roles and Effective Teams

One-hour in-person or virtual session or half-day workshop

Introduces the Belbin Team Roles model that focuses people outward on how they work with other people and how they are perceived. It is results-focused. Rather than starting with personality traits and extrapolating how those might interact on a team, it starts with the behaviors that a successful team needs and asks people how their team can fill those roles. The framework of team roles depersonalizes discussions when conflicts arise. Most importantly, participants report that the insight they get into their preferences can be immediately applied and has lasting impact on their performance. Participants learn to analyze their team's role preferences and plan steps to address imbalances.

Team Building

Full-day or half-day workshops, or integrated into larger programs

Mohr Collaborative's Team Building activities and programs are rooted in experiential learning, problem solving, and assessments with contextual opportunities to affect change. Programs can be customized to fit size, needs, and challenges of teams, and can be integrated into other programs:

- Assessments: MBTI, DISC, StrengthsFinder – led by trained professionals who guide contextual learning for personal and professional advancement.
- Large Team Building Programs: Longer programs combining competition and fun, geared to providing hands-on construction and coordination exercises (i.e., vehicle design/building, egg-drop, etc.) to help individuals work more effectively together.
- Small Team Building: Shorter programs (most are an hour or less) providing varying levels of problem solving, collaboration, trust building, and process improvement. Can be integrated or combined to build programs specific to individual client needs.
- Get-to-Know-You and Energizers: Short, interactive exercises that help to connect or re-connect people after meals, breaks, etc. Ideal for integrating into larger programs.

Presentation Skills & Executive Presence

Executive Presence

Half-day workshop for 15-25 participants

Private or small group coaching also available.

This workshop provides a grounding in what it takes to create genuine presence, influence people in the right way, and exhibit authenticity. Participants learn to communicate better, support their business by living their values, and achieve the outcomes they want. Participants will have the opportunity to practice as they learn:

- What executive presence means: communicating positively and authentically.
- First impressions and self-awareness: body language, gestures, eye contact.
- Reading an audience and building rapport.
- Using narrative to communicate values.
- Preparing and telling a story.
- Learning to say yes.
- Executing self-control.
- Creating an action plan.

Storytelling For Business

Half-day workshop for 15-25 participants

Telling a good story can galvanize support, motivate people, and drive an idea forward. Storytelling allows presenters to connect with audiences on personal and intuitive levels. The most effective business stories establish a sense of collaboration between the presenter and the listeners, and motivate the audience to take desired actions. This interactive, experiential, customized training program reveals storytelling craft and presentation techniques, including how to:

- Deliver meaningful business stories that inspire action.
- Effectively create the arc of the story.
- Select a unique, personal story that suits the occasion.
- Recognize the link between the universal and the personal through myths and metaphor.
- Apply acting techniques to bring the audience into the world of the story.
- Learn to rehearse effectively.

Emotional Intelligence

Half-day or full-day workshops

Emotional Intelligence (EI) is a particular type of social aptitude—it's the capacity to perceive, understand, reason with, and manage emotions. These behaviors inform how people interact and build relationships. Increased EI skills translate to solid, positive bonds, essential for business success. Participants will deep dive into the major competencies of EI: Self-Awareness, Social Awareness, Self-Management, and Relationship Building. Participants learn to:

- Embody and create an action plan for increasing Emotional Intelligence.
- Engage easily to resolve challenging situations.
- Make informed choices that build and enrich relationships.
- Assess emotions as conscious and unconscious.
- Use emotions in a productive manner.
- Explore the connection between mindset and physicality.

Offered with or without an assessment.

Presenting Your Best Self

60-90 minute presentation for up to 100 participants or a half-day workshop for 15-25 participants

Our coaches draw on extensive professional theatrical experience, as well as their experience coaching hundreds of individuals and teams in a broad range of industries. This workshop prepares participants to deliver genuine and impactful presentations. The 60-90 minute presentation includes time for question and answer. The half-day workshop goes deeper and becomes a more interactive experience with participants having the opportunity to practice what they learn:

- Preparation and how to rehearse.
- Knowing the audience.
- Preparing and telling a story.
- Recognizing and overcoming nervousness.
- Use of humor.
- Building rapport with the audience.
- Delivering with confidence through body language.
- Projection, pace, tone, articulation, eye contact, and active listening.
- Team presentation skills.