

ThinkHuman



# GrowLab

Transforming the Human  
Experience at Work.

Leadership at All Levels.

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# The GrowLab Journey



## **Courageous Conversations**

The act of having honest and authentic conversations that consist of candor and care.



Grow  
Lab

## **Empathy**

The act of understanding or being aware of and sensitive to the thoughts of others without experiencing them yourself.

## **Personal Accountability**

The act of taking responsibility for actions, choices, and outcomes while making requests and engaging in selfcare. There is no blame/shame for yourself or others.



# About GrowLab



**GrowLab builds** on crucial skills to create productive and high functioning teams across the organization. This program is designed to set the foundational skills of EQ, personal accountability, and **authentic feedback dialogues**.



In this program **participants strengthen their ability to understand** others and be effective with a wide variety of people.



Participants also **deepen Personal Accountability**, building the ability to gain the confidence and trust of others through integrity, honesty, and reliability.



**The third pillar of this program is Courageous Communication**, participants deepen their ability to address and resolve issues directly, both internally and externally, saying what needs to be said in a sensitive, honest and productive way that deepens alignment and partnership.

# The Outcome



**By the end of this journey leaders of all levels are able to have:**

## **Empathy at Work:**

Demonstrate Heightened Self-Awareness

Understand & Appreciate Others that Operate Different than Me

Shift my behavior to be more effective in the Moment

## **Personal Accountability:**

Setting Yourself Up For Clear Agreements

Tracking and Declaring Breakdowns

Repairing Breakdowns

## **Courageous Conversations:**

Honestly and authentically give my perspective

Ask Your Perspective

Align on a Path Forward



## PROGRAM TIMING



This 5 hr program can be done as a single day session [2.5 hr morning session, lunch break, 2.5 hr afternoon session] or as 2 separate 2.5 hr sessions.

## 1. EMPATHY AT WORK



Understand and optimize the strengths and communication styles of those you work with. More effectively communicate with others, especially those who have a different style than yours. Learn to stretch outside your habitual style to elevate results for you and your team.

### Mindset Shift

People move from “I wish everyone could be more like me” to “people of all types thrive around me because of how I flex my style”

## 2a. PERSONAL ACCOUNTABILITY



Build trust through personal accountability. Deepen your internal brand through a focus on trust. Set yourself up for clear agreements, have transparent forthcoming accountability

conversations so people can count on you, even for the bad news, and repair breakdowns in those moments that they happen in a way that elevates trust.

### Mindset Shift

From “it’s not my fault” to “take personal responsibility; Make requests. Be solutions focused, generate ideas and be creative. Be unstoppable.”

## 2b. CHALLENGING CONVERSATIONS



### Build trust through Personal Accountability.

Set yourself up for clear agreements, have transparent forthcoming accountability conversations, and repair breakdowns when they happen in a way that elevates trust.

### Mindset Shift

Deepen the ability to address and resolve issues directly, saying what needs to be said in a sensitive, honest and productive way that deepens alignment and partnership.





“In just 2 sessions, this program set a foundation in our culture for empathy, personal accountability and real conversations.”

Erin, Dir of Learning, Snap

## SOULCYCLE

“It was a game changer for our company. It got us having real conversations and shaped our culture.”

Elizabeth Cutler, Co-Founder SoulCycle

# From our Participants



"The course gives a great example of stepping back and taking in other people's thoughts or motivations. A lot of people need that education, you've nearly perfected a way to educate on that."

"Gaining the confidence and trust in others! Walking through TRUST BREAKDOWN and how to rebuild it is super relevant to both internal working relationships as well as external client relationships."

"CANDID KINDNESS model was the most valuable as it shared how to change outcomes and bring solutions."

"Just the right mix of fun and informative. Instantly created an environment where everyone felt safe."

# Who We Are



At ThinkHuman, we encourage organizations and their people to pour their hearts into building something awesome and meaningful. We know that magic happens when a good business model is brought to life by people whose integrity, focus on results, passion, and freedom is full throttle. Where people challenge, inspire, and support each other to succeed.

**This is the power of Thinking Human.**



# Our Theory of Change



**Lasting Change** - Mindset shifts about how you view yourself, your team and leadership - and accountability that aligns people around shared behavioral expectations - lead to lasting change.



**Personal Growth** - Core concepts and experiential learning facilitate personal discovery and mindset shifts that create new openings for action over time. We support cultures to grow, where people move their ego out of the way, and operate with a high degree of personal responsibility regarding issues and challenges, elevating agency and personal power.



**Emergent Insight** - Our programs leverage connection and community to create change, People feel connected to themselves, each other and the world, and go to work solving problems together in cohort experience.



# GrowLab

for

# Leadership at all Levels



Spotify

SOULCYCLE



splice

vevo

indeed

teach:able



flatiron



POSHMARK



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