Disrupting Systems Consulting Inc.

2024

Redefining what it means to belong in your organization through leadership development, coaching and experiential programs.

About Sonia Grossi, Founder, CPCC, PCC, CMP

Sonia is an experienced facilitator and workshop trainer, Professional Certified Coach (PCC) through the International Coach Federation, Certified Professional Co-Active® Coach (CPCC), Certified Change Management Professional (CMP), and a leadership consultant.

She started her company, Disrupting Systems Consulting Inc., offering services and programs in professional and personal development through training workshops, facilitation, group coaching and one-on-one coaching programs.

Her vision is to work with people and organizations ready to invest in their development and make changes to step into authentic leadership through connection, transformation, and vulnerability. She strives to grow and develop leaders from all walks of life by teaching about personal responsibility, emotional intelligence, coaching, communication and soft skills training. She explores who we are, what we value, and what's important, moving her clients toward their unique dreams and visions with strategic focus and alignment.

Contact

Interested in one of the programs or looking for more information? Let's chat.
Email: Sonia@Soniagrossi.com
Phone: 647-6299764

Table of Contents

Personal Resilience and Creating Balance*

Category: Team Building or Learning Workshop

Length: ½ day
Format: In-Person or Virtual
Group size: 5 to 30 people

In this interactive workshop, we explore the many areas of resilience and practice proven strategies to improve our daily routines and better respond to challenges when they appear. One of the ways we lead is by being responsible for our world and learning how to respond during chaos. We look at using our positive intelligence brain to overcome our circumstances and come out stronger with peace of mind, clarity and direction. To be better equipped and able in the face of the unknown and unexpected.

Topics

- Resilience Definition
- Fixed Mindset Vs. Growth Mindset
- What Contributes to Burnout & Stress?
- Impacts of Prolonged Stress
- Achieving Balance
- Energy Management: Physical, Mental, Emotional, Spiritual
- Practice Self-Compassion and Understand the Benefits

What you'll walk away with

→ A definition of resilience with tools and practices to implement in your day-to-day
→ A roadmap of learning to choose positive thoughts to increase energy throughout your day
→ A framework to manage heavy emotions during times of uncertainty, stress and overwhelm to avoid burnout
→ A sustainable and personalized plan of achieving balance in your life

Who is it for?

- Anyone who is feeling overwhelmed in their work and personal life
- Anyone who is longing for skills to overcome their hardships and challenges
- Anyone who feels isolated when in crisis and chaos
- Anyone who wants to explore their relationship with themselves on a deeper level

Bring on the Drama Triangle*

Category: Team Building or Learning Workshop

Length: ½ day
Format: In-Person or Virtual
Group Size: 5 to 15 people

While a little drama may add spice to your day, you can't do your job effectively when you're caught in a drama triangle. We've all been there—persistent conflicts where we've played the role of persecutor, victim, or rescuer.

Drama triangles are workplace disruptors. They distort communication and block the flow of information. Worst, drama triangles impede job performance. Organizations face a real danger when these unhealthy triangles persist and grow unchecked.

In this workshop, you'll discover the games people play in drama triangles and how they impact our ability to work. You'll uncover when and where we're commonly triggered or hooked into a triangle, and the language people use in each triangle role.

You'll learn how to get out of the drama triangle and into the dynamic empowerment triangle and how to change the roles of persecutor, victim, and rescuer to challenger, creator and coach.

In this interactive, experiential and hands-on workshop, you'll learn how to

→ Recognize when you're in a drama triangle
→ Identify the role you're playing
→ Uncover the roles others are playing
→ Gain insight into the characteristics of each role
→ Use coping strategies to deal with dramatic or difficult individuals
→ Create an empowering environment for your staff and colleagues
→ Transform a drama triangle into a dynamic empowerment triangle

Who is it for?

● Anyone who wants to improve their communication skills
● Anyone who has experienced drama personally and/or professionally
● Anyone who wants to take accountability for where they create drama and chaos
● Anyone who wants to get along better with others
● Anyone who wants to improve their relationships with confidence and assertiveness
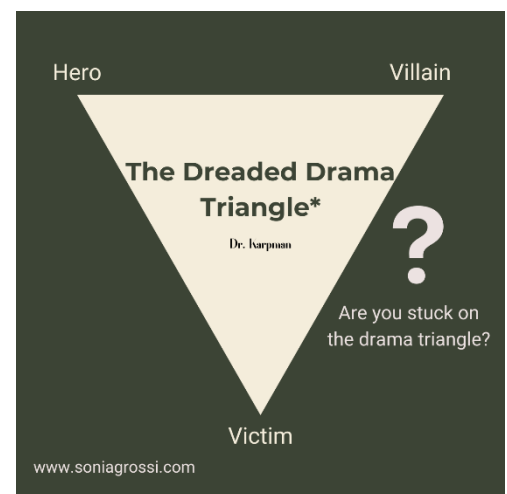
Cultivating Confidence*

Category: Team Building or Learning Workshop

Length: ½ day
Format: In-Person or Virtual
Group Size: 5 to 25 people

In this workshop, we discover your power and the root of your inner confidence. In this interactive, fun and safe space, you can define confidence and how to apply it. You will experience getting to know your inner voices that lower your confidence and strengthen your connection to your best self. Everyone has a different version of what confidence looks like, and in this workshop, we draw out your unique personal version of confidence and expand it to its fullest expression.

We all have permission to show up as our best selves in the workshop and create trust with the confident, aware, and assertive person. But we don't stop there. We also connect each person to what decisions and behaviour would be different if you leaned into this person more often.

The workshop benefits are that each person remembers what they can do to influence and create more of what they want. We embody our best selves to let go of what's holding us back and move towards what we want to create in the world.

Components

1. Distinguish the difference between confidence and self-sabotage
2. Experience what your inner confident self looks and feels like
3. Get clarity on what's holding you back
4. Create a plan of action of where to bring your confident A-game
5. Define what your life would look like in 1 year and three years

Participants will leave the workshop with

→ Access to your core confidence and what actions you can take from that place
→ An understanding of where you might hold back so that you can choose to respond differently
→ Develop your self-compassion muscles so that you can focus on what matters to you
→ A feeling that anything is possible and a connection to yourself that you have forgotten about

Who is it for?

● Teams who want to feel more confident in themselves and their work
● People who want to experience confidence from a genuine place not a fake place
● Anyone who feels like an imposter sometimes (imposter syndrome)

Fostering Connections Through Play*

Category: Team Building

Length: ½ day
Format: In-Person or Virtual
Group Size: 5 to 20 people
Target Audience: Team Building

In this customizable team building session, we focus on enhancing interpersonal relationships and team cohesion through activities that encourage getting to know one another, bonding, play, sharing, vulnerability, laughter, and honesty. We use a combination of activities and exercises that opens up a dialogue in a safe container for everyone to "see" and "hear" each other in the session. This session agenda balances structured sharing with spontaneous play, helping team members connect on multiple levels while maintaining an enjoyable and supportive atmosphere.

Components
1. Icebreaker & Warm Up
2. The Trust Circle
3. Group Charades
4. Closing Circle

Participants will leave this workshop feeling:
- *Connected:* Engaging in activities designed to share personal stories and experiences can create a sense of closeness among team members. This can foster a feeling of camaraderie and connectedness.
- *Valued and Understood:* The emphasis on openness and honesty allows individuals to feel that their thoughts and feelings are valued. This can lead to a sense of being understood by their peers.
- *Energized:* The playful elements of the session, like charades, are likely to bring laughter and joy, leaving participants feeling energized and uplifted.
- *Empathetic:* Listening to others share personal and vulnerable stories can enhance empathy among team members, enabling them to better understand and relate to each other's backgrounds and perspectives.
- *Motivated:* Ending the session with commitments to maintain openness and support may motivate team members to continue building on the relationships formed during the session.
- *Secure:* The supportive environment of the session can make participants feel safe in expressing themselves, which is crucial for building trust and security within the team.
- *Inspired:* Witnessing the benefits of vulnerability and honesty in a group setting might inspire participants to apply these principles more broadly in their professional and personal lives.

Coaching for Emerging Leaders*

Category: Learning Workshop with Skill Building

Duration: Two full-day workshops (in-person) or four half-day sessions (virtual)
Group Size: Anywhere between 10 to 25 people
Target Audience: New managers or those interested in adding coaching skills to their careers

Coaching cultures transform and empower their people to show up differently. This workshop is for people managers and supervisors who want to learn how to empower their team members to reach their maximum potential without trying to solve or fix anything. During this workshop; you will learn essential coaching skills and principles. You can practice coaching within the session and receive feedback to help you build your skills. You will walk out with a manager's coaching toolkit, including powerful questions to unlock insights and templates to lead certain conversations.

Components

- The difference between coaching, mentorship and consulting
- Introduce the wheel of life for a reference when coaching someone
- The importance of designing the alliance in coaching
- Explore coaching skills in one-on-one conversations
- Practice the art of coaching with peers/colleagues in real-life scenarios
- Understand how coaching can help empower teams to move forward
- Let go of problem-solving and fixing and use coaching instead
- Get in touch with skills, such as the three levels of listening, intuition, blurting, intruding, powerful questions, championing, curiosity
- Leverage a certified coach from the international coaching federation skills and expertise

What you will leave with

→ A deeper understanding of how and when to use coaching in specific scenarios
→ Awareness of skills that connect and empower each other rather than problem-solve
→ Increased comfort level with the use of coaching skills
→ The experience of vulnerability and having deeper connections
→ Access to more tools in communication to empower the people around you
→ The ability to respond in the face of confrontation vs. reaction (self-management)

Who is it for?

- Organizations are looking to create a coaching culture that inspires and does not "fix."
- Organizations that hold values such as integrity and accountability in their culture
- Organizations that define leadership with coaching skills and being proactive
- Organizations that are not afraid of emotions showing up at work
- Anyone who is looking to learn more about coaching and curious to learn how it can help

Meet Your Inner Leader*

Category: Team Building or Learning Workshop

Duration: Full Day
Format: In-Person or Virtual
Group Size: 8 to 20 people

What if you could access your authentic leadership at any point in time? In this fun and experiential workshop, we uncover your inner leader voice so you can move through life powerfully to make aligned decisions and use your intuition as an internal compass. We also explore what it means to listen to others truly and define our important, unique values to live a more fulfilled and balanced life. Your inner leader is waiting for you to access more every day. Everyone has a leader within, no matter the position title, and it is up to you to access this side of yourself throughout your life to help you navigate life's challenges, lessons, and wins. In this workshop, we work together to explore who we are as leaders.

Components

- Teachings of inner leadership using wisdom, self-compassion, courage, and clarity
- Teachings of resources within our leadership (i.e. appreciation, courage, vulnerability)
- Guided visualization to create an inner leader experience ad lead from within
- Identify unique values and how to make decisions based on your value system
- Fun and engaging discussions and group activities

What participants will walk away with

- → Have a stronger sense of your inner authority and leader from within
- → An understanding of how capable, authentic and resourceful your leadership is
- → Learn an outside-the-box model of leadership to support you in your career + life
- → A list of individual values to make decisions and live authentically
- → A feeling of connection, fun, and openness with your colleagues and beyond

Who is it for?

- Anyone interested in developing their leadership capabilities
- Anyone new to leadership or who has been in leadership for years
- Anyone open to exploring their authentic leadership style

Time Management*

Category: Learning Workshop with Skill Building

Duration: ½ Day
Format: In-person or Virtual
Group Size: 5 to 20 people

In this workshop, we will get clear on what is eating up our "time" and what our relationship to time actually is. We look at our current perspectives around time and move towards shifting our relationship with this "limited" resource. Throughout the discussion and discovery, we then introduce time management tools and practice asking the right questions when we have too much on our plates.

"You can get control of your time and your life only by changing the way you think, work, and deal with the never-ending river of responsibilities that flows over you each day. You can get control of your tasks and activities only to the degree that you stop doing some things and start spending more time on the few activities that can make a difference in your life." - Unknown

Learning Objectives:

- Identify areas that are "time suckers" (administrative, social media, other)
- Apply new techniques to plan your day, week and month strategically with flexibility in between
- Demonstrate techniques to have more time to do the value-add work using email
- management, calendar management and the art of multitasking
- Create personal practices to take care of the body, mind, and emotions to sustain work/life balance
- Recall tips for prioritizing tasks that are often changed last minute

In this interactive, experiential and hands-on workshop, you'll learn how to

→ Give yourself more energy so that you can feel more productive and focused
→ Understand where your stressors come from
→ Ask direct questions and exude professionalism
→ Organize and prioritize your work moving forward to feel more at ease and be strategic
→ Use time management hacks in your day-to-day after the workshop/session

Who is it for?
- Anyone who has a role with competing priorities
- Anyone who feels like they need to put off "fires constantly."
- Anyone who would like to feel a little more in control of their time
- Anyone who struggles with boundaries at work
- Anyone who wants more structure in their work and personal lives

Navigating Organizational Change: Strategies for Effective Change Management*

Category: Learning Workshop with Skill Building

Length: ½ day
Format: In-Person or Virtual
Group size: 5 to 25 people

This interactive workshop is designed for managers, team leaders, and change agents who aim to understand and master the dynamics of change within an organization. Participants will explore key concepts of change management, understand the psychological impact of change on employees, and learn actionable strategies to facilitate smooth transitions. Through a combination of lectures, case studies, and group discussions, attendees will gain insights into overcoming resistance, engaging stakeholders, and ensuring sustainable change. This comprehensive workshop is structured to provide a balanced mix of theory, practical insights, and hands-on experiences, enabling participants to effectively lead and manage change within their organizations.

Learning Objectives

- Understand the principles and processes of effective change management.
- Identify common challenges and resistance in organizational change.
- Develop skills to engage and motivate teams through transitions.
- Learn to apply tools and techniques to manage and communicate change effectively.

In this interactive, experiential and hands-on workshop, you'll learn how to

→ Recognize the Stages of Change
→ Apply Change Management Best Practices
→ Identify and Overcome Resistance to Change
→ Communicate Effectively
→ Handle Difficult Conversations
→ Monitor and Sustain Change with Various Tools and Techniques

Who is it for?

- Anyone who manages people who will be experiencing changes in their roles
- Anyone who is responsible for managing change within their organization
- Anyone who is interested in learning more about change management techniques
- Anyone who is aware of upcoming changes within their organization that will need support

Myers Briggs: Understanding Personality Types

Category: Learning Workshop with Skill Building

Duration: Full day
Format: In-Person or Virtual
Group Size: 5 to 20 people

This course aims to provide participants with a comprehensive understanding of MBTI and its application in team dynamics, enabling them to build stronger, more cohesive teams within their workplace.

Overview of Myers Briggs Personality Theory

Explanation of the four dichotomies (E/I, S/N, T/F, J/P)

Importance of MBTI in Team Dynamics
- Recognizing Individual Differences
- How personality impacts communication, decision-making, and conflict resolution
- Identifying strengths and potential blind spots of each personality type

Exploring the 4 Dichotomies

E/I: Extroversion vs. Introversion
- Understanding energy sources and communication styles
- Leveraging strengths of both preferences in a team setting

S/N: Sensing vs. Intuition
- Approach to information gathering and problem-solving
- Balancing attention to detail with big-picture thinking in a team context

T/F: Thinking vs. Feeling
- Decision-making processes and considerations
- Managing conflicts and understanding emotional dynamics in a team

J/P: Judging vs. Perceiving
- Preference for structure and spontaneity in work and planning
- Integrating diverse approaches for better team productivity

Applying MBTI to Team Building

Team Dynamics Assessment

- Administering MBTI assessments for team members
- Analyzing team composition and identifying potential gaps or areas for improvement

Communication Strategies
- Tailoring communication styles based on team members' personalities
- Overcoming communication barriers and fostering understanding among diverse types

Conflict Resolution Techniques
- Recognizing and addressing conflicts arising from personality differences
- Implementing strategies to resolve conflicts constructively within the team

Building High-Performing Teams

Utilizing Strengths
- Capitalizing on individual strengths for collective team success
- Creating synergy among different personality types

Team Collaboration and Innovation
- Encouraging diverse perspectives for creative problem-solving
- Facilitating effective collaboration among various personality types

Implementing MBTI Principles in the Workplace

Integration and Follow-Up
- Developing action plans based on MBTI insights
- Continuous evaluation and adaptation of team dynamics

Leadership and MBTI
- Leveraging MBTI knowledge for effective leadership styles
- Supporting team members' growth based on personality strengths

Who is it for?

- Anyone who wants to raise self-awareness of different styles of working
- Anyone who would like not to take conflict personally
- Anyone who wants to foster a healthy and positive team environment
- Anyone who is interested in improving their sales techniques with clients or customers
- Anyone who would like to lead with healthy communication with their leaders, peers and teams

Everything DiSC® Personality Workshop by Wiley*

Category: Learning Workshop with Skill Building

Duration: Series of 3 modules
Format: Virtual or In-Person
Group Size: 5 to 20 people

DiSC® is a personality assessment tool used by more than one million people every year to help improve teamwork, communication, and productivity in the workplace. The Everything DiSC® model provides a common language people can use to understand better themselves and those they interact with—and then use this knowledge to reduce conflict and improve working relationships. The DiSC model of behaviour was initially proposed by William Moulton Marston, a physiological psychologist with a Ph.D. from Harvard. His 1928 book, Emotions of Normal People established the theories that were later expanded by many others.

Learning Objectives:

- Raise self-awareness
- Improve teamwork
- Make conflict more productive
- Develop stronger sales skills
- Manage more effectively
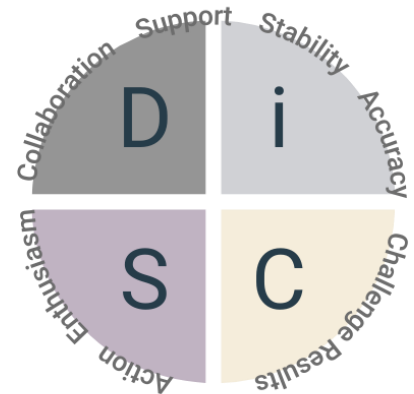
What participants will learn how to

→ Discover what you prioritize in the workplace and how this affects your tendencies and preferences
→ Understand yourself in the context of other DiSC styles
→ Consider how to improve your workplace effectiveness
→ Use the DiSC model to understand the people you work with
→ Identify what works for you and what challenges you when working with each style
→ Learn how others have bridged their differences using DiSC

Who is it for?

- Anyone who wants to raise self-awareness of different styles of working
- Anyone who would like not to take conflict personally
- Anyone who wants to foster a healthy and positive team environment
- Anyone who is interested in improving their sales techniques with clients or customers
- Anyone who would like to lead with healthy communication with their leaders, peers and teams

Gender Equity: Creating an Inclusive Workplace Culture

Category: Learning Workshop with Skill Building

Duration: Half-day or a series of 3 modules
Format: Virtual or In-Person
Group Size: 3 to 25 people

Are you interested in adding gender equity conversations to your DEI initiatives?

This course aims to provide participants with a comprehensive understanding of the concept of gender equity and its significance in creating inclusive and diverse work environments. Through a combination of theoretical frameworks, practical case studies, and interactive discussions, this course will explore the challenges and opportunities related to gender equity and empower participants with the knowledge and skills necessary to foster equality within their organizations.

Module 1: Introduction to Gender Equity

- Understanding gender equity vs. gender equality
- Exploring the importance of gender equity in the workplace
- Historical context and societal influences on gender roles and stereotypes
- Building awareness and empathy among employees
- Promoting diversity and inclusion initiatives
- Addressing and preventing harassment and discrimination

Module 2: Gender Bias and Stereotypes

- Identifying unconscious bias and its impact on decision-making processes
- Examining common gender stereotypes in the workplace
- Recognizing and challenging biases in oneself and others

Module 3: Promoting Gender Equity in Leadership

- Identifying barriers to gender equity in leadership positions
- Developing strategies to promote gender diversity in management roles
- Creating inclusive leadership practices

Prerequisites: There are no specific prerequisites for this course. It suits professionals at all levels interested in promoting gender equity in the workplace and fostering inclusive organizational cultures.

ADD-ONS AND PRICING

Certified Leadership Assessments
- MBTI: Myers Briggs Personality Assessment, Debrief and Coaching
- Everything DiSC® Personality Report, Assessment, Debrief and Coaching
- Hogan Report, Assessment, Debrief and Coaching
- Positive Intelligence Report, Assessment, Debrief and Coaching
- Leadership 360 Tool and Assessment

Group Coaching Sessions
- Approximately 3 – 10 people

Team Coaching Sessions
- Dependent on the team's objectives and desired outcomes

Leadership or Executive Coaching
- 1:1 Executive Coaching Programs
- 1:1 Leadership Coaching Programs

Instructional Design Customization
- Program customization available upon request