



CORPORATE HARMONY
An Enlightened Approach to Leadership and Organizational Development

POSITIVE PRESENCE PROGRAM

Brochure / Curriculum





POSITIVE PRESENCE PROGRAM

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OVERVIEW

In her book ***"CORPRATE HARMONY – The Performance Link for today's Modern Organization"*** Catherine Osborne calls for a new approach to leadership and people development -- one that will bridge the gap between performance and workplace behaviour, and between workplace behaviour and mindset.

CORPORATE HARMONY™ provides a time efficient and cost effective methodology of real-time on-the-job development of **the skill of Positive Presence™** – a mental thought model that connects human energy to human behaviour and results in positive and energized employees that are healthier, more productive, make fewer errors, and are focused on getting their job done in an environment of positivity and harmony. For leaders, the results are even more dramatic with the emergence of a new way of *thinking and being* that drives the strength-giving behaviours required for a collaborative and caring leadership approach.

The **CORPORATE HARMONY** model of leadership development incorporates mind, body, emotions, behaviour and the inner self to help front line and mid-level leaders/managers/supervisors and their staff be happier, more optimistic and more engaged and satisfied with their job. Most importantly, **the Skill of Positive Presence** and the plethora of techniques, exercises and resources, provides the means to rise above the destructive consequences of workplace stress on mental, physical and emotional health.

'POSITIVE PRESENCE ENTERPRISE MODEL'™ **'POSITIVE PRESENCE HEALTHCARE LEADERSHIP'™**

Is a virtual 'Train-the-Trainer' model of step-by-step Interactive Learning of proven evidence-based world-class content through a systematic, programmatic, methodology of delivery that is not only affordable, but simple to understand and easy to implement. It uniquely presents a practical application of the latest brain science research to dynamic organizational systems and establishes **Positive Presence** as a skill, as a philosophy/culture, and as a business improvement strategy throughout the system. Your credentialled Subject Matter Experts (SMEs) will ignite the Positive Presence skillset and behaviour competencies throughout your organization.

Level 1: Foundational – Self-awareness

Level 2: Relational – Collaboration

Level 3: Operational - Connection

Optional Upgrade

1. **Leadership Assessment** – an optional upgrade consisting of 6 monthly behaviour assessments for continuous leader improvement.
2. **Master Coaching (Facilitation, Support and Feedback)** – an optional upgrade consisting of 12 group sessions of coaching and program support.

CORPORATE HARMONY's 'PHYSICIAN LEADERSHIP'™

Is a self-guided audio/video version of **'POSITIVE PRESENCE HEALTHCARE LEADERSHIP'**. It uniquely presents a practical application of the latest brain science research to dynamic organizational systems and establishes **Positive Presence** as a skill, as a philosophy/culture, and as a business improvement strategy throughout the system.

OVERVIEW (cont'd)

'POSITIVE PRESENCE FOR ONE'SM

Is a compressed audio/video version of *CORPORATE HARMONY'S Enterprise Model of the 'POSITIVE PRESENCE PROGRAM'* culminating in a good working knowledge of the skill set and behaviour competencies of Positive Presence, and:

Stronger relationships	Managing stress	Understanding workplace
Deflecting negativity	A growth mindset	behaviour
Improved performance	Awareness of self and others	Enhanced creativity and innovation
Managing the bully	Improved mental / social wellness	Energizing you and those around
Increased agility and resilience	Improved focus and clarity	you
Increased productivity		

'POSITIVE PRESENCE INTRODUCED'SM

Is a high-level overview of *CORPORATE HARMONY'S Enterprise Model of the 'POSITIVE PRESENCE PROGRAM'*.

POSITIVE PRESENCE PROGRAM

Positive Presence Behaviour Competencies

LEVEL 1

SESSION 1

INTRODUCTION

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| <ul style="list-style-type: none"> ➤ Introduction to the skill of Positive Presence as a necessity in today's modern work world ➤ Introduction to Organizational Tactical Capacity i.e. the behaviour beyond your technical expertise ➤ Introduction to the Centre for Influential Leadership ➤ The Performance Driver Model ➤ The Journey of Influential Leadership – Quality of Work And Quality of Life ➤ The physics of Life: E+R=O (Event plus Response equals Outcome) ➤ Maximizing the Response ➤ Personal Breakthroughs Drive Organizational Breakthroughs ➤ Ongoing development of awareness for mindfulness, the power of gratefulness, and an open mind. | <ul style="list-style-type: none"> ➤ Job Skills Rise No Higher Than Behaviour Skills ➤ The Intangibles: How You Feel; How You Think; How You Behave ➤ Quality Management in the Knowledge Economy ➤ What the skill of Positive Presence is and how to begin ➤ The 3 Domains of Influential Leadership and their Principles ➤ Closing the Gap in Performance ➤ Change-Resistance and Unwanted Change ➤ Strength and Credibility ➤ Positive Presence and Your Behaviour – “your 20-square feet” |
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SESSION 2

BEHAVIOUR DOMAIN: SELF-AWARENESS

Behaviour Principle: Discover & Establish Your Inner Core

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| <ul style="list-style-type: none"> ➤ Who Are You and What Do You Believe In ➤ You Are What You Think ➤ The Law of the Harvest ➤ Mutual Beneficial Meaningful Purpose ➤ The Heart of Influential Leadership ➤ Daily Discipline ➤ Positive Presence and Your 20-Square Feet ➤ The thoughts, feelings and behaviours to spend time in using the skill of Positive Presence ➤ Change-Resistance and Unwanted Change ➤ Are You Change Capable ➤ Ongoing development of awareness for mindfulness, and super focus for inspired creative energy. | <ul style="list-style-type: none"> ➤ Tactical Capacity & Quality Management in a Knowledge Economy ➤ Core Values At Work ➤ Are You Fully Engaged ➤ Building a Strong Foundation ➤ The Performance Equation ➤ The thoughts, feelings and behaviours to avoid using the skill of Positive Presence ➤ The Journey to Closing the Gap in Performance ➤ Your Values |
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SESSION 3

BEHAVIOUR DOMAIN: SELF-AWARENESS

Behaviour Principle: Create Your Personal Purpose Statement

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| <ul style="list-style-type: none"> ➤ Event plus Response equals Outcome: The Physics Of Life ➤ How Values Affect Behaviour ➤ Where Are You And Why Are You Here ➤ Your Values vs. Organizational Values ➤ The science of stress and Positive Presence ➤ The Keys to Self-Management ➤ The Power of Focus ➤ The Virtue of Persistence ➤ Ongoing development of awareness for mindfulness, the power of a clear mind, and focus for a new way of thinking. | <ul style="list-style-type: none"> ➤ Are You Engaged ➤ People with Purpose ➤ Focus and Your Brain ➤ Assessing your energy using the skill of Positive Presence and a '3x3' ➤ Self-Awareness and Focus ➤ Creating Your Personal Purpose Statement: Personal & Professional |
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SESSION 4

BEHAVIOUR DOMAIN: SELF-AWARENESS

Behaviour Principle: Accept Responsibility and Ownership of Self

- Energy awareness using breathing and the skill of Positive Presence
- The Four Elements of Purpose
- The Attributes of The Performance Excellence Focusing System
- Taking Responsibility – What Does It Mean
- Vital Strengths That Ensure Success
- Perspective and Perception
- Leveraging Responsibility
- Revealing Character
- Getting Unstuck
- Where's The Problem
- The Bigger The 'Event' The More Important The Response
- Ongoing development of awareness for mindfulness, the power of focus, and inner-strength to train your brain.
- Being Prepared For The Big 'E'
- The Proactive Model
- Your Mental Model And Your Behaviour
- Improving Behaviour Vs. Improving Performance
- Developing The Proactive Habit – What Is It
- Your Circle Of Influence
- The 'Excuse Trap'
- Change Capacity and Neuroplasticity
- To Live Is To Change
- How Positive Thoughts Lead To Positive Emotions Lead To Positive Behaviours
- The relevance of the skill of Positive Presence to today's knowledge-based society

SESSION 5

BEHAVIOUR DOMAIN: SELF-AWARENESS

Behaviour Principle: Discover Your Primary Behaviour Domain

- The science of success using the skill of Positive Presence and the neuroplasticity of the brain
- Establish and know your values using the skill of Positive Presence
- Behaviour – Tangible Or Intangible
- The Proactive Model and Circle of Concern
- You Are Unique – Or Are You
- People Problems – Why Does This Happen
- Why Relationships And Teams Fail
- Importance of Self-awareness
- Using the skill of Positive Presence for Self-awareness
- Role Overload And Burnout
- Compassion Fatigue and Vicarious Trauma
- The Human Condition Of Perception
- Ongoing development of awareness for mindfulness, the power of releasing brain blocks, and expanding inner strength for infinite wisdom and peaceful strength
- The Circle of Reality
- How Real is REAL
- Reality Matrix
- The Needs Of A Leader/Manager And Consequences If Unmet
- Situational Leadership Model
- Using personality/behavior styles and the skill of Positive Presence
- DISC Behaviour Profiling
- Applications of Behaviour Profiling
- The Four Scale Styles and Characteristics
- Profile Behaviour Expectations
- Where and How Do You Fit

LEVEL 2

SESSION 6

BEHAVIOUR DOMAIN: COLLABORATION

Behaviour Principle: Develop Critical Thinking to Change Performance

- Collaboration – A New Way of Thinking
- What's In Your 20 Square Feet
- Your Bio-Field, Your Mindset, And Your Behaviour
- The Center for Influential Leadership Behaviour Domains and the skill of Positive Presence
- The 10 Principles and the Equation of Life
- Overcoming Your Natural Resistance To Change
- Knowledge Workers and Knowledge-Based Organizations
- The Neuroplasticity of Your Brain
- Neuroscience, 'Mindsight' and the skill of Positive Presence
- Behaviour Profiling and Leading
- Competition or Collaboration
- Collaboration as a Culture
- Characteristics of Low (or no) Collaboration
- What you can control
- Critical Thinking – What Is It

SESSION 6 (cont'd)

- The 9-Dot Thinking Puzzle
- Perception / Mental Models
- Maximizing Your Thinking
- The Thinking Process – Slow It Down, Break It Down
- The Intellectual Virtues Of Critical Thinking
- Purposeful Reflective Judgment
- Ongoing development of awareness for mental health, the power of opening your mind, and training your brain for a new perspective.
- Contrasting Thinking Habits
- Your Brain and Critical Thinking
- Attributes of a Critical Thinker
- The Value of Critical Thinking
- Group Think
- Collaborative Meetings

SESSION 7

BEHAVIOUR DOMAIN: COLLABORATION

Behaviour Principle: Manage Emotion for Performance Lever

- The Emotion of Collaboration
- Collaborative Performance
- Emotional Self-management to Drive Goal Achievement
- Developing Cognitive Strength for Emotional Intelligence
- Managing Behaviour via Emotion
- Emotional Deficits
- Emotional Demands
- Cognitive Strength for Mental Toughness
- Do Your Emotions Manage You?
- The Importance Of Emotions
- The five domains of Emotional Intelligence (EQ) with the skill of Positive Presence
- Ongoing development of awareness for mental health, the power of gratefulness, and focus to give and receive freely.
- Emotions as a Call to Action
- Emotions and the Life Equation
- The Circle of Reality and Emotion
- Emotions – Productive or Disruptive
- Attention and focus using the skill of Positive Presence
- Emotions and Collaborative Focus
- The Power of Focus on Emotion
- The Four Quadrants of Emotion for Collaboration
- Change Theory and Emotions
- Behaviour Profile and Emotions
- Emotional Management Action Steps

SESSION 8

BEHAVIOUR DOMAIN: COLLABORATION

Behaviour Principle: Create & Sustain Highly Effective Relationships

- The Collaborative Culture of Relationship
- Choose Your Attitude for Success
- What is Collaborative Relationship Behaviour
- Collaboration vs. Title and Rank
- What's In It for Me?
- The Seven Relationship Needs of an Integrated Team
- The Blame Game
- Mental Models of Collaboration
- Relationships Build Team Work
- Discipline, Persistence & Common Sense
- The Integrated Team
- Attributes of a Great Teammate
- The Relationship Challenge
- Trust-Earning Behaviour
- Key Relationship Killers
- Barriers to Transforming Culture
- Ongoing development of awareness for mental health, and the power of an open mind of gratitude, and the opportunity to freely receive infinite wisdom.
- The 5 Don'ts of Collaboration
- Team Development for Collaboration
- Seven Keys to Productive Relationships
- The Three Dimensions of Trust
- RPE – Repeated Positive Experience
- Action Steps to Build Trust
- The Question of Goals, Roles and Expectations
- Taking Initiative to Communicate for Relationships
- Interpersonal Limitations of Communication
- Commit to Success of Others
- Effective Conflict
- Recognize, Respect, Respond and Adjust to Behaviour Styles
- HeartMath shows coherent energy for the positive and energized mind of Positive Presence

LEVEL 3

SESSION 9

BEHAVIOUR DOMAIN: CONNECTION

Behaviour Principle: Dedicate Self to Continuous Learning

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| ➤ The Continuous Learning Model | ➤ Impediments to Learning |
| ➤ Investing in Your Future | ➤ The Arrogance in Learning |
| ➤ Learning as an Active Process | ➤ The 8 Action Steps of Learning |
| ➤ Experience Is Inevitable (E+R=O) | ➤ Index of Learning Styles |
| ➤ Sharpen Your Edge | ➤ Experiential Learning Theory (ELT) |
| ➤ Communicate for connection using the skill of Positive Presence | ➤ Learning Styles |
| ➤ Connection Is Operational | ➤ VARK / VAC |
| ➤ Learning as an Individual Choice | ➤ Learning vs. Behavioural Style |
| ➤ Learning as a Collaborative Team Choice | ➤ DISC vs. Learning Style |
| ➤ Learning as an Organizational Choice | ➤ Collaborative Learning an Imperative for Growth |
| ➤ Learning for a Change | ➤ Life as a Continuous Learning Process |
| ➤ Critical Steps in the Pathway to Learning | ➤ Mindfulness and the skill of Positive Presence |
| ➤ Ongoing development of awareness for mental health and the power of connecting body, mind and soul with thoughts and neural pathways that serve and strengthen inspired peaceful energy. | ➤ Meditation and the skill of Positive Presence |

SESSION 10.1

BEHAVIOUR DOMAIN: CONNECTION

Behaviour Principle: Manage Priorities for Maximum Pay-off

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| ➤ Time Management vs Priority Management | ➤ The importance of a coach - self-coaching and the skill of Positive Presence |
| ➤ The Discipline of Priority Management | ➤ Organizing for Success |
| ➤ Connection as a Strategy | ➤ Maximizing Your Time |
| ➤ The Time of Your Life – Step By Step | ➤ Analyze for Awareness |
| ➤ The Time of Your Life – Chronos vs Kairos | ➤ 4 Daily Disciplines |
| ➤ It's Only a Matter of Time | ➤ Task Analysis |
| ➤ Time Wasters | ➤ Culture Change vs. Time Management |
| ➤ The Time Matrix | ➤ The Behaviour Styles of Priority Management |
| ➤ Four Key Disciplines of Priority Management | ➤ Gratitude and the skill of Positive Presence |
| ➤ Four Action Steps to Prioritize | |
| ➤ Ongoing development of awareness for mental health and the power of the mind to breakthrough barriers to create a new perspective of receiving wisdom and support. | |

SESSION 10.2

BEHAVIOUR DOMAIN: CONNECTION

Behaviour Principle: Develop & Enhance Communication Skills

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| ➤ Giving back and the skill of Positive Presence | ➤ Care Deeply |
| ➤ Communication Strategy as an Operational Process | ➤ Listen Carefully |
| ➤ Effective Communication as a Leadership Duty | ➤ The FOCUS Method Listening Discipline |
| ➤ Making the Connection for a Culture of Collaboration | ➤ The 8 Keys to Communicate Effectively |
| ➤ The Illusion of Communication | ➤ Communication Criteria |
| ➤ The Communication Process | ➤ Positive Presence business strategy is the new 'Lean' |
| ➤ The Excuse Trap | ➤ |
| ➤ The Top 6 Excuses for Ineffective Communication | ➤ Adjust Your Behaviour Style Appropriately |
| ➤ Four Action Steps for Communication | ➤ Profile Behaviour of Communication |
| ➤ Ongoing development of awareness for mental health and the power of a grateful heart to inspire, guide and nourish the mind with gentle wisdom and peaceful strength. | |



CORPORATE HARMONY'S POSITIVE PRESENCE PROGRAMS																				
	Subject Matter Expert (SME) Credentialing Program	Subject Matter Expert (SME) Guide	Ten (10) monthly workshops audio/videos	Twenty-one (21) audio/video Key-notes	Interactive Training	Private web page (12-month access)	The Positive Presence Program Manual (200+ pages)	Interactive group/individual assignments	Slide Decks	Online Book Library	Online Favourites Library	Online Resources Library	Development tools and techniques	Neuro-exercises	Other resource materials	Personal Learning Development Journal	Positive Presence For One - Twenty-four (24) 30-minute audio/videos	Positive Presence Introduced - Ten (10) mini-audio/videos	License Fee ppl* (1/15)	User Fee pp**
Positive Presence Enterprise Model	x	x	x		x	x	x	x	x	x	x	x	x	x	x	x			\$ 2,997.00	\$ 47.00
Positive Presence Healthcare Leadership	x	x	x		x	x	x	x	x	x	x	x	x	x	x	x			\$ 2,997.00	\$47.00
Positive Presence Physician Leadership				x	x	x	x	x	x	x	x	x	x	x	x	x				\$1,247.00
Positive Presence For One***																	x			\$ 997.00
Positive Presence Introduced***																		x		\$ 97.00

*ppl = per SME

**pp=per person

***price included in future upgrades

