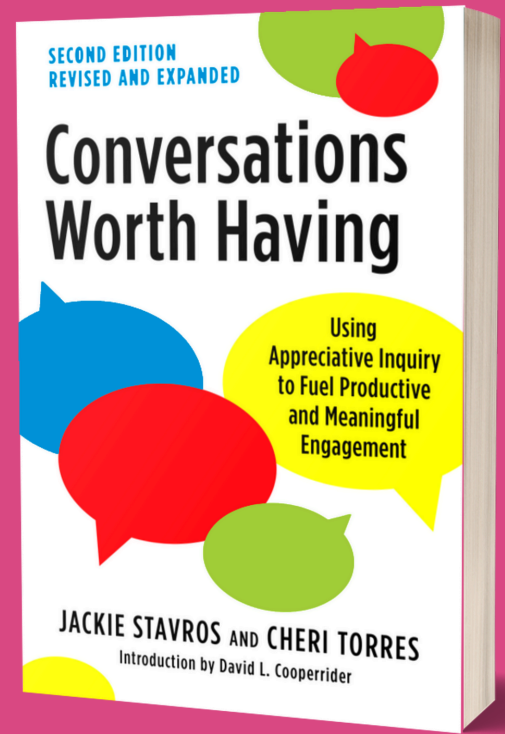




Conversations can be critical and destructive or generative and productive.

Conversations Worth Having with RLD Group shows leaders and organizations how to guarantee that your conversations will help people, organizations, and communities flourish in today's rapidly changing environment.



PROGRAM OVERVIEW

Why Choose Conversations Worth Having with RLD Group?

Simply put, to fuel meaningful engagement with tech leaders with lived tech executive experience.

In today's world, technological change is accelerating faster than the rate at which most people can absorb it. Back-to-back meetings, no time to think, and reactive leadership are the norm.

Organizations that will thrive and sustain high performance are those that create cultures where the wisdom inside the organization is valued, accessed, and acted on.

Conversations Worth Having taps into your teams' lived experiences and insights to help your organization accelerate innovation, problem-solving, and engagement.

RLD Group's Conversations Worth Having Bootcamp is a framework and set of tools for unlocking your teams' wisdom and ensuring their collective insights drive your organization's success.

COSTS OF LACK OF ENGAGEMENT



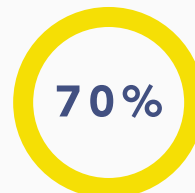
Lack of engagement costs businesses a significant amount in lost productivity and turnover:



The annual cost of disengaged employees to U.S. businesses.



The cost of replacing a highly trained employee.



The percentage of variance in employee engagement that is tied directly to management quality.

The Conversations Worth Having Bootcamp helps counter these costs by creating engaged, high-performing teams that are empowered to share their insights and unlock innovation.

1. The Power of Conversation

In the face of rapid technological change, organizations need to access the collective wisdom within their teams. This module focuses on creating dialogue that helps teams express their lived experiences and share valuable insights, which are often hidden in reactive environments.

Outcome:

Make the invisible visible—bring forward the wisdom and insights of your team to drive innovation and adaptability.

2. The Art of Asking Generative Questions

Generative questions help leaders and teams access valuable insights by encouraging curiosity and open dialogue. In an era where change is outpacing our ability to adapt, these questions ensure that your team's collective intelligence is tapped for solutions.

Outcome:

Generate new knowledge and foster innovation by engaging the lived experiences and expertise within your organization.

3. Intentional Framing for Productive Engagement

This module teaches leaders to reframe challenges in ways that access the wisdom and collective insights of their teams, especially in times of rapid change and uncertainty. By intentionally framing conversations, leaders can ensure that their teams feel safe to share their experiences and contribute to the organization's success.

Outcome:

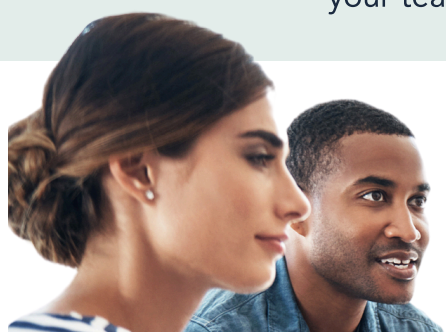
Create shared understanding that enables your organization to thrive amidst change by leveraging the collective wisdom of your team.

4. Step Up to Feedback

Leaders will learn to use feedback as a tool to access and act on the insights shared by their teams. Through customized feedback strategies, you can build a culture of trust and continuous learning, ensuring that the wisdom inside your organization is not only valued but acted on.

Outcome:

Inspire possibilities—feedback becomes a tool for growth, helping your organization tap into the collective intelligence and lived experiences of your teams.



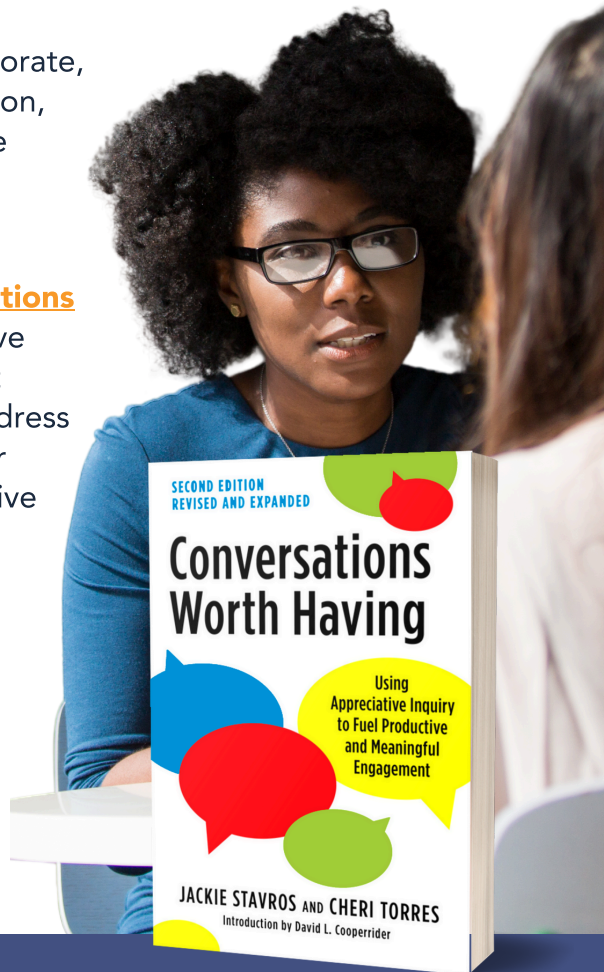
"As a direct result of this Conversation Bootcamp, I've improved the value and outcomes of conversations across my work and personal life by shifting from reactive conversations to inquiry-based dialogue that sparks resilience, innovation, and reduces risk."

— Dr. Suzette Brown, Education & Consulting

Explore the Conversations Worth Having Suite of Solutions

At RLD Group, we offer a comprehensive range of Conversations Worth Having solutions designed to help organizations tap into their team’s collective wisdom, boost engagement, and sustain high performance. Each service is tailored to your organization’s unique challenges and goals:

- 1 Conversations Worth Having Bootcamp**
 Our flagship Bootcamp creates a culture of inquiry-based leadership, where teams feel empowered to speak up, collaborate, and innovate. Through modules like The Power of Conversation, Generative Questions, and Intentional Framing, we customize the Bootcamp to your specific needs to ensure your team thrives in the face of constant change.
- 2 Executive Consulting and Deep Dive Leadership Conversations**
 For leadership teams facing complex challenges, our Executive Consulting sessions provide tailored strategies to ensure that leaders foster open conversations, unlock innovation, and address reorgs and change fatigue. These sessions are customized for your leadership team’s needs and focus on applying Generative and Appreciative Inquiry for high-impact decision-making.
- 3 Conversations Worth Having Cohort Tune-Up Workshop**
 Our Cohort Tune-Up Workshop helps your leadership team maintain momentum after the initial Bootcamp. This follow-up session reinforces the skills learned and ensures that inquiry-based conversations remain part of your organizational culture, driving engagement and innovation long after the initial training.



Ready to Reboot Your Leadership Drive through Conversations Worth Having?

RLD Group offers customized solutions co-created with you to help organizations thrive in today’s rapidly changing world. Plus, by working with RLD Group, a WBENC WBE and WOSB-certified business, you can meet your diversity and inclusion goals while empowering your team with the skills to lead, collaborate, and innovate.

Book Your Custom Conversations Worth Having Solution Today!

Contact us: 📞 (408) 789-8388 ✉️ hello@rldgroupllc.com

Our Conversations Worth Having solutions reduce these risks by driving engagement, fostering innovation, and creating a culture of inquiry-based dialogue. Let's start your transformation today—with the AI that matters most: the human kind!

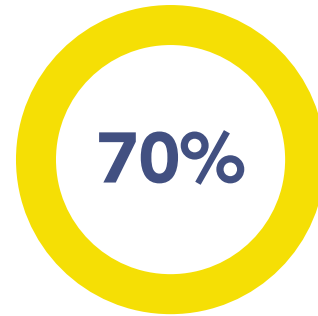
The cost of doing nothing is staggering



The annual cost of disengaged employees to U.S. businesses.



The cost of replacing a highly trained employee.



The percentage of variance in employee engagement that is tied directly to management quality.

Reap the Benefits of Conversations Worth Having:

- ✓ Elevated Engagement and Enthusiasm: Cultivate a positive environment where teams feel motivated and committed.
- ✓ High-Performance Teams: Build clarity and shared goals that drive success.
- ✓ Burnout Prevention and Well-Being: Develop strategies to sustain energy and resilience across your organization.
- ✓ Continuous Feedback: Establish routines that promote ongoing learning and growth.
- ✓ Innovation and Creativity: Encourage diverse perspectives to spark new ideas.
- ✓ Inclusivity and Trust: Create a culture where every voice is valued and heard.



**"Our words create our worlds ...
our organizational lives and the lives of others
flourish or flounder, one conversation at a time."**

David L. Cooperrider

