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Whoever said learning can’t be fun and inspirational?
Conference Solutions: Learning Simulations and Keynotes

Learning Simulations: Serious Games. Real Results.

Juice’s learning simulations bridge the gap between theory and practice: they are powerful tools that turn learning into application.

Our three simulations are interactive, hands-on and learner-centric, and encourage active experimentation on the part of participants.

All of our simulations:

- immerse participants in real experiences that generate real emotions and dialogue;
- get groups talking about the actual challenges they face in the workplace;
- give participants the understanding and tools they need to craft solutions; and
- include multiple debriefs, providing participants with an opportunity to stop, identify issues, brainstorm solutions, and then execute.

Each simulation is distinct from the others in terms of length of time required, and complexity of issues addressed: Terra Nova is the most robust of the three simulations, The Big Picture is lighter in content and has a high “fun” factor, while Enterprise brings a solid balance of learning and fun.
Despite a shared mission, individual teams typically focus on their own needs, rather than those of the overall organization. As a result, quality suffers, conflicts surface, and bottlenecks form.

Incorporating an integral 360-degree feedback process, Juice’s Terra Nova simulation highlights for participants the relationship between the work environment, individual behavior, and the importance of dialogue.

Terra Nova mirrors the real-world challenges that organizations face: specifically, teams who must work toward a common goal amid friction.

This learning simulation engages participants, builds knowledge, creates commitment, and prepares teams to better align the goals and activities of various groups within any organization.

Terra Nova can be further customized to drive your organization’s values, competencies and messages.
**Workshop outline (3 to 7 hours)**

*Terra Nova* participants are divided into distinct teams representing departments, regions or functions.

For individual teams to be successful, they need to recognize their role in fulfilling their common mission articulated at the outset of the experience: to make *Terra Nova* prosper.

Throughout the session, participants will be given an opportunity to stop and evaluate their behavior and performance.

The simulation ends on a “high” not only because each team is successful—but because they earned and can own their success.

The *Terra Nova* simulation can be used either as:

- a one-time stand-alone activity; or
- customized to support ongoing training initiatives focused around specific topics including but not limited to accountability, alignment, engagement, dialogue, execution, team building and change.

- The post-learning option (often in the afternoon if *Terra Nova* simulation runs in the morning) includes a strategic gameplan: a template to help organizations effectively present an idea or innovation to management, and lay out the project plan from start through to completion.

**Learning outcomes**

In this simulation, participants will learn how to take charge of their culture, decisions and environment; and to align individual, team and organizational goals. In doing so, they will see the benefits of alignment, creating an “organization” that:

- has removed bottlenecks,
- drastically improves productivity,
- achieves outstanding business results, and
- is a great place to work.

Ultimately, participants will leave this session knowing how their behavior and actions impact the performance of their team and organization.
Learning Simulations

The Big Picture
Customer Service Illustrated

Overview

In the real world, customers reward organizations for delivering finished products—not for the effort that individual employees put into their own goals and activities.

By bringing groups together to design and construct an 8’ by 10’ billboard or banner, The Big Picture highlights how the work of every person, team, and department is “seen” by the customer, thereby impacting the bottom line.

The Big Picture is designed to illustrate the importance of alignment within organizations, between individuals, teams and departments.

Learning outcomes

In this simulation, participants will learn how to take charge of their culture, decisions and environment; and to align individual, team and organizational goals. In doing so, they will see the benefits of alignment, creating an “organization” that:

- has removed bottlenecks,
- drastically improves productivity,
- achieves outstanding business results, and
- is a great place to work.

Ultimately, participants will leave this session knowing how their behavior and actions impact the performance of their team and organization.
Workshop outline (2 to 5 hours)

Customized to include your organization’s logo, graphics and theme(s).

Each team is responsible for ensuring that their piece of The Big Picture is successfully completed, and that it seamlessly integrates with the work of the teams on either side of them.

Even if each team does good work on its own portion, the squares must align with those of the other teams, or this will be reflected in the finished product.

A mid-program debrief will allow participants an opportunity to stop, evaluate and change their course if necessary.

The group’s success will be determined by the finished product—the results are always interesting…and are literally hanging on the wall for all to see!

The Big Picture simulation can be used either as:

- a one-time stand-alone activity; or

- customized to support ongoing training initiatives focused around specific topics including but not limited to accountability, alignment, engagement, dialogue, execution, team building and change.

- It is very effective as a kick-off or the wrap-up to your conference. There is high energy in the room as teams work with giving and receiving clear direction, color and design.

The Big Picture can be further customized to drive your organization’s values, competencies and messages.
Enterprise
Framing Executional Excellence and Accountability

Overview

In today’s fast-paced world, businesses don’t have the luxury of time to discuss accountability from a theoretical perspective—and if they do, they will have difficulty delivering on promises to internal and external customers.

As employees of Enterprise Inc., teams race against the clock (and their competition) to construct a spacecraft on time and on budget, while balancing the need for results and keeping people engaged.

To succeed, teams must honestly assess and coach for performance, and work together to align their goals and activities to achieve individual, team and organizational accountabilities.

Learning outcomes

In this fast-paced simulation, participants will learn:

• how to take charge and accept accountability for their decisions, environment and results; and

• the connection between accountability, execution and results.
Workshop outline (2-3 hours)

The Enterprise simulation can be used either as:

• a one-time stand-alone activity; or

• customized to support ongoing training initiatives focused around specific topics including but not limited to accountability, alignment, engagement, dialogue, execution, team building and change.

Enterprise can be further customized to drive your organization’s values, competencies and messages.

Participants will learn and apply the 6 C’s of Accountability:

• Clarity - clear roles, goals & expectations
• Competence – knowledge, skills, experience
• Commitment - engagement, explanation, expectation
• Collaboration - vertical and horizontal alignment
• Course Correction – STOP: Step Back, Think, Organize, Proceed
• Critical Communication - Clear, Timely, & Tough

Needs
Simulations / Experiences
Accountability
Employee Engagement
Strategic Thinking
High Performance Teams
Innovation

Audience
All levels of the organization
Groups of 10 to 200+ participants

Learning: ★★★
Fun: ★★★
Treasure in the Tension
Getting to what matters most

Tension reigns supreme between departments, between people and tasks, and between budgets and deadlines. Add in remote teams, diverse cultural/generational views and a need for speed, and you’ve got a recipe for ongoing conflict and extreme emotional strain throughout your entire work force.

To make matters worse, senior leaders feel ill-equipped to handle these tensions. So, instead of addressing it, they try to overpower or avoid the tension—neither of which produces the results they need.

In this compelling keynote presentation, Juice co-founder Brady Wilson will help leaders:

1. Identify the business tensions that get in the way of results, relationships and commitment.

2. Stand in the middle of the tension, harmonize competing needs, and draw out a solution that serves the employee experience and the global needs of the business.

3. Energize people to fuel innovative solutions, high engagement and great results!
What if you could harness organizational tension into something positive for your business?

But, when approached strategically, tension in the workplace can actually become a driver of:

- opportunity,
- innovation, and
- personal connection.

Brady Wilson, author of *Juice—The Power of Conversation*, knows how to turn the tables on organizational tension and find the treasure at its core. In this dynamic presentation, Brady will show leaders how to unlock the hidden potential in their organization by skillfully moving toward tension.

As a leader, everything you do has the potential to elicit—or block—the willingness of employees to go above and beyond the call of duty:

- Meet an emotional need, and you energize them through meaning and purpose; but
- Let that need go unmet, and you release the negative energy that triggers cynicism, apathy and reduced productivity.

The solution to increased productivity and improved employee engagement and communication is to meet the deeper needs of their hearts, in addition to their heads.

Brady Wilson, author of *Love at Work: Why Passion Drives Performance in the Feelings Economy*, will share the power of how leaders can use love to develop employees who are committed, accountable and energized.

Our keynote presentations inspire today’s senior leaders to transform their businesses into higher-performing organizations pulsating with motivated, passionate, innovative employees who consistently go above and beyond the call of duty. And the results have been astounding.

### Ideas, skills and tools you can use immediately

Our high impact and thought-provoking keynotes are designed to give leaders the refreshing ideas and practical tools to:

- energize their team to get great results,
- face fears and challenges,
- create meaning for their people, and
- create ease in the system.
Beyond Engagement
Energized Employees - Better Results

Your most engaged employees may be loyal. But are they energized?

Today’s organizational leaders face a new challenge—how to move employees beyond engagement to a culture where their workforce can:

- manage the needs of employees and the needs of the organization,
- release bottled-up innovative thinking, and
- consistently create breakthrough business results.

The key lies in energy.
Are your well-intended engagement strategies putting your best employees at risk?

Leaders who can successfully shift from managing engagement to managing energy will make a monumental difference to their people—and consequently, business results.

In this thought-provoking keynote for senior leaders, Juice Inc co-founder Brady Wilson will share:

1. The myths of employee engagement.
2. Key strategies to take employees beyond engagement.
3. Tools for turning your workforce into a higher performing organization.

Consider the possibility of something beyond employee engagement! Creating a culture that harnesses and fosters sustainable organizational energy is not easy—but it is possible.

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“Brady Wilson is the expert on releasing intelligent energy and energizing your customers.”

Brian Stevenson, Senior Vice President, Sales & Marketing, LaserNetworks Inc.
Innovation in a Box
Applied Innovation for Real People

More and more, the discipline of innovation is emerging as a new strategic priority across the public and private sectors. Why? Because innovation can create efficiencies, lower costs and increase profitability.

But often, the challenge is not in coming up with ideas: it is about the ability of leaders to engage their workforce in a process that transforms how everyone approaches innovation.

An unstructured process—such as people sitting around a table in a boardroom, asked to “think outside the box,” and wait for inspiration to happen—often doesn’t yield great results, nor is it energizing.

Research shows that real teams using a structured innovation process will produce up to 500% more useful ideas than a so-called “creative” group that uses traditional brainstorming methods.

It is possible to create a culture brimming with breakthrough ideas and innovations!
Join Rick Boersma for this thought-provoking and graphic presentation, certain to transform the “box” from which you currently view innovation!

Our keynote presentations inspire today’s senior leaders to transform their businesses into higher-performing organizations pulsating with motivated, passionate, innovative employees who consistently go above and beyond the call of duty. And the results have been astounding.

“Concepts are simple, understandable, not mystical, magical stuff.”

Senior Director, HR and OD
Healthcare Organization
It is possible to create a culture brimming with breakthrough ideas and innovations!

In this interactive, high-energy and kinetic keynote presentation, Juice’s Innovation Practice leader Rick Boersma will demystify the process and introduce you to:

1. The principles that make innovation work for individuals, teams and organizations.
2. How using a structured approach can transform how you solve problems at work.
3. Practical interactive tools for stimulating innovative thinking.
Love at Work
Driving performance in the feelings economy

People have a short memory about facts, but they never forget how you made them feel. And research supports this: employees will give businesses 400% more effort if trigged by emotional engagement, than if engaged only on a rational level.

In this compelling keynote presentation, Juice co-founder Brady Wilson will help senior leaders:

1. Understand the difference between rational and emotional engagement, using real-life examples of how emotional engagement leads to improved business results.

2. Learn a more effective method of communicating with their employees, in a way that fosters their best thinking and greatest contribution.

3. Build cultures where leaders can use love to extend themselves to invest in the highest good of their people.
Welcome to the *Feelings Economy*: where feelings, not intellect, drives the behavior of your employees.

As a leader, everything you do has the potential to elicit—or block—the willingness of employees to go above and beyond the call of duty:

- Meet an emotional need, and you energize them through meaning and purpose; but
- Let that need go unmet, and you release the negative energy that triggers cynicism, apathy and reduced productivity.

The solution to increased productivity and improved employee engagement and communication is to meet the deeper needs of their hearts, in addition to their heads.

Juice co-founder Brady Wilson, author of *Love at Work: Why Passion Drives Performance in the Feelings Economy*, will share the power of how leaders can use love to develop employees who are committed, accountable and energized.

Our keynote presentations inspire today’s senior leaders to transform their businesses into higher-performing organizations pulsating with motivated, passionate, innovative employees who consistently go above and beyond the call of duty. And the results have been astounding.

“*The participants had never experienced such intensity. Constant light bulbs were going on with the participants in relation to their responsibility to make customer service a priority.*” — UNICEF Canada

“*Brady delivered a captivating keynote with humour, thought-provoking and relevant anecdotes that deeply touched the audience.*” — HRPA GV Chapter
About Juice

At Juice, we believe that energized and engaged employees fuel great customer experiences and better business results. That’s why we focus on ideas, skills and tools people can put to use immediately.

You get people who own the result!

It’s also why we build on the work you’ve already done. You get more out of what you’ve already invested in.

The result is an energized team, better performance and results that matter.

Our clients think of us as their performance partner.
Refreshing Ideas. Real Results.
Juice Learning Methodology

All Juice Inc. programs share common design principles.

How people learn: Real Work™

We know that people learn best by doing, and especially by learning on-the-job.

Accordingly, our programs focus on learning, practicing and applying new skills and tools to learners’ real world circumstances. We use simulations, action-learning, and real-work simulators to ensure not only learner engagement, but success.

We also know that the best kind of practice is on the job—so we:

- incorporate Real Work™ into everything we do; and then
- support the learning and work done in the class through post-training support, which we call Project Learning™.

If simulations bridge the gap between theory and practice, Real Work and Project Learning bring the practice home.

Engaging activities

Juice Inc training is grounded in adult learning principles.

And because our experience has come from the field of experiential learning, you’ll find we deliver learning through an engaging blend of activities including:

- Instructor-led content that teaches simple and practical tools for leaders to use every day;
- Small and large group discussions that create a shared experience, and deepen understanding;
- Individual reflection that provides time to process learning and explore self-discovery and personal application;
- Deliberate practice to build courage and confidence in new skills; and
- Experiential exercises to create both rational and emotional commitment.
Customizable learning: it’s about you

Our customizable learning methodology allows you to select the mix of tools and approaches that will best suit your audience and drive the outcomes you are looking for.

We work with you to select the best mix of learning strategies including but not limited to:

- Pre-training strategies
- Learning delivery strategies
- Blended solutions with Juice e-learning
- Post-training strategies
- Measurement

Pre- and post-training

The most effective mix of pre- and post-training tools will be selected in consultation with you and your leaders, to deliver the best results possible. The proposed fee structure includes the follow-up emails. E-learning and individual coaching are billed in addition to the proposed fee.

“(Juice is an) extension of my HR function in the learning, training and development area.”

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