

TRANSFORMATIONAL LEADERSHIP WORKSHOPS

with Paul Draper



In Pursuit of “Cultural Alignment” and the “Perfect Customer Experience”

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What's it about?

How to get extraordinary results out of ordinary people!

- 1) Building an Innovative Culture
- 2) Leading Cultural Change
- 3) Communicating with Authenticity
- 4) Bridging the Gap between Stated Mission and Behaviors



What is the response?



"I have spent over 20 years in healthcare management and have never seen the level of excitement

and engagement peak in just one session until Paul Draper arrived on our doorstep."

-Amy C. Barry

**Senior Vice President & Chief Human Resources Officer
Lakeland Regional Health Systems**



Lecturing at Yale University

In Depth

Paul Draper brings new insight and a fresh presentation style that is simple, practical, clear, and entertaining. He is an anthropologist who shares a deep understanding of human culture. He is also an internationally recognized entertainer focused on the magic of the mind. This is an opportunity for you to share with your leaders an experience of fun with a deep foundation.

Together we will discover how to get extraordinary results out of ordinary people. Fostering teamwork in your organization cannot be accidental or casual. In this highly interactive workshop we help you to: understand your individual team style; present exercises to practice leading high performance teams; review the evolution of how teams develop; and discuss how to manage conflict through core communication skills.



"Paul Draper is a modern day renaissance man with in-depth experience as a results-driven corporate facilitator!"

-Joseph Zompetti, Ph.D.
Professor of Rhetoric & Civic Engagement
Illinois State University



"I have only rarely seen an audience of young people as engaged, educated, and enthralled by a guest speaker as by Paul Draper. He most certainly is not somebody who will easily — if ever — be forgotten. I personally was held spellbound by Paul; and I can't wait to invite him back."

-Harvey Goldblatt, Ph.D.
Chair, Department of Slavic Languages and Literatures
Master, Pierson College
Yale University



"Paul Draper has worked with our top leaders for several years. He has brought a great deal of expertise, insight, and experience to our people and I would highly recommend him for your organization."

-Mark E. Robitaille
President and Chief Executive Officer
Martin Memorial Health Systems

Who Will Benefit and Achieve High Performing Results?

Leadership Development / Organizational Development for: Executives, Directors and Managers of teams and departments of 10 - 1,000 people.

Leaders Need New Insights and Tools

There is increased pressure in the current market to reach higher customer satisfaction and performance scores with fewer resources in an ever-changing marketplace. This will require a new level of teamwork, engagement, and commitment from your teams which must be driven by a clear understanding of your goals and objectives.

Organizational change can be difficult to implement and requires special expertise in observing and transforming human culture.

These workshops will teach your leaders how to isolate your needs, heal the situations, and make your people stronger while growing your role as a caring leader.

Focus

Our focus is to provide the right tools and insights in an engaging and entertaining environment. You need solutions to reduce costs and improve quality. This is a practical workshop focused on results that are based on practical techniques. These workshops will teach your people to understand individual world views and dynamics that will work to reinforce and build high-performing teams within your organization.

When these tools are implemented you will experience higher rates of:

- 1) Customer Satisfaction
- 2) Employee Engagement
- 3) Employee Satisfaction
- 4) Product Quality
- 5) Cultural Alignment to Mission



Your leaders will be provided many actionable tools including a framework for continuous innovation, practical tools for managing change, observation skills, active listening skills, and effective conflict management strategies.

Throughout these workshops, your leaders will learn to understand departments, teams, and individuals,

and be provided the tools to gain consensus among diverse groups of your people to reach a common goal.

Your leaders will also learn how to understand and engage people to successfully facilitate productive change based on a shared vision and strategy. This shared vision and culture will inspire individuals to actively give more of their discretionary engagement to the group, resulting in higher productivity and satisfaction.

Three Phases

We all intuitively know that there is a big difference between understanding, knowing, and actually doing it. In the three phases of these programs, teams will be able to learn, do, and then teach what they have learned to others.

- 1) Awareness: Leaders will learn to observe culture and see gaps between stated mission and behaviors
- 2) Actualization: Leaders will learn to bridge the gaps, fix conflicts, and actualize goals
- 3) Transference: Leaders will learn to teach these powerful ideas to others and create sustainable culture

Expertise

Paul Draper brings a unique set of knowledge and skills to these workshops.

As a cultural anthropologist: he understands how to connect at a core level across cultures and diversity of employees to help find common ground. This means he will work to build a deeper enthusiasm for your mission that will create more successful engagements with team members and customers. Skills used include anthropological ethnographic observation, understanding culture, understanding inherent human universals, conflict management, and the science behind the construction of leadership and tribes.

As A Professional Entertainer

Paul Draper has performed for the The Venetian Resort-Hotel-Casino and Planet Hollywood Resort & Casino in Las Vegas. In his performances, he specializes in a unique set of skills to read and influence others. Beyond the above, he has a showman's gift for making the entire process of cultural change and alignment entertaining, inspiring, less stressful, and far more productive for everyone involved.

Your Teams Will Have Fun and Learn

Teams and individuals will have a chance to participate in juggling, magic, and other interactive exercises highlighting and emphasizing the tools and objectives. This will be an inviting, educational, and fun experience that targets and energizes all training related to job instruction, public speaking, and accountability.

Benefits

These workshops are your opportunity to invest in your Human Capital and meet your people goals through simple principles that will communicate and motivate your people to a higher state of mission alignment.

Your team will learn the tools to observe and align your culture to your customers' and team members' needs. With increased rewards and penalties based on quality/customer/employee satisfaction, your key to success will require a deep understanding of how to align and support your teams. We are able to do this through years of research and experience interacting and training teams with:

- 1) Goal Building
- 2) Observation
- 3) Communication
- 4) Alignment
- 5) Listening
- 6) Motivation

Your return on investment (ROI) will be dramatically improved by using these tools to build a clear framework for how your team will use constant improvement to align your culture with your mission.

All with the aim of increasing value to employees and customers.

Results

- 1) Ensure the team is aligned to the leadership objectives
- 2) Increase employee satisfaction through ownership and accountability
- 3) Increase customer satisfaction through focus on "voice of the customer" strategies
- 4) Set foundations for high-performing and pro-innovation employees
- 5) Achieve higher rates of employees giving their discretionary engagement

See For Yourself

Who better than an anthropologist to teach corporate culture; who better than a Vegas entertainer to keep teams engaged throughout. <http://www.youtube.com/watch?v=tFZ9Dd8UniY>

Corporate Groups: www.PaulwDraper.com or www.AnthropologyOffice.com

Medical Campuses: www.HelpingHospitalsHeal.com

Use this opportunity to contact Paul Draper directly for a free 15 minute consultation: 1 (801) 541-2976

All presentations and workshops are individualized and adapted to your specific needs.

Here's How We Can Enhance Your Experience:

- 1) Workshops / Seminars
- 2) Keynotes
- 3) Cultural Assessment / Reporting
- 4) Cultural Alignment Coaching
- 5) "Mysteries of the Mind" Performance



Here's How We Manage Your Valuable Time:

- 1st Keynote presentation for the leaders of the organization (where applicable)
- 2nd Two 4 hour workshops for all leaders: VP to Manager (in groups of 15-30 individuals)
- 3rd Observation & Assessment of teams in action. (1-2 days per unit/team)
- 4th Break out workshops with the individual teams. (1-2 hours)
- 5th Reporting (1 week turn around)
- 6th Individual coaching with the leaders as required
- 7th Follow-up observations, assessments, and fine tuning as needed

How Much Does It Cost?: Depending on your goals and targeted results, workshops can range from half-day sessions to a 90 day cycle of improvement across multiple departments.

Our most popular offering is the two-day workshop with active follow-up: \$2,000 - \$4,000 per day + expenses (Rate variable depending on scope of work, customization, and number of dates engaged.)

Why Paul Draper is Your Choice:

Why Paul Draper is Your Choice: Paul Draper is an Anthropologist, Corporate Educator, and Mentalist. He has appeared on the History Channel, HBO Comedy Fest at Caesar's Palace, Mindfreak on A&E, HGTV, Hallmark, Hell's Kitchen, and on documentaries accompanying Steven Spielberg's "Poltergeist".

He has been featured in articles for Psychology Today, Glamour Magazine, Becker's Hospitals Review, Yale Daily News, AskMen.com, Disney's Family Fun Magazine, and many guest contributions for the AP and AOL News.

Quotes and References



"Paul has been a wonderful, positive impact for our organization, and his training sessions have received the highest ratings ever by our managers."

-Roger Chen, MBA

**Vice President of Organizational Transformation
Lee Memorial Health Systems**



"Paul has an amazing ability to understand and relate to people. His background and experiences make him a unique and exciting facilitator of human relationships and communication."

-Lisa Cannata

**Corporate Director, Learning & Organizational Development
Orlando Health System**



"My department regularly works with the entire gamut of talented performers. We were incredibly fortunate to find such an accomplished person who can educate, entertain, and mesmerize an audience."

-Mike Rice

Vice President at NBC Universal & President of the ESCB



"Paul's workshops provided guidance and polish of a type not usually available in the traditional lecture."

-Kim Silverman, Ph.D.

**Principal Research Scientist, Spoken Language Technologies at Apple
President, Society of American Magicians (Silicon Valley)**

Video: <http://www.anthropologyoffice.com/index.php/media-and-resources/video>