

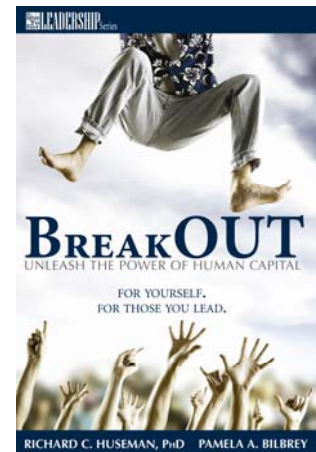
## PROGRAM OVERVIEW

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# BREAKOUT:

UNLEASH THE POWER OF PEOPLE

Richard C. Huseman, Ph.D.



## OVERVIEW

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In this presentation based on his book, **BREAKOUT: UNLEASH THE POWER OF HUMAN CAPITAL**, Dick Huseman invites people to do more than just “think out of the box.” He encourages them to **BREAKOUT** of the box entirely. Dick explains how most of us as individuals and organizations are trapped inside the box of “incrementalism.” Being inside this box means that we live day to day with self-imposed limitations that we hardly realize are there. Yet, these self-imposed limitations blind us to our full potential and allow us to be satisfied with the status quo. If and when we do change, we usually seek only the most modest of changes. But, as Dick explains, the world is changing far too fast for incremental changes to be sufficient to keep individuals and organizations competitive. In order to compete and win, we have to be able to take create leaps forward in terms of how we think, how we act, and how we relate to one another. **BREAKOUT** is designed to help both individuals and organizations unlock their true potential in order to reach new levels of performance and personal satisfaction.

## KEY ELEMENTS

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- Participants will learn how **BREAKOUT** can bring about the changes needed to establish a high performance culture.
- Participants will learn about the power of **BREAKOUT** in establishing a high performance organizational culture.
- Participants will learn how adaptable they (and their teams) are to change and how to best overcome resistance to change.
- Participants will be given the opportunity to see how perceived limitations can “blind” them from opportunities and potential solutions to challenges.
- Participants will be given the opportunity to experience firsthand how the power of teams can help achieve **BREAKOUT** results.
- Participants will be given an overview of how one organization successful achieved **BREAKOUT** be moving from the lowest tier in their industry to world-class within a very short time period.
- Participants will understand the power of engaging people’s “discretionary effort” in order to attain **BREAKOUT** goals.
- Participants will understand and be able to utilize the four major categories of organizational **BREAKOUT** Human Capital Practices:
  - **BREAKOUT** Envisioning Practices
  - **BREAKOUT** Alignment Practices
  - **BREAKOUT** Engagement Practices
  - **BREAKOUT** Cultural Practices

## INSTRUMENTS, EXERCISES AND MATERIALS

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- **The Personal Preferences Inventory** – this self-assessment survey is offered to all participants allowing them to assess their individual comfort level and adaptability to change. Time permitting, a group exercise follows allowing participants to discuss the challenges and opportunities related to leading a team of people through a period of change and/or transition.
- **The BREAKOUT Barometer** – a unique individual and group exercise that shows the power of a team approach to problem-solving.
- **Perception Quiz** – an individual exercise comprised of a series of questions that demonstrate how an individual's perception can either limit or broaden their view of what is and is not possible. In particular, a leader's ability to coach others to broaden their team's perspective in order to affect and influence enhanced performance is discussed.
- **BREAKOUT: UNLEASH THE POWER OF HUMAN CAPITAL** – the book on which the presentation is based. The book serves as a personal reference tool for participants to use as they work with their teams to **BREAKOUT** within their individual organizations. (additional cost applies)

## TIME FRAME

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**BREAKOUT** seminar can be tailored to fit a keynote, half-day or full-day sessions.

- **Keynote Speech** – a strong motivational focus on why the **BREAKOUT** approach can be a key competitive advantage for individuals and their organizations both now and into the future. A brief overview of basic concepts will be offered but only very limited use of self-assessment instruments and exercises.
- **Half-Day Seminar** – a three to four hour presentation of the most prominent **BREAKOUT** concepts. Includes the use of the *Personal Preferences Inventory* and *The BreakOUT Barometer* exercise.
- **Full-Day Seminar** – a five to six hour presentation of all **BREAKOUT** concepts and includes all self-assessment instruments, exercises and materials (excluding copies of **BREAKOUT** book which can be purchased separately).

For more information, please contact:

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