



## MSI Americas Regional Conference

### Future Leaders Workshop

24<sup>th</sup> January 2020 | 14:00 - 17:00

Miami, Florida



#### Objective:

To help future leaders think bigger, act bolder and collaborate better so their businesses can continue to grow and thrive through –

- Attracting diverse talent into their firm
- Growing, engaging and retaining talent within their firm
- Preparing the next generation of talent

**Pre-session preparation:** Review TED Talk video – Why Good Leaders Make You Feel Safe, Simon Sinek

#### Agenda:

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Timing	Topics
14:00	<p><b>Welcome and introduction</b></p> <p><b>Opening Activity using Visual Explorer cards</b> Participants will pick a photo to describe what they want to be known for as a leader. Debrief in relation to how the world is changing and why leadership is more important than ever.</p> <p><b>Think Bigger – Highlighting the Importance of an Expanded Leader Mindset that Attracts, Retains, Grows and Engages Talent</b></p> <ul style="list-style-type: none"><li>• How is the world changing? How is their business changing?</li><li>• What does the future of work look like? What do employees want and expect from their employers?</li><li>• Introduce UpSpiral™ Leader Mindset</li></ul>
14:15	<p><b>Chairs &amp; Ladders Simulation Game</b> Intention – Enable leaders to experience their impact on team members and allow leaders to gain insight about their own thoughts and actions when leading others. Small group and large group debriefs.</p>
14:45	<p><b>Act Bolder – Highlighting Progressive &amp; Bold Leader Actions that Attract, Retain, Grow and Engage Talent</b></p> <p><b>Introduce the 4 INs of Bold People Leadership</b></p> <ul style="list-style-type: none"><li>• Be INtentional</li><li>• Know INdividuals</li><li>• Stimulate INtellect</li><li>• INspire Contribution</li></ul> <p><b>Skit &amp; Teach Back Activity</b> – Break into 4 teams, each will be assigned with one IN and will discuss the following questions:</p> <ol style="list-style-type: none"><li>1. Why is their assigned IN important to their employees and their firm?</li><li>2. When someone acts in relation to the IN, what does it look like?</li><li>3. How can their assigned IN be applied to support recruiting, development, engagement and retention at their firm?</li></ol>



Each team will teach back first through a brief skit that shows the IN in action and second by starting a discussion in relation to the three questions above with the whole group. We will wrap up each IN with a large group quick summary.

15:35 Break

15:50 **Collaborate Better – Highlighting the Progress & Collaborative Practices that Attract, Retain, Grow and Engage Talent**

**Brief review of the following progressive talent strategies:**

- Capability model that aligns with the future of work
- Proactive Recruiting
- Performance through crowdsourcing feedback
- Organization Network Analysis for Succession Planning
- Cohort development journeys and blended learning experiences
- Courageous Civility culture infusion

**Small group activity** – Pair up with another person and discuss which of the above practices can immediately be applied for their firm.

**Debrief** activity in large group to share what was discussed and learned.

16:50 **Way Forward**  
Sharing of key takeaways from the session  
Q&A

17:00 Meeting ends