

# A look into the full-day intensive.

This session is a hands-on day that will make you see and act in new ways. It's packed with new concepts and examples, discussion and small group activities centered around how change has changed and what that requires of you to lead a proactive, thriving team.

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## PREWORK

**Brain Food is a short pre-read that opens your mind to new approaches and thinking.** It's the first step that nudges you to look up and outside of your normal day-to-day routine.

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## INTRODUCTION — WHAT STUCK?

**The day begins by exploring what stood out and stuck from your Brain Food experience.** The group discussion gives everyone a chance to meet and engage in meaningful conversation around new thinking.

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## CHANGE HAS CHANGED

**Understand how change is different today and what it takes to thrive.**

- Exponential vs. linear change
- Power of aligned foresight
- Now, near and far framework

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## SEE + ACT DIFFERENTLY

**If change is different today, familiar habits and skills are no longer enough.** What you relied on your whole career — your unconscious competence — needs to be rebooted into becoming deliberately effective.

- Assessment of your ability to see what's coming and act on it.
- Skills to help you proactively see and act differently.

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## LEADER AS CURATOR

### **A curator distills a wider perspective into a learning experience for others.**

Understanding and practicing this skill will help you recognize signals that are changing your business, and bring others into that conversation.

- What it means to be a curator and why it matters.
- Understanding the qualities of signals.
- Activity: Sharing the signals you've curated within your small groups, and selecting the group's top three signals.

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## ESCAPING ASSUMPTIONS AND ASKING BIGGER QUESTIONS

### **Our tendency to get stuck in assumptions and orthodoxies prevents all of us from seeing beyond "the way we've always done it."**

- Exemplar companies who have challenged orthodoxy.
- Asking bigger questions that lead to innovation.
- Activity: What assumptions may not be true given your signals?
- Activity: If your assumptions are no longer true, what are the bigger questions you can now ask?

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## FROM SIGNALS TO SIGNAL MAPPING

### **Connecting and making sense of your signals is essential to bring others along and invite them into a new conversation.**

- Examples of signal mapping
- Thought process to create signal maps
- Using a signal map to create a learning experience for others
- Activity: Create a signal map within your small group

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## DECIDING VS. DESIGNING

**You've spent much of your career making decisions — choosing from available alternatives.** This new era of change requires the ability to design entirely new solutions, beyond what currently exists.

- Connecting See + Act
- Importance of inventiveness in accelerating change
- Activity: Jumpstarting creativity
- Activity: Determining new solutions from existing options

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## WRAP UP

**Review of the New Normal Leader Toolkit, sending you off with reminders and habits that reinforce the day's discussions.**