



Transforming a culture requires new thinking,
not new tools

- Chris Anibarro

Fluid Thinking™:

Unlock Your Adaptive Potential

The current situation confronts all of us with new and tremendous challenges. We all understand that we need to be adaptive, but most of us are trying to motivate our way into adaptability without any structured or proven routines and practices. Fluid Thinking™ is a structure to solve challenging problems in the midst of ambiguity AND a development framework to see & develop ongoing adaptive problem-solving capability with their teams.



What Is The Fluid Thinking™ Program?

What we do today determines what we achieve tomorrow. Most of us have work & management habits that reinforce tactical thinking that makes adaptive thinking harder to access. Fluid Thinking™ is a program that teaches leaders how to apply AND embed adaptive problem-solving habits into day-to-day work.

Participants learn a structure they can:

- Embed into their daily routines
- Apply to actual team challenges
- Practice in 15 minutes or less each day
- Use to assess & grow people's adaptive problem solving skills
- Scale across their teams

Who Is The Fluid Thinking™ Program For?

Adaptability is critical to success in our fast-paced world. Organizations, teams and individuals often fail to make the required changes because they are stuck in their habits. This program is for leaders who want to:

- Build greater adaptability when faced with challenges
- Increase team confidence to navigate uncertain conditions
- Amplify core values such as learning, resilience and adapting
- Grow people's ability to engage in adaptive problem solving
- Focus on growing people through the whirlwind of change

What Does Fluid Thinking™ Teach?

This program teaches skills to increase your adaptability by growing your practice with adaptive problem-solving. Learn to:

- Identify the habits that disproportionately impact performance, engagement and adaptability
- Assess the adaptive capability on your team
- Create and coach new habits that build resilience and learning



Participant

Materials Include:

- Participant Toolkit
- Coaching Habit Card
- Slides & Downloads
- Access to Session Replay

Want To Customize This Program?

We offer multiple options to both personalize our training to meet your organization's specific needs, as well as measure the impact of training.

Engage in the Fluid Thinking Suite

Bring all the elements together and power your team's ability to continuously grow their adaptive capability.



Get Started

To bring the Fluid Thinking™ program to your organization, contact us to learn more.

Call **206-372-3326** or visit us at impactconsultancy.org.

What Should I Expect From The Program?

The Fluid Thinking™ program is delivered online through a virtual classroom environment. The program is delivered as 4 sessions, 2 days each week for 2 weeks, each session lasting 2-hour in length.

Our goal is to initiate behavior change, so we ensure that a hands-on experience is a powerful part of the process. Learners will engage in a process of constructing a new habit loop while at the same time building their skill of adaptive thinking. You will be guided through the engaging learning content by a skilled facilitator. Program includes a pre-session e-module and a virtual learner kit that will help you build the skills you need to be effective and results-ready.

PROGRAM OVERVIEW

Session 01

Seeing Your Patterns & Start With Heart

- Understand the obstacles to adaptability
- Learn 4 Questions that initiate change
- Begin building a new habit loop

Session 02

Own The Gap & Grasp The Situation

- Learn the Fluid Thinking routines
- Practice clarifying the challenge
- Construct a simple problem analysis

Session 03

Set The Target & Go By Experiment

- Learn how to set a target state
- Understand the 3 types of learning tests
- Design your test of change

Session 04

Coaching The Learning Habit

- Establish your coaching routine
- Practice Listening for the Limit
- Create a plan to scale across your team

Three Ways To Implement

Public Workshop-- Your employees attend a pre-scheduled public training

In-House Workshop-- One of our facilitators trains the program exclusively for your team

Trainer Certification-- Individuals or trainers from your organization get certified to lead the program within your company

