

THE
PEOPLE
PIECE

Tuesday, November 30

WEBINAR

Don't Sprint:

8 Ways to End the Year with Intention

OUR TEAM

Our experienced and emotionally intelligent coaches, trainers, consultants and facilitators are experts at engaging leaders and teams to adopt new mindsets, skillsets, strategies and behaviors that help people and organizations achieve greatness.



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Program Development,
Facilitation, Training
and Design



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Program Coordinator

TRUE PARTNERS COMMITTED TO YOUR SUCCESS

We partner with innovative, values-based organizations across the US, Europe and Asia to design and deliver highly engaging, tailored and impactful coaching, training and facilitation solutions that develop employees, managers, leaders, and teams to be their best and drive results by embodying the highest levels of healthy communication, collaboration, relationships, accountability and trust.



OUR GOALS FOR TODAY



Adopt a Human at
Work mindset



Focus on the right
things, not all the
things



Make space for
reflection, learning,
strategy and
appreciation



Feel complete at
year end and
create
boundaries for
your time off



AND help your
teams do the same



Set the Intention

And tame your inner critic

“All great acts are ruled by intention.
What you mean is what you get.”

– Brenna Yovanoff



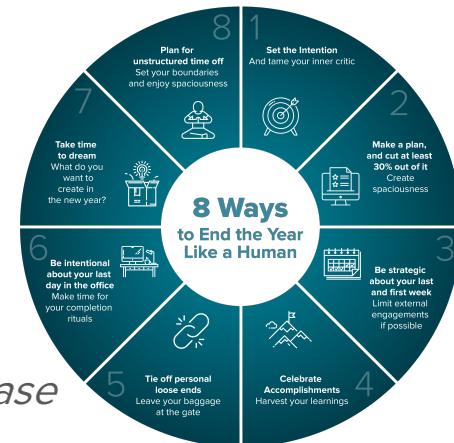
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Make a plan, and cut at least 30% out of it

Create spaciousness

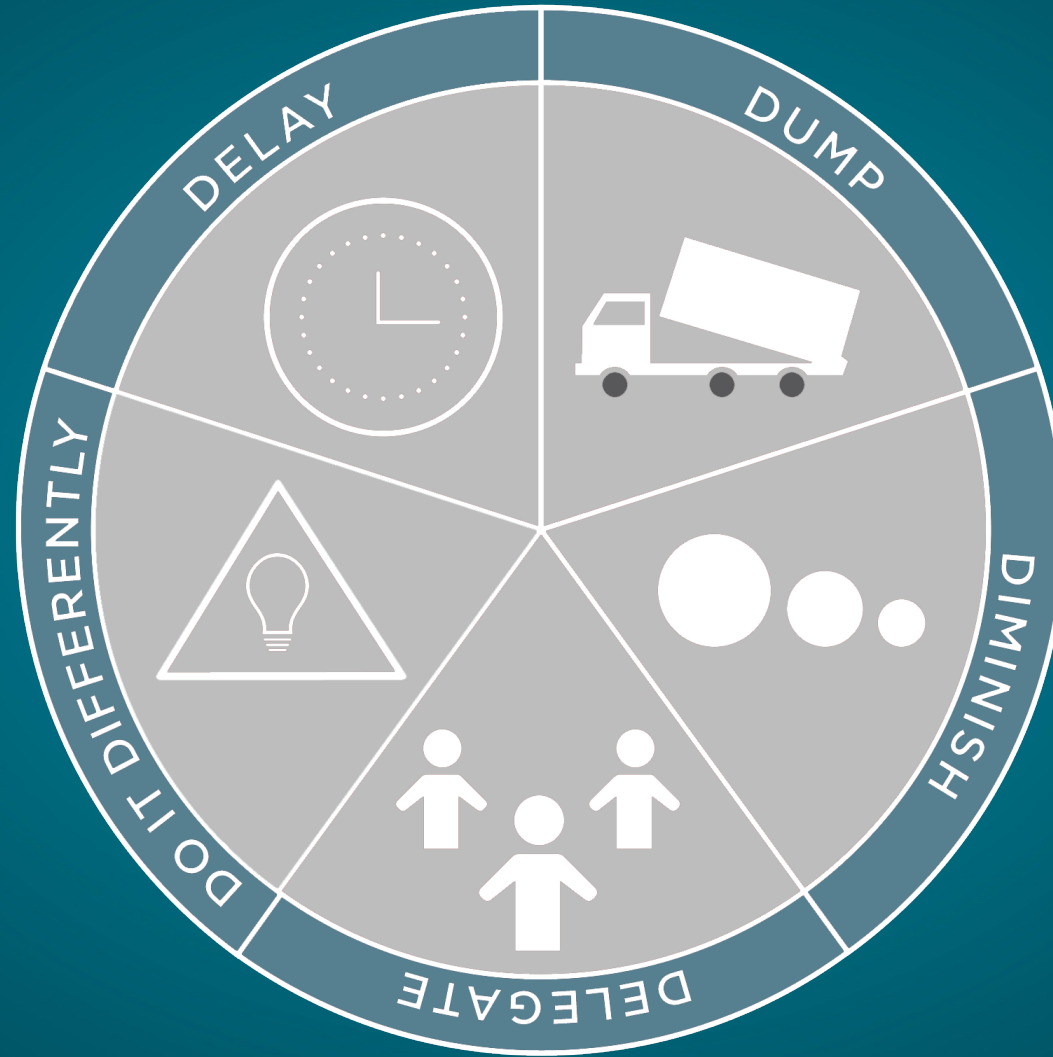
“Your no makes the way for your yes.
Boundaries create the container
within which your yes is authentic.
Being able to say no makes yes a choice.”

- *adrienne maree brown**



* *brown styles her name in lowercase*

THE 5 Ds



Be strategic about your last and first weeks

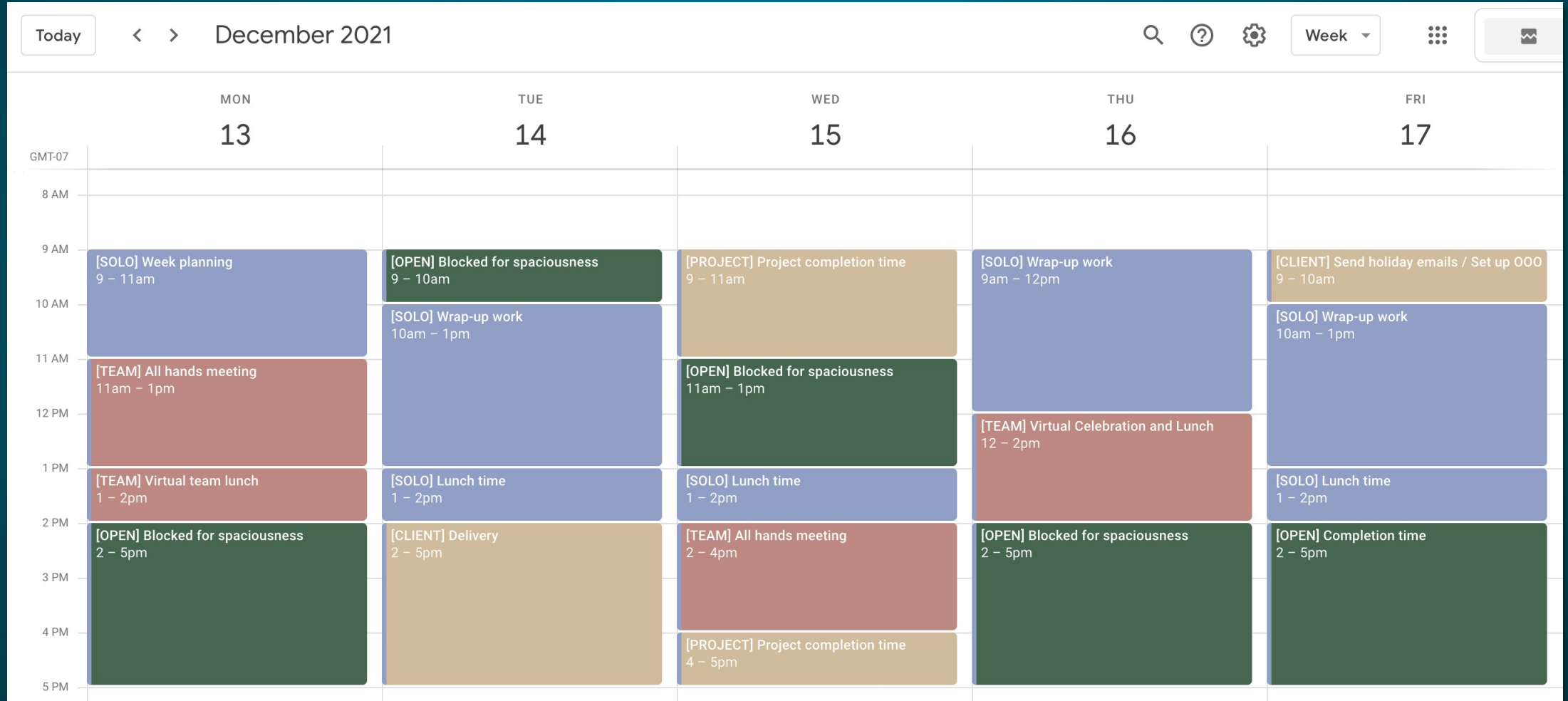
Limit external engagements if possible

“Give me six hours to chop down a tree and I will spend the first four sharpening the axe.”

– Abraham Lincoln



PLANNING AN INTENTIONAL LAST WEEK



4

Celebrate accomplishments

Harvest your learnings

“The more you praise and celebrate your life,
the more there is in life to celebrate.”

– Oprah Winfrey



WHAT WERE YOUR BIGGEST INSIGHTS IN 2021?



What were your most
impactful **results**?



What **habits** are
you going to take
away with you?



What are you most
proud of when you
look back at the year?

Tie off personal loose ends

Leave your baggage at the gate

“The way you leave something is the way you enter what's next. You don't want to be taking negative energy into the next endeavor.”

– Susan L. Newman



CLEARING AND COHERING CONVERSATIONS

CLEARING

- What's hard for me is...
- I'm owning my...
- I am committed to...
- I'd like to ask you to...

COHERING

- What I love about our partnership is...
- Where I think we can improve is...
- What ideas can we generate to solve for this?
- I am committed to...

CLEARING AND COHERING CONVERSATIONS

CONVERSATIONS TO IMPROVE COLLABORATION

Clearing / Cohering Conversation Guide

Use the prompts below to help guide this quarterly conversation.
Before sharing something, ask yourself: **is it honest, is it kind, and is it necessary?**

Clearing

What's hard for me is ...

I'm owning my ...

I am committed to ...

I'd like to ask you to ...

Cohering

What I love about our partnership is ...

Where I think we can improve is ...

What ideas can we generate to solve for this ...

I am committed to ...

Be intentional about your last day in the office

Make time for your completion rituals

“The moment something ends, a spectacular
new voyage begins in the unseen.”

– Hiral Nagda



Take time to dream

What do you want to create
in the new year?

“All human beings are also dream beings.
Dreaming ties all mankind together.”

— Jack Kerouac



If you were to call me in 3 years to say,
“The past 3 years have been
AMAZING at MY ORGANIZATION!”,
**what would you tell us about your
professional and personal life?**

Plan for unstructured time off

Set your boundaries and enjoy spaciousness

“All forms of becoming require spaciousness in one way or another; mental space that allows the mind to expand, emotional space for feeling to flower, and physical space in which to move.”

— Dana Hutton



BUILD A THRIVING ORGANIZATION

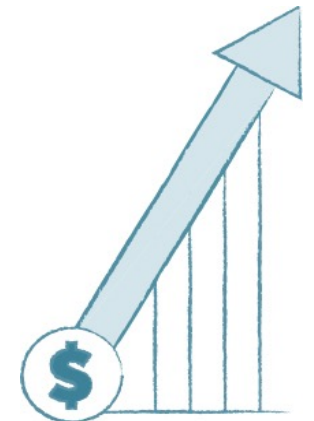


Define your people and culture strategy

Build healthy teams and organizations

Grow outstanding leaders, managers
and employees

Find a true development partner



A background collage of diverse people, mostly smiling, in various office and home settings. The collage is overlaid with a semi-transparent blue filter.

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DEVELOP OUTSTANDING ORGANIZATIONS

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