



**JAMES
SONGSTER**
EMERGING LEADER TRAINING

UNLOCKING LEADER MAGIC

DESCRIPTION

Unlocking Leader Magic teaches today's emerging leaders the same tools, strategies, and expertise that James has used during his successful 30 year career in Training and Development with Disney. Participants in this program gain the knowledge and tools to create impact and compel lasting, positive change. In times of uncertainty, crisis, and change, today's teams and organizations need skilled leaders like never before.

OBJECTIVES

Presented as an immersive experience, this approximately 3 hour facilitated workshop is designed to equip participants with the tools and skills to be an empowered and empowering leader. This workshop is ideally suited as the opening workshop of an expanded, fully immersive leader training summit, according to the needs of your organization.

CONTENT

- Exploring various leadership styles and developing the skills of a situational leader
- Developing effective communication and awareness of communication dynamics
- Understanding how your personal leadership styles bridge the difference between intent vs impact
- Establishing a values based method for guiding personal leadership decision making
- Answering the question, "Is leadership what you say, or what you do?"

JAMES SONGSTER

I have enjoyed a career covering more than two decades in Training and Development for Walt Disney World. As the senior facilitator for Disney's Youth Education Series College Edition, I taught seminars on Disney Leadership Skills, Improving Teamwork, and the foundational tools for building a Culture of Excellence. I worked with 1000's of college and university students, including the annual NACA Summer Leadership Event at Disney's Coronado Springs Resort. Via my own Unlocking Leader Magic Workshops, I continue to work with Universities, Non Profits, and various corporate and professional associations.



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UNLOCKING TEAMWORK MAGIC

DESCRIPTION

Unlocking Teamwork Magic provides teams and emerging leaders with the tools and strategies needed to build and maintain empowered, and highly motivated teams. Participants will be building a skill base for understanding and modeling the behaviors that will lead to organizational excellence

OBJECTIVES

Utilizing discovery learning and facilitated activities, this 3 hour workshop will challenge participants to work together. Each activity is designed to provide real world, hands on opportunities to gain new insights about how they communicate, handle disagreements, and interact with others. This workshop can be offered as part of an expanded, fully immersive leader training summit, according to the needs of your organization.

CONTENT

- Learning effective training strategies to achieve empowerment for your team
- Identifying a variety of communication Styles
- Discovering 5 easy-to-apply keys for modeling and delivering great customer service
- Exploring effective strategies for Conflict Resolution
- Understanding the true meaning of T.E.A.M.

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UNLOCKING CREATIVITY MAGIC

DESCRIPTION

In this immersive 3.5 hour hands-on workshop, James Songster shares the secret to unlocking your own team's Creative Process. In the same way that Walt Disney was able to reframe his team's thinking around what was possible, James shares proven methods for opening up to new ideas and new ways of thinking.

OBJECTIVES

The session is designed for emerging leaders, leadership teams, and anyone responsible for problem solving.

The session will share learnings from James Songster's 3 decades as a professional magician, as well as, his 30 year career with Disney Parks and Resort Experiences in instructional training and development.

CONTENT

Unlocking Creativity Magic is an interactive, in-person workshop exploring:

- The Role of the Dreamer: Creative Brainstorming
- The Role of the Realist: Shaping a Creative Process
- The Role of the Critic: Developing Creative Problem Solving

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UNLOCKING A PURPOSEFULLY CREATED CULTURE

DESCRIPTION

Your culture is the foundation for everything you are and do – how you lead, how your team functions, how your external clients and community see you, and how you see yourselves in the bigger picture. Just like society, all organizations have a culture. Building a Purposefully Created Culture is the difference between a culture by default and one that is positioned to promote desired outcomes. 3 hour workshop utilizing conversation, interactive exercises, and discovery learning.

OBJECTIVES

Participants will examine 4 specific cultural elements as they pertain to their organization, how they express them, and gain an understanding of why knowing them is important to guide continued organizational success. How did it come to be that? Was it by choice, or by chance?

CONTENT

- Exploring cultural elements of Heritage & Traditions, Beliefs & Values, Storytelling, Standard of Excellence
- Methods for increasing participation in your culture through the use of 4 key Tools
- Gain a better understanding of the value of shaping a "Purposefully Created Culture"
- Learn techniques to improve participation through encouragement, positive reinforcement, and rewards
- Practice methods of exceptional storytelling as a way to help others better understand the benefits of belonging to your culture

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EMERGING LEADER CAPSTONE PROGRAM

DESCRIPTION

The Capstone Program is the opportunity for the participants in either the Unlocking Creativity Magic, or the Full ELT Conference, to "put the pieces together". Designed to review the participants discovery moments and take-a-ways, this workshop uses facilitated moments of guided conversation to identify the next steps that attendees will put in place in order to apply the learnings and lessons of the conference.

OBJECTIVES

This approximately 1 - 1.5 hour facilitated workshop is designed to be the culmination of the work that participants have put forth throughout the previous workshop(s). Intended as the initial launching point for establishing an action plan, participants will brainstorm methods for applying the learnings and key take-a-ways towards their agreed upon goal.

CONTENT

- Review the participants experience in previous ELT workshop(s)
- Examine the complexity of a true action plan
- Gain an understanding of how to map out an action plan designed to achieve their identified goals
- Begin the action planning process
- Participants are given the opportunity present their action plan

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