CONSTRUCTIVE CHALLENGE
WHY CONSTRUCTIVE CHALLENGE?

Today, the need for truth, courage and honesty that leads to innovation, change, and growth is more important than ever. Too often barriers stand in the way of people contributing what they were hired to contribute, and stop them from sharing their opinions and concerns. People fail to fully engage and have the honest conversations that lead to involvement instead of compliance; optimal decisions instead of easy ones; solid resolutions instead of issue avoidance; and innovation instead of status quo. Individuals and team must develop the courage – the competence and confidence to fully engage, and operate “in the arena” with a collective voice so that innovative solutions and commitment can be developed and optimized.
Constructive Challenge (CC) will enable leaders and teams to:

Strengthen the engagement, clarity and honesty of every interaction so that both leaders, teams and individuals can challenge the status quo, each other, and themselves for improved innovation, collaboration and business outcomes.

- Higher levels of collaboration and teamwork
- Innovation culture
- Better decision making
- More effectiveness in a matrix environment
- Increase of employee engagement

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ESTABLISH A BEHAVIORAL SHIFT.
STRENGTHEN EMPLOYEE ENGAGEMENT.

CC equips leaders & teams with skills that get results

- Fully engage in collaborative discussion
- Build trust and enhance customer and peer relationships
- Use a skill set and language for challenging one another
- Shift perspectives to focus on the higher business purpose
- Ask insightful, thought-provoking questions
- Speak honestly, with clarity and respect
- Listen to understand, not merely reply
HOW CC IS DELIVERED

All of our training solutions are a mixture of proven strategies honed through decades of application and small group sessions that coach people to use it. Therefore we implement a behavior change process that combines a highly tailored approach: live workshops (face to face or virtually live), pre and post workshop activities, application clinics, coaching sessions and tools to measure impact.

Our unique model can be delivered in 14 different languages and will not limit you to a per seat/per license charging model, but rather enable you to deploy a fresh approach on a global scale, with a predictable investment, for maximum results.
Global Performance Group (GPG) is a global corporate training company that believes the only way to effect lasting change is to transform habits by providing cutting edge content and coaching people to apply it to their real-life business cases.

GPG helps leaders and teams to practice and execute strategies that guarantee bottom line success. Professionals will develop the skills, tools and confidence that will enable them to create and shape value in a tough collaboration and innovation environment. Most people know the theory behind “What” to do, but fail when it comes to the “How”. Professionals will gain the competence of the skills, the confidence to execute those well and the courage to leave operate outside their comfort zone. Participants will develop new skills and techniques to leverage the inevitable tension and generate a successful outcome for all stakeholders.

GPG provides its behavior change approach across all seven continents in 14 languages. Our clients are international in size and reach, and are looking to upskill employees with new methods that work across the new global economy.
LET'S START A DIALOGUE

For more information about the content in this document or if you would like to discuss your company's training initiatives please contact us on:

US: +1 203-202-7523
EMEA: +43 676 7249560

E: info@globalperformancegroup.com
W: www.globalperformancegroup.com

Global Performance Group
PO Box 2021
Darien, CT 06820-2021
USA