



ceannas

Ceannas Workshops



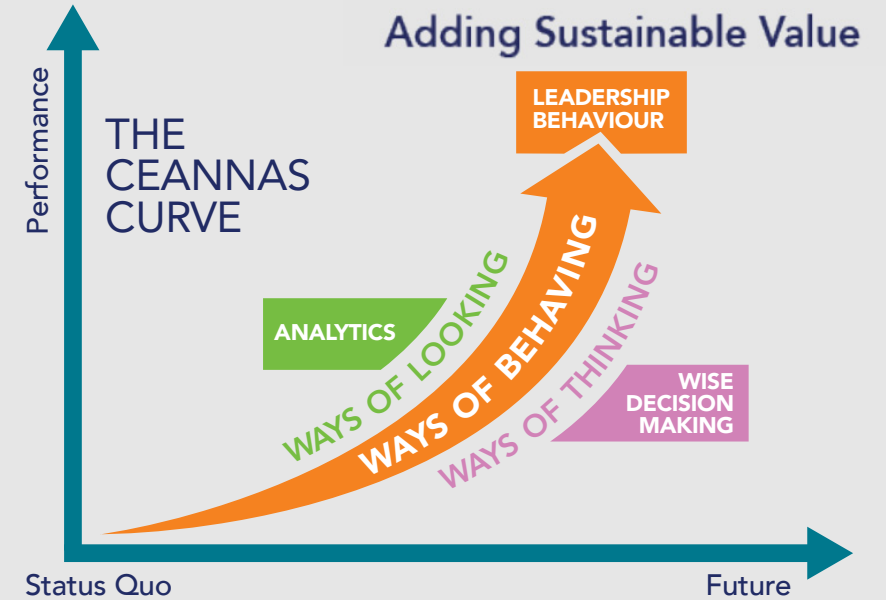
Why Ceannas?

At Ceannas, we develop world-class Leaders for world-class organisations. Our team of Executive Consultants are experts in leadership, high performance cultures and creating long-term sustainable success.

Through our Programmes, Workshops, Analytics and 1-2-1 Coaching Services, we are focused on helping leaders to make productive changes to their Leadership Behaviour while in turn creating a sustainable impact for their Organisations.

Our proprietary suite of solutions are proven to unlock the true potential of leaders, teams and organisations across private capital markets.

We are proud to have partnered with some of the world's most recognised and successful organisations, across both the Public and Private sectors.



Google Cloud

bigspark[★]

Goldman Sachs

HARRISON STREET
Making an Impact.

bjss

VoxSmart

bvca

IGT vestra

AMPCAPITAL

CALA HOMES

Allianz

Ceannas Workshops

What are they?

Our Ceannas Leadership Workshops are immersive one-day events designed to develop leadership competence in specific areas. Workshops can be delivered as standalone sessions or combined to form an integrated programme over a period of time.



Workshops can be targeted at leaders at all levels within an organisation with the context changing to suit experience and seniority. Delivered face-to-face by experienced leaders, these workshops are suitable for groups of 10 to 30 leaders at any level of an organisation.

We provide comprehensive support materials post-event to ensure continued growth and development. All workshops are designed to complement existing leadership strategies and programmes.

Clients we have delivered Workshops to:



What makes us different?

Based on over 40 years of experience, research and delivery our highly engaging approach avoids the danger of simply delivering content and creates an environment where people engage with real life leadership challenges to create knowledge for themselves and translate that into productive changes in their own leadership behavior.

Our workshops are linked by three essential elements:

- **The Ceannas Lenses** provide a vocabulary for leadership behavior. These lenses help leaders understand their preferences and enable them to make positive shifts in their approach.
- **The Ceannas Cultural Footprint** roots our programmes in the client's organisational culture. Understanding and aligning with the culture allows participants to ensure that their behavioural shifts have a positive impact.
- **Wise Decision Making** as a concept provides leaders with a framework to make sense of complex situations and apply the concepts covered in the workshops.

Ceannas Workshops

Choose from our range of Workshops - a perfect way to support leaders across your business without enrolling them in a full programme.



Warmth
& Edge



Entrepreneurial
Leadership



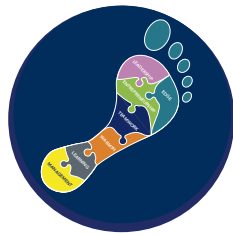
Feedback as
Fuel



The power
of team



Wise Decision
Making



Culture
Unlocked



Ceannas
Blueprint



Storytelling



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Warmth and Edge

Getting the best out of your people

The Warmth and Edge Workshop is dedicated to helping you to strike just the right balance, as required, between 'warmth' - caring for, involving, and nurturing your people and 'edge' - creating, driving, and sustaining a high-performance.

Why commission this workshop?

Too much 'warmth' and an organisation can lose its focus on performance with all the associated risks that this can bring to the long-term future of the organisation. Too much 'edge' can create a fearful and paralysed organisation where innovation, morale and the team culture are fatally undermined.

OBJECTIVES

1. To develop a deeper understanding of the concepts of 'warmth' and 'edge' and the critical role they play in leadership success.
2. To enable each leader to appreciate their current default behaviours between 'warmth' and 'edge'.
3. To build confidence in how to apply 'warmth' and 'edge' to the maximum benefit of your organisation.

ANALYTICS

- Ceannas Snapshot
- Ceannas Cultural Footprint



Outcomes

By the end of this workshop, participants will have gained insights and practical tools to make wise decisions regarding when and where it is appropriate to use either 'edge' or 'warmth.'



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Entrepreneurial Leadership

Release your organisation's entrepreneurial capacity

We developed this workshop for one of the world's most entrepreneurial companies and are now delighted to be able to offer it for wider release.

Why commission this workshop?

If you have a pressing need to change the dominant practice within your organisation due to a changing competitive environment, changes to technology, or that the status quo no longer meets the needs of your customers then this workshop is for you.

OBJECTIVES

1. To release the entrepreneurial spirit within an organisation
2. To provide a framework for entrepreneurial self-awareness
3. To allow leaders to create a personal leadership strategy for Entrepreneurship

ANALYTICS

- Ceannas Snapshot
 - Ceannas Cultural Footprint
 - Ceannas Entrepreneurial Profile- see components below
1. Boldness: Generate ideas, embrace creativity and risk, experiment and test to push beyond the status quo.
 2. Agility: Proactively respond to change by connecting knowledge, being self-critical, open-minded, adaptable, and curious.
 3. Judgement: Make informed decisions aligned with goals, trust intuition, exhibit competence, resilience, autonomy, and results-focus.
 4. Drive: Passion and belief fuel determination, self-awareness, perseverance, drive for improvement, and exerting effort.
 5. Engagement: Positive interaction, seek support, effective communication, build networks, warmth, and influence action.



Outcomes

By the end of this workshop leaders will have developed a deeper understanding of entrepreneurship and unlocked their own entrepreneurial thinking, gaining an external perspective that enables an Entrepreneurial Change Strategy that will add value to your organisation.



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Feedback as Fuel

Create a culture where people embrace feedback as a fuel for growth

This workshop was developed for a global client who wanted to get their leaders to embrace feedback as part of a 'growth mindset'.

Why commission this workshop?

Most organisations have bureaucratic feedback systems in place but recognise that they require something that goes beyond the corporate checklists towards a more organic and human approach where people actively embrace and seek feedback that adds value to their practice and their company.

OBJECTIVES

1. To encourage people to embrace and welcome feedback
2. To enable people to overcome the barriers to 'feedback as fuel'
3. To support the creation of a culture of 'feedback as fuel' that adds value to the organisation

ANALYTICS

- Ceannas Snapshot
- Ceannas Cultural Footprint
- Ceannas Sonar/Radar - how do others perceive you?



Outcomes

By the end of this workshop, participants will have gained insights and practical tools to enhance their ability to give, receive, and embrace feedback, and ready to create a feedback-driven culture that fosters continuous improvement and growth.



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The Power of Team

Release the exponential impact of your team upon your organisation

This workshop is built upon the Ceannas concept of 'Effectiveness to the Power of Team©', which represents the exponential impact it can have upon a team when individuals make a positive contribution towards the effectiveness of each of their colleagues.

Why commission this workshop?

This workshop helps leaders to better appreciate themselves and their colleagues and how they can lead and build even more effective teams. It is particularly useful when establishing new teams or reinvigorating an existing team where people have become siloed and only focused on their own responsibilities.

OBJECTIVES

1. To build an appreciation of the behaviours necessary for great teams
2. To explore practical steps leaders can take to build, trust, belonging, loyalty and commitment
3. To identify individual and collective changes to behaviour that will release the power of team

ANALYTICS

- Ceannas Lenses Profile
- Team Algorithm
- Ceannas Sonar/Radar - how do others perceive you?



Outcomes

By the end of this workshop leaders will better recognise the traits of great teams and be able to use this to enhance the effectiveness and success of their own teams, driving your organisation towards high-performance and achievement of shared goals.



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Wise Decision Making

Doing the 'right' thing, at the 'right' time, for the 'right' reasons

This highly practical workshop builds on over 20 years of research and empowers leaders to make wise decisions, emphasising adaptability and navigating complexity, without implying a disregard for rules or ethical considerations.

Why commission this workshop?

Many of the challenges leaders face are unique and don't have a single definitive solution. This workshop helps leaders to differentiate between complicated and complex problems and to make judgements which are geared towards the common good, sustainable in terms of long-term impact, ethical and courageous. The workshop equips leaders with the skills and mindset needed to excel in a dynamic business environment that adds value to their organisation.

OBJECTIVES

1. To build an awareness of how leaders currently make decisions
2. To learn and embed the Ceannas wise decision-making framework
3. To be able to apply wise decision making to current leadership challenges

ANALYTICS

- Ceannas Snapshot
- Ceannas Cultural Footprint
- Wheel of Wise Leadership - self evaluation



Outcomes

By the end of this workshop leaders will have built a foundation for wise decision making, navigating complexities, and making courageous and ethical decisions, which will have a long-lasting compounding effect upon their leadership and your organisation.



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Culture Unlocked

Unlock the cultural barriers to your organisation's growth

This workshop has evolved from our long-term focus on organisational culture. It uses the output from the Ceannas Cultural Footprint and engages the group in analysing the footprint of their own organisation and translating that into high impact changes to behaviour.

Why commission this workshop?

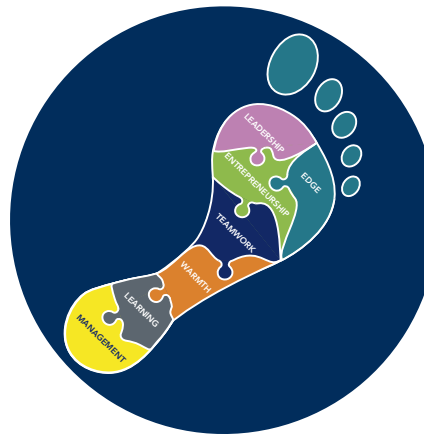
Many organisations use employee surveys to gather information about how people 'feel' about their workplace. Culture Unlocked goes far beyond this simple gathering of information and uses the data to allow the group to pinpoint specific actions that will address issues in an integrated and comprehensive manner. We then engage them in rigorous reflection, critical thinking and the identification of key personal and collective shifts in behaviour that will have a transformational impact upon that culture.

OBJECTIVES

1. To identify the key Building blocks of organisational culture and the inter-connectedness of these components.
2. To build a picture of the organisation's Cultural Footprint and to highlight key issues emerging from that picture.
3. To identify and select key personal and collective shifts in behaviour that will have a positive impact on culture.

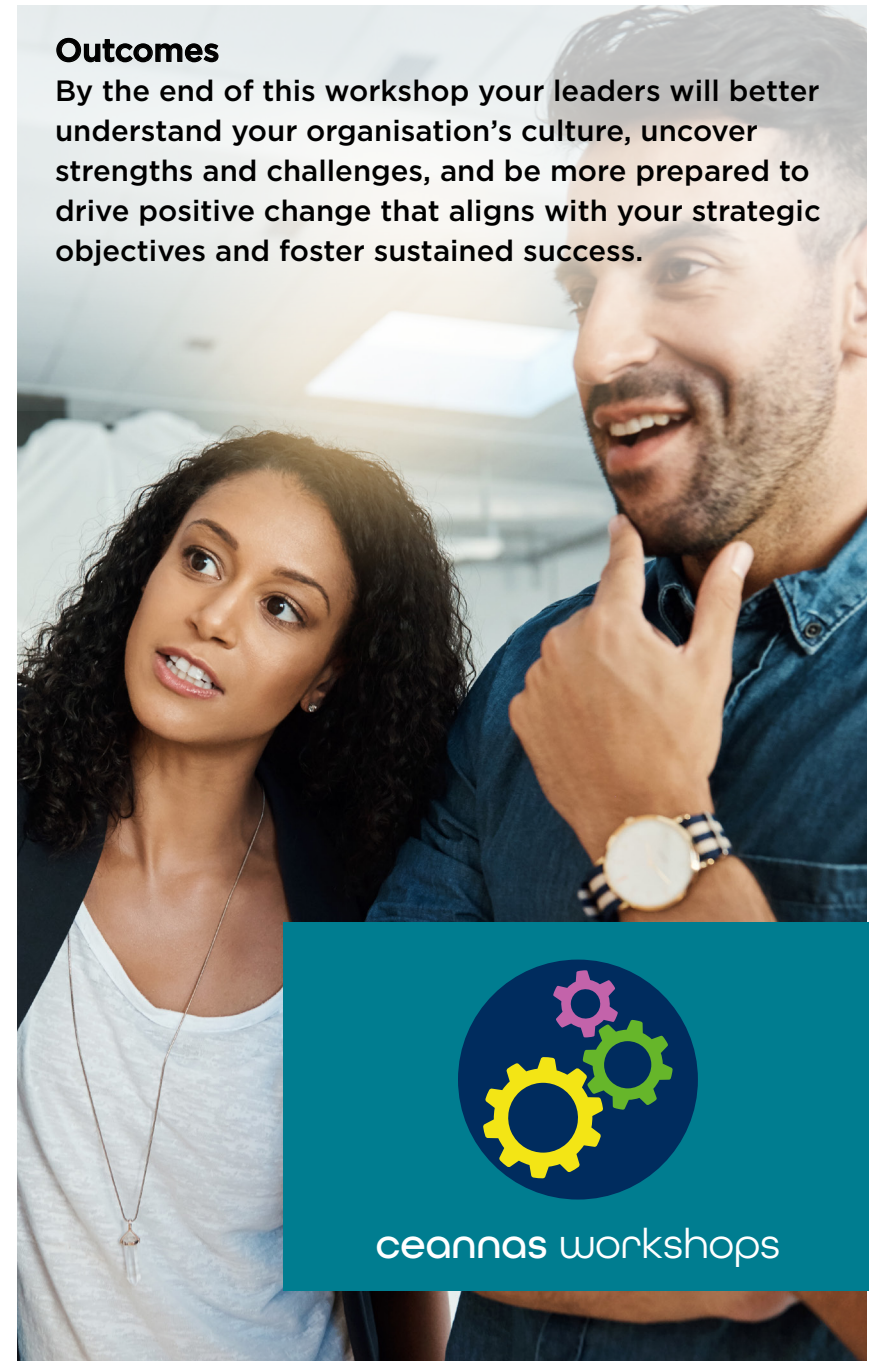
ANALYTICS

- Ceannas Snapshot
- Ceannas Cultural Footprint



Outcomes

By the end of this workshop your leaders will better understand your organisation's culture, uncover strengths and challenges, and be more prepared to drive positive change that aligns with your strategic objectives and foster sustained success.



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Ceannas Blueprint

Build a leadership platform that enables disciplined initiative

Our methodology has evolved over the last decade working with a wide range of organisation's who have found the process to be invaluable, in terms of assisting them to craft a powerful and practical statements of strategic intent that not only guides leaders' behaviour but also shaped the trajectory of their organisation.

Why commission this workshop?

This workshop delivers a dynamic and hands-on approach that leads to the creation of a forward-looking leadership blueprint for your organisation. This blueprint encompasses a compelling mission, a powerful vision, and deeply ingrained values that inspire and shape a profound sense of ownership and commitment among team members.

OBJECTIVES

1. To build an appreciation of the relationship between disciplined initiative and mission, vision and values.
2. To explore people's personal mission, vision and values and use these as a foundation for the organisation.
3. To generate an initial version of an organisation's mission, vision and values which can provide a foundation for further refinement.

ANALYTICS

- Ceannas to review existing documentation as it relates to mission, vision and values.
- Ceannas Profiles
- Cultural Footprint



Outcomes

This workshop empowers leaders to create a compelling and forward-looking leadership blueprint, aligning disciplined initiative with mission, vision, and values.



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Storytelling

Making sense of complexity

This workshop has emerged from our work with individual Chief Executives and taps into the power of storytelling that strengthens the sense of purpose and alignment within an organisation.

Why commission this workshop?

This workshop leverages the potent tool of storytelling, enhancing organisational cohesion and purpose. In times of complex challenges, giving leaders the skills to create compelling narratives creates another avenue for helping people to align with the needs of the organisation.

OBJECTIVES

1. To build an appreciation of the powerful impact storytelling can have on people.
2. To introduce the key components of great storytelling and how to use the technique to make sense of complexity.
3. To give leaders confidence to apply the techniques within their own work environment.

ANALYTICS

- Ceannas Snapshot
- Cultural Footprint



Outcomes

This workshop empowers participants to use storytelling as a leadership tool, simplifying complex issues, inspiring action, and fostering alignment within their organisations through enhanced communication skills.



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A stylized silhouette of a global city skyline against a background of vertical color stripes. The skyline includes landmarks like the London Eye, Statue of Liberty, Eiffel Tower, Gherkin, Big Ben, Petronas Towers, Transamerica Pyramid, Leaning Tower of Pisa, and Colosseum. The text "Get in touch" is in the top left.

Our global network of clients and Executive Consultants enables us to partner with clients in-person and virtually, worldwide. Get in touch to find out how Ceannas can help you unlock the potential in your leaders, teams and organisation.

Contact Us: home@ceannas.com Visit our website: www.ceannas.com