

Applied Strategies Labs

Take your organization's performance to the next level with our innovative and interactive Applied Strategies Labs!

ADR Vantage
Helping People Work Better Together



Applied Strategies Labs' unique concept offers an immersive experience that promotes learning and practical strategies for real-life workplace challenges. Employees will be equipped and motivated to adopt new approaches that are right for your organization.

- ✓ Labs go beyond traditional training to combine instruction, coaching, and practice, guided with feedback and insights from our session facilitators.
- ✓ Colleagues and peers support each other in active discussion to apply best practices and refine their approaches to your organization's challenges.
- ✓ Lab sessions are guided by ADR Vantage's expert facilitators, credentialed and experienced in leadership, management, conflict resolution, negotiation, and change management in complex work environments.
- ✓ Lab sessions are designed to stand alone or to be combined for a tailored learning experience unique to your organization, and can be offered virtually or in-person.

Featured Offerings

- ★ **Harnessing the Power of Disagreement to Drive Success**
- ★ **Getting Great at Decision Making with Your Team**
- ★ **The Team Advantage: Trust, Accountability, and Collaboration**
- ★ **Stepping In and Stepping Up: Prevent Conflict with Timely Intervention**
- ★ **Leading with a Coaching Mindset**

Find additional information about these Labs below.

Let us tailor the right Strategic Lab experience for your organization.

Let's Connect!



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Select one or more of the following:

Harnessing the Power of Disagreement to Drive Success

Designed so that managers practice applying key principles of deliberative dialogue: preparing, drawing out and managing different views, and using principles of negotiation to get past disagreement. Managers at any level learn to invite rigorous and focused exchanges among their teams as a way to arrive at better solutions with broad support.

Getting Great at Decision Making with Your Team

This Lab combines a three-tiered sequence of decision making: understanding a problem, exploring and evaluating solutions; shaping a decision-making process; and managing debate in and away from the room. Managers learn to more effectively engage their teams in problem-solving and decision making when a broader perspective counts.

The Team Advantage: Trust, Accountability, and Collaboration

The Team Advantage draws on models and principles of team development for a series of experiential exercises that result in implementable strategies to build team trust and effectiveness. Leaders at every level learn how to align goals, clarify roles and responsibilities, and maximize team autonomy and accountability.

Stepping In and Stepping Up: Prevent Conflict with Timely Intervention

Stepping In and Stepping Up brings together an understanding of the sources of conflict and interpersonal dynamics with strategies and techniques that resolve common, everyday workplace situations. Managers and supervisors learn to spot the subtle signals of rising tension, recognize contributing factors, and tailor an approach to break the cycle of conflict before it starts.

Leading with a Coaching Mindset

This Lab is a skills-based approach to learning and applying core coaching skills in a management role. Managers and supervisors learn to exercise their empathy, recognize and help employees build on their strengths, and provide effective feedback while empowering self-direction and accountability.

OPTIONAL ADD-ONS

Personalized Support

Ensure continued growth and reinforce the skills learned in the Applied Strategies Labs with additional personalized support. Choose from one or more of these **add-on** services:



Peer Coaching

Receive feedback, guidance, and support through small group coaching sessions where participants learn how to hold each other accountable and help their peers apply learned strategies in real-world scenarios



Progress Check-Ins

Participate in regular discussions with an expert coach to enhance learning and address real-time workplace challenges



Accountability Partners

Partner with a peer for ongoing coaching conversations, supported by tailored resources and activities to ensure consistent application and growth

Let our Applied Strategies Labs and personalized support empower your leaders and teams with the tools they need to create a thriving, high-performing workplace. Contact us today to learn more.