



## IMPROVE CULTURE

Only 19%\* of executives believe they have the “right” organizational culture! Improve your culture by developing greater trust and psychological safety in the workplace, through elevating “Conversational Intelligence®”

\*Deloitte's 2016 Global Human Capital Trends report

# IMPROVE ORGANIZATIONAL CULTURE BY INCREASING CONVERSATIONAL INTELLIGENCE®

## WHY SHOULD COMPANIES INVEST IN CONVERSATIONAL INTELLIGENCE®?



**Establish higher levels of trust**



**Trigger growth and innovation**



**Overcome limiting conversation patterns**



**Navigate difficult conversations**

## Elevate Culture Through Conversations

The ability to work together interdependently is one of the least-developed yet vital skills for sustainable business success. Google's\* extensive research has proven that creating an “emotionally safe space” at work is key to performance.

Feeling safe allows you to open up, share and harness ideas, remove obstacles, minimize wrong assumptions, align, and provide meaningful feedback. To create an emotionally safe space, you need to build deep trust at all levels of your organization, by increasing your Conversational Intelligence®.

Churchill can help you understand which types of conversations increase trust and how to have more of them. You can have more conversations that lead to more efficient, faster decision making, reduce conflict, better alignment, and commitment, so that your leaders and teams can process, collaborate, innovate, and move forward better together. Conversational Intelligence® can help you establish “psychological safety” to achieve extraordinary results.

\*Source: Google's Project Aristotle

Conversation quality is a critical success factor. Each of your many daily conversations will either accelerate growth and performance or get in its way.

**90%** of conversations miss the mark

**#1** need for effective teams is high psychological safety\*

\*Source: Google's Project Aristotle

“The personal growth our organization has seen with Churchill's guidance, in the short period of time you have been working with us, has been nothing short of remarkable. I believe the biggest area of improvement has been in the area of communication, resulting in a stronger cohesiveness among the senior staff. I am hopeful that we can take this achievement and instill it throughout the rest of the organization.”

**-Dan, VP Gas Turbine Efficiency**

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# Conversational Intelligence® Solutions

Churchill's Certified Conversational Intelligence® coaches bring you motivating, practical solutions that incorporate the neuroscience and best practices of Conversational Intelligence® for leadership and team development. Our solutions empower your leaders to have more effective conversations that increase engagement and results.

We offer a blend of workshops, webinars, learning journeys, assessments, tools, and frameworks. For example, a common request from clients is to improve "Manager Effectiveness." Each program module delivers a blend of experiential learning and real-world application focused on the four areas that are key to the success of middle managers. Churchill empowers them to be able to:

1. Build **TRUST** to improve execution, employee growth, and business performance.
2. Have more **Meaningful Conversations** and reduce conflict with employees, peers, and stakeholders.
3. Develop **Inclusive Teams** for greater collaboration and productivity.
4. Turn on a **Growth Mindset Culture** to accelerate talent development across teams.

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**CREATE SUCCESS THROUGH MORE EFFECTIVE CONVERSATIONS IN YOUR ORGANIZATION!**

Contact us today to discuss your needs.  
[Solutions@Churchill-LG.com](mailto:Solutions@Churchill-LG.com)  
888-486-8884

## WHY CHOOSE CHURCHILL?

- ✓ **Real-world leadership experience.** Our 200+ Executive Coaches, Consultants and Trainers have rich leadership experience in private and public sectors as well as coaching and training certifications.
- ✓ **Strengths-accelerated approach.** Using CliftonStrengths® we accelerate the natural untapped talent in your people, for more authentic and sustainable growth, and to maximize new leadership mindsets, skills and capability.
- ✓ **A focus on outcomes.** We have high standards for our clients, and expect your organization to receive significant benefits from our partnership. As such we have a methodology for measuring results.
- ✓ **Global footprint.** Churchill's team is diverse with experts across North and Latin America, Europe, Middle East and Asia-Pacific. We can scale delivery to meet your regional and cultural needs.
- ✓ **An agile and flexible partner.** Through building a high trust partnership we meet you where you are, to provide you what you need. We collaborate to deliver constant improvement and a laser focus on your unique needs.

“ It is vitally important to be highly effective in your conversations. You must consider it your responsibility to deliver clear, concise and impactful communications in all professional settings throughout your day. The great news is that everyone can develop and refine the skill of being brief. Thank you Churchill! ”  
-VP Finance, Banking



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