Rockstar
WORKFORCE

ELEVATE TALENT
AT EVERY LEVEL

Cultivate skills, drive performance and achieve results with the leadership development workshop series from Rockstar Workforce.

About us

At Rockstar Workforce, we hold a fundamental belief: everyone has the potential to be a leader. Our mission is to unleash this potential across all levels of an organization. Founded in 2017 by Adam and Amber Wong, our programs are designed not just to teach, but to awaken and nurture the leader within each individual.

With expertise rooted in behavioral science from TTI Success Insights, our approach is tailored and impactful. Our team, including Certified Behavioral Analysts, EQ Analysts, and Stages of Growth Analysts, focuses on creating programs that are as engaging and enjoyable as they are transformative.

We thrive on mutual accountability. Our programs encourage active participation, immersive group sessions, and practical team action learning. Our facilitators, dedicated to creating the optimal learning environment, are more than educators – they are the catalysts for revealing and enhancing your innate leadership abilities.

Join us at Rockstar Workforce, where we believe in the leader in everyone. Here, leadership is not just a skill to be learned; it is a quality to be discovered and developed within each person, transforming businesses, careers, and lives.

LET'S BE INCLUSIVE — NOT EXCLUSIVE

Imagine a workforce dedicated to developing the leader in everyone.

Prioritize Action Over Inspiration.

At Rockstar Workforce, we recognized a gap in typical leadership training, which often emphasizes motivational rhetoric without practical application, so our team developed the Leadership Mechanics™ curriculum. This program, deeply rooted in behavioral science data and proven successful, educates professionals at all levels to lead effectively through their actions and interactions.

Our curriculum begins by identifying individual leadership traits through behavioral assessments. It then evolves these traits, strengthening existing skills and bridging gaps. This approach ensures a consistent skill set across team members, leading to measurable business improvements.

Participants in our programs emerge as self-aware leaders, fostering healthier interactions across teams and departments. Businesses report enhanced team goal-setting and individual goal achievement, underscoring the practical impact of our training. Additionally, our curriculum establishes a common language within organizations, promoting open communication and better decision-making.

3-Track Leadership Series

Rockstar Foundations

Cultivate essential skills to master interpersonal communication, enhance emotional intelligence, and excel in conflict resolution. Rockstar Foundations consists of 4 workshops.

Rockstar Performance

Empower your people to reach their full potential by mastering goal-setting, strategic thinking, time management, and creative problem solving. Rockstar Performance consists of 5 workshops.

Rockstar Results

Unlock the power of people-focused leadership with skills in fostering accountability, building high-performing teams, becoming a better coach and delegating more effectively. Rockstar Results consists of 5 workshops and each participant will also be the subject of a 360* feedback survey to glean real feedback from their peers and enhance the leaders self-awareness.

Rockstar Workforce presents a comprehensive 3-track leadership development series, designed to nurture and enhance the skills of leaders at every stage of their career — from emerging to senior positions. Grounded in the proprietary Leadership Mechanics™ methodology, this series helps participants amplify their strengths and address areas of improvement in order to achieve their leadership potential.

ROCKSTAR FOUNDATIONS

Cultivate essentials skills in all employees to master interpersonal communication, enhance emotional intelligence, and excel in conflict resolution. Rockstar Foundations consists of 4 workshops.

Designed for All employees.

83% of organizations recognize the importance of developing leaders at every company level.

PERSONAL LEADERSHIP PROFILE

4 HOURS

Having a deep understanding of personal strengths and blind spots is essential when leading and developing others. The Personal Leadership Profile uses TTI's comprehensive leadership TriMetrix Coaching report which reveals the strengths and weaknesses of each participant and provides a development path for the blind spots that are important to the individual's role.

OUTCOMES

- Discover what can help you grow as a leader
- Identify and harness blind spots that might hold you back
- Enhance your understanding of how your leadership style impacts others
- Learn how to maximize your leadership style

RESOURCES

- TTI TriMetrix Assessment
  - Personalized 75+ page report
- Weekly text messages to reinforce the learning objectives

COMPETENCY DEMONSTRATED

Participants will primarily work individually during this session as we walk them through their personalized Leadership Profile. Each participant will determine personal leadership action items to practice after this session.

POST-WORKSHOP DELIVERABLE

Participants will share specific sections of their leadership reports with others to build stronger relationships and better communication.

DYNAMIC COMMUNICATION

Dynamic Communication was designed to help people connect with others, build lasting relationships, and of course, enhance their communication skills. Participants will explore the benefits and application of applying a behavioral communication model into their everyday lives. Each person will learn to recognize, understand, and appreciate others' behavioral design for enhanced communication, understanding, and deeper relationships.

4 HOURS

OUTCOMES

- Learn how communication styles positively and negatively impact others
- Learn how to communicate effectively with all types of people
- Learn to build better relationships through effective communication
- Learn how to maximize three components of communication
  - Understand your own communication style
  - Understand others' communication styles
  - Understand how best to communicate with each communication style

RESOURCES

- Dynamic Communication Workbook
- Weekly text messages to reinforce the learning objectives

COMPETENCY DEMONSTRATED

Participants will engage in individual, small group and larger group exercises to learn and practice dynamic communication. Exercises range from sharing information from their personalized behavioral communication reports, to working through real challenges they experience on the job due to communication barriers.

DEVELOPING & APPLYING EMOTIONAL INTELLIGENCE

The Harvard Business Review states "the core of EI is self-awareness: if you don't understand your own motivations and behaviors, it's nearly impossible to develop an understanding of others. A lack of self-awareness can also thwart your ability to think rationally and apply technical capabilities." This session will analyze each participant's level of EI and develop a method to immediately begin applying EI in the workplace.

4 HOURS

OUTCOMES

- Learn to control emotions and impulses
- Learn how to communicate effectively during stressful situations
- Learn to empathize with others and get on their level
- Learn how to maximize the five components of EQ
  - Self awareness
  - Self regulation
  - Social awareness (other people)
  - Social regulation (other people)
  - Intrinsic Motivation

RESOURCES

- Emotional Quotient (EQ) Assessment
  - Personalized EQ report
- Emotional Intelligence workbook
- Emotional Intelligence postcard
- Weekly text messages to reinforce the learning objectives

COMPETENCY DEMONSTRATED

Participants will engage in scenario style case studies (not quite role playing) to demonstrate their understanding and ability to apply the five factors of EQ. They will also create a plan to further their development of EQ outside of the classroom.

MANAGING CONFLICT

3 HOURS

Learn how to take a collaborative, win-win approach to conflict resolution. Key competencies include the ability to quickly identify sources of conflict so they can be prevented or addressed; the skills to address conflict constructively, even if another party doesn't employ a constructive approach; the ability to identify common reactions to conflict and deal with them constructively; and the communication skills to manage conflict most effectively.

OUTCOMES

- Learn to manage conflict constructively
- Learn how to interact with difficult people
- Understand how your behavioral style impacts conflict
- Learn how other types of people approach conflict
- Develop a foundation of trust
- Learn how vulnerability impacts conflict situations
- Ultimately, learn to resolve conflict with a win-win outcome

RESOURCES

- Managing Conflict Workbook
- Conflict management survey
  - Address conflict skills (not related to behavior/personality)
- Weekly text messages to reinforce the learning objectives

COMPETENCY DEMONSTRATED

Participants will engage in multiple scenario style case studies to demonstrate their understanding and ability to manage conflict. They will also create a personalized game plan for how they will uniquely approach and manage conflict. Each person will be required to complete their own game plan prior to completing the session.

ROCKSTAR PERFORMANCE

Empower your people to reach their full potential by mastering goal-setting, strategic thinking, time management, and creative problem solving. Rockstar Performance consists of 5 workshops.

Must complete Rockstar Foundations program, designed for all employees.
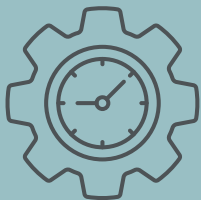
35% of employees consider time management their most significant productivity hurdle.

DEVELOPING STRATEGIC THINKING SKILLS

Leaders who think strategically are vitally important for high growth organizations. In order to scale and continue to grow, leaders must know how to align their initiatives with the strategy of the business, while having the foresight to eliminate potential future roadblocks. This session will demand leaders think critically about their work and identify paths to success.

3 HOURS

OUTCOMES

- Make more sound and timely decisions
- Align your priorities with the organization's strategy
- Have foresight into potential future roadblocks
- Leverage your strengths and understand your weaknesses
- Know which objectives are critical and time sensitive
- Think of the future when making decisions today
- Use data to make informed decisions

RESOURCES

- Thinking Strategically Workbook
- Strategic Thinking Checklist

COMPETENCY DEMONSTRATED

Each person will come prepared to discuss a real initiative and explore methods to think more strategically about such initiative. Each participant should leave the session with several action items to improve their approach in real time, or next time a similar situation presents itself.

SETTING AND ACHIEVING GOALS

3 HOURS

Leaders who can set and achieve short and long term goals can set themselves apart from others. Participants are introduced to proven techniques and best practices for setting and achieving goals. We will explore the characteristics of effective goals, and clarify the connection between organizational strategy and the employee's performance initiatives. Workshop activities reflect the symbiotic nature of personal and professional goals and include a balanced approach to goal setting exercises.

OUTCOMES

- Complete a personal and professional goals worksheet
- Explore and select a method for tracking goals
- Work with an accountability partner to monitor progress
- Learn what peers are doing to hit their goals
- Be prepared to work with team members and their goals

RESOURCES

- Setting and Achieving Goals workbook
- Goal setting worksheet

COMPETENCY DEMONSTRATED

Each participant will complete their goal setting worksheet and work with an accountability partner to ensure that they stick to their goals. We will provide attendees with an additional goal accountability check-in opportunity through a roundtable progress check-in at the following program session. Nobody wants to fail, and this individual attention often helps reinforce participant success.

MANAGING WORKPLACE STRESS

3 HOURS

Leaders with the power to identify how stress affects the overall health, productivity, and morale of the entire organization set themselves apart by doing so. Tackling the causes of stress in individuals and in organizations leads to higher performance, fewer missed days, and higher productivity. Any job can have stressful elements, even if you love what you do. Some stress at work is normal, however excessive stress can obstruct your productivity and impact your physical and emotional health. Your ability to deal with it can mean the difference between success and failure.

OUTCOMES

- Learn about the seven common types of workplace stressors, identify your highs and lows, and how to balance them
  - Demands of the job
  - Effort vs reward
  - Span of control, empowerment
  - Organizational change
  - Direct manager/supervisor
  - Social support
  - Job security

RESOURCES

- Stress Quotient Assessment and personalized report
- Stress Quotient Group Report

COMPETENCY DEMONSTRATED

Participants will work in small groups to explore the causes and effects of different types of stressors in the workplace. Additionally, each participant will identify 1-2 workplace stressors and develop a customized plan to diminish negative stressor impacts on personal success.

MAXIMIZE YOUR TIME AND INCREASE PRODUCTIVITY

3 HOURS

OUTCOMES

- Identify common barriers to productivity and time management
- Learn strategies for organizing and scheduling tasks effectively
- Learn about natural energy cycles and how they impact work
- Explore methods to manage distractions and interruptions
- Evaluate and implement tools/technology to stay on track
- Develop an action plan to implement course concepts

RESOURCES

- Maximize Your Time and Increase Productivity Workbook
- Weekly text messages to reinforce the learning objectives

In today's rapidly changing world, leaders are facing a VUCA environment, one that is volatile, uncertain, complex, and ambiguous. To navigate this environment, leaders must be more productive than ever before.

Productivity is a critical skill for individuals because it allows them to manage their time effectively and prioritize tasks that are critical to their success. In a VUCA environment, there is always something that needs to be done, and people who are not productive can easily become overwhelmed. This course will teach participants how to overcome these challenges and introduce them to practical methods of managing and maximizing their time.

COMPETENCY DEMONSTRATED

Participants will engage in multiple exercises designed to demonstrate their understanding and ability to manage their time and increase productivity. Additionally, prior to leaving the workshop, each participant will share which tools and techniques they will put into practice.

UNLOCKING CREATIVITY FOR EFFECTIVE PROBLEM SOLVING

This course is designed to equip participants with the essential tools and strategies to effectively solve problems through a creative approach. The course will focus on enhancing critical thinking and problem-solving skills, and developing an innovative mindset to generate unique and feasible solutions to complex issues. The course will also emphasize the importance of effective communication, collaboration, and decision-making in problem-solving.

3 HOURS

OUTCOMES

- Learn the concepts and principles of creative problem-solving
- Identify barriers to avoid when problems arise
- Learn root cause analysis and problem diagnosis
- Explore opportunities to collaborate to ensure synergy with other departments
- Learn multiple methods to brainstorm possible solutions
- Learn how and how not to implement solutions
- Review the proper way to communicate and integrate solutions

RESOURCES

- Unlocking Creativity For Effective Problem Solving workbook
- Weekly text messages to reinforce the learning objectives

COMPETENCY DEMONSTRATED

Participants will collaborate with others to put their new skills into practice by working through a complex problem and they must come to a solution. They will be evaluated on their ability to effectively and efficiently solve the problem by implementing the best practices taught during the session.

ROCKSTAR RESULTS

Unlock the power of people-focused leadership with skills in fostering accountability, building high-performing teams, becoming a better coach and delegating more effectively. Rockstar Results consists of 5 workshops and each participant will also be the subject of a 360° feedback survey to glean real feedback from their peers and enhance the leaders self-awareness.

Must complete Rockstar Foundations program & is only for people leaders.

Teams that are well-connected and have high levels of trust and cohesion are 21% more profitable.

CREATING A CULTURE OF ACCOUNTABILITY

3 HOURS

This program empowers leaders to foster a culture where accountability thrives. Participants will learn the art of creating an environment where individuals willingly take ownership and responsibility for their actions and outcomes. This session will also provide strategies for leaders to have difficult conversations when individuals fall short of accountability standards, fostering constructive dialogue. By the end of the program participants will be primed to promote a culture of continuous improvement, enhancing productivity, collaboration and overall success.

OUTCOMES

- Learn to set clear expectations and avoid miscommunication
- Develop an "extreme ownership" mindset
- Create an environment where people want to take responsibility
- Implement feedback loops that drive accountability
- Utilize KPI's to transparently monitor progress
- Learn how to have conversations when people aren't being accountable
- Promote a culture of continuous improvement

RESOURCES

- Creating a Culture of Accountability workbook
- Weekly text messages to reinforce the learning objectives

COMPETENCY DEMONSTRATED

Participants will evaluate the best practices from the session and determine which ones will have the greatest impact on their current situation. Then, they will create an implementation plan to create a culture of accountability.

ANALYZING & DEVELOPING PERFORMANCE GAPS

Analyzing "what is" vs. "what should" be happening is key to driving excellent performance. In this module, participants will discover how to diagnose gaps in performance, analyze performance gap causes and effects and correct the course by implementing an effective development plan.

3 HOURS

OUTCOMES

- Learn to identify gaps in your performance
- Create a plan to address your gaps
- Learn how to identify the gaps in employee performance
- Learn how to create a development plan for your employees
- Get employees on the fast track to maximizing their performance
- Leverage our 9-box tool to identify who to spend your time on
- Use our 9-box tool to identify other paths for lower performers

RESOURCES

- Analyzing and Developing Performance Gaps
- Our 9-box template for identifying employee potential
- Personal development plan template
- Key accountabilities template & worksheet
- Weekly text messages to reinforce the learning objectives

COMPETENCY DEMONSTRATED

This session is a heavy "working session". Competency is demonstrated by participant ability to "dig deep" and fully complete a set of robust exercises in the workbook. For example, one exercise requires each participant to complete the Rockstar 9 box to identify the potential of their team members. They then identify the potential development initiatives for each team member.

DELEGATING WITH CONFIDENCE

3 HOURS

Participants explore the conditions under which delegation is most effectively accomplished, and learn a process for delegating that minimizes concerns about the ultimate responsibility for success. They will gain an appreciation for the importance of effectively entrusting others with business tasks while maintaining accountability for the outcome.

OUTCOMES

- Build up your employees by sharing responsibilities
- Learn to be resourceful and get more done
- Gain confidence when delegating tasks
- Free up time and focus on higher level priorities
- Overcome your delegation fears
- Identify who you can trust with important tasks
- Learn to own the outcome without doing all of the work

RESOURCES

- Delegating with Confidence Workbook
- Delegating with Confidence Survey
- Weekly text messages to reinforce the learning objectives

COMPETENCY DEMONSTRATED

Participants will engage in multiple exercises designed to demonstrate their understanding an ability to delegate effectively. Additionally, prior to leaving the workshop, each participant will complete an action plan that includes:

- A current list of tasks they will delegate, to whom, and by when
- Flagged items that require prerequisite training prior to delegation
- A communication plan to delegate such tasks appropriately

RealTime Coaching™

4 HOURS

Managers manage, leaders coach. This two-part session takes a deep dive into coaching and participants leave with an easy to implement, and impactful coaching model that they will begin using immediately. As certified facilitators of RealTime Coaching™, we're able to offer this simple, practical approach for achieving results through others. Each participant receives the RealTime Coaching™ book, the process and all the tools necessary to begin coaching employees into "A" players.

OUTCOMES

- Learn to coach people through difficult challenges
- Create proactive problem solvers
- Stop solving other people's challenges
- Make your team members more accountable
- Learn a coaching model you can use even when you're not an expert
- "Pass the monkey" back to your employees
- Learn how to coach different types of people
- Learn how to overcome your natural coaching roadblocks

RESOURCES

- RealTime Coaching book
- RealTime Coaching Workbooks (2)
- Weekly text messages to reinforce the learning objectives

COMPETENCY DEMONSTRATED

Participants will have multiple opportunities to demonstrate their effectiveness of using the coaching technique. In fact, each person will be required to coach another participant through a real challenge, not a fake scenario. Each participant will be graded by their peer to ensure they achieve each step of the coaching process.

BUILDING A HIGH PERFORMING TEAM

4 HOURS

Productive teams are essential for growing the organization and holding teams accountable is essential for any leader. People like to be accountable, they don't like to be held accountable. Participants will learn how to effectively drive growth through teams and will learn best practices to hold them accountable for their results.

OUTCOMES

- Learn to motivate team members to be personally accountable
- Learn how to use goals to reinforce accountability
- Watch the A-players rise and the C-players step up or out
- Spend less time in team meetings and more time working
- Learn team building exercises to share with your team

RESOURCES

- Building a High Performing Teams Workbook
- Team building exercise documents with instructions
- Weekly text messages to reinforce the learning objectives

COMPETENCY DEMONSTRATED

Participants will have multiple opportunities to display their leadership and ability to drive performance through a series of experiential exercises. Additionally, and especially for the less outgoing participants, each person will create a personalized action plan to demonstrate how they will drive growth through their team.

Ready to level up your leadership skills?

Our programs offer practical, real-world training that makes a difference. Check out our upcoming programs and secure your spot today.

Visit
www.RockstarWorkforce.com/academy
to register and start your transformational journey.

Have more than 10 people?

Take your team's leadership skills to the next level. For groups of 10 or more, we provide tailored private programs perfect for your business needs. Simply visit the link above and click on "I'd like to discuss a private program" to get started.

Let's transform your team's potential.

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