



Rewire

LEADERSHIP



Schedule
Contract GS-02F-0131Y

Authorized Professional Services Schedule Price List Multiple Awards Schedule (MAS)

Contract Number: GS-02F-0131Y
Contract Period: 04-25-2012 through 04-24-2022

Business Size: Small Business, WOSB, EDWOSB

Rewire Leadership Institute®
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Novato, CA 94949

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General Contract Information

Contract Number:	GS-02F-0131Y
Contract Period:	04-25-2012 through 04-24-2022
Business Size & Classifications:	Small Business Woman-Owned Small Business (WOSB) Economically Disadvantaged WOSB
Awarded Special Item Number(s):	SIN 54611: Consulting Services page 6 SIN 611430: Training Servicespage 7 SIN <u>Ancillary</u> : Ancillary Suppliespage 10 SIN <u>OLM</u> : Order Level Materials
Lowest priced model number and lowest unit price for that model for each SIN in the contract:	See Price Lists page 6
Contractor hourly rates:	Not applicable.
Maximum Order:	\$1,000,000.00 USD
Minimum Order:	\$100.00 USD
Geographic Coverage (delivery Area):	CONUS
Point(s) of Production:	Novato, Marin County, California Mill Valley, Marin County, California
Discount from Commercial Prices:	GSA pricing is net and always includes the GSA Discount.

Quantity Discounts:

- For SIN 54611, RLI will give a 4% additional discount on orders over 35 billed in one year.
- For SIN 54611, RLI will give an additional 3% discount on cumulative orders totaling \$100,000 or more in one calendar year. (The government will receive the approved GSA 7% discount off of the commercial price plus an additional 3% discount for a total discount of 10%.)
- For SIN 54611, RLI will give an additional 3% discount on cumulative orders totaling \$200,000 or more in one calendar year. (The government will receive the approved GSA 7% discount off of the commercial price plus an additional 6% discount for a total discount of 13%.)
- For SINs Ancillary and OLM , RLI will give an additional 1.5% discount on cumulative orders totaling \$100,000 or more in one year.

Prompt Payment Terms: Net 30 days

Government Purchase Cards Accepted: Yes

Foreign Items: Not Applicable

Time of Delivery: TBD at task order level

Expedited Delivery: Contact Contractor to negotiate if needed.

Overnight and 2-Day Delivery: Contact Contractor to negotiate if needed.

Urgent Requirements: Contact Contractor to negotiate if needed.

F.O.B. Point(s): Destination

Ordering Address:

Attn: Judith Bell
Rewire Leadership Institute
19 Winged Foot Drive
Novato, CA 94949

Telephone: (415) 883-5600
Fax: (415) 883-5544
Email: judith@rewireleadership.com

Payment Address:

Rewire Leadership Institute
19 Winged Foot Drive
Novato, CA 94949

Telephone: (415) 883-5600
Fax: (415) 883-5544
Email: judith@rewireleadership.com

Warranty Provision:

Standard commercial warranty

**Terms and Conditions of
Government Purchase Card
Acceptance (any thresholds above
the micro-purchase level):**

Yes, Contact Contractor

**Data Universal Numbering System
(DUNS) number:**

82-580-1736

**Notification Regarding Registration
in SAM Database:**

Registered in SAM under CAGE code 3PVS4,
NAICS 541611.

Price Lists

All price lists contained herein are current and effective as of 1 October 2017.

SIN 54611: Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services; Integrated Consulting Services Price List

SIN	Item #	Service Description	UOI	GSA Offer Price	Country of Origin (COO)
54611	CS01	Consulting Services	Day	\$4,685.14	USA
54611	EC01	Executive Coaching	Day	\$4,216.62	USA
54611	LC01	Leadership Coaching	Day	\$3,748.11	USA
54611	MC01	Management Coaching	Day	\$3,279.60	USA
54611	PC01	Professional Coaching	Day	\$2,811.08	USA
54611	TC01	Team Coaching	Day	\$4,685.14	USA
54611	FS01	Facilitation Services	Day	\$4,685.14	USA
54611	360FB*	360 Feedback for Individual	Day	\$4,685.14	USA
54611	360OC*	360 Feedback for Organizational Climate	Day	\$4,685.14	USA
54611	E01*	Element 0	Day	\$4,685.14	USA

* Please note that these services include set up, administration, and debrief. They do NOT include the cost of any supporting products. Supporting products for these services are listed in [SIN 100-03: Ancillary Supplies and/or Services Price List](#).

SIN 611430: Professional and Management Development Training Services Price List

Please note that the training courses listed below are fixed firm price, which includes all supplies and materials required for the course. For a complete [Course Catalogue](#) with descriptions of each course, please [see page 13](#).

SIN	Item #	Training Course Title & Length	UOI	GSA Offer Price	Country of Origin (COO)
611430	AL1	Authentic Leadership 1: Become Your Authentic Self - 5 days	Each	\$23,425.69	USA
611430	AL2	Authentic Leadership 2: Navigating the Interpersonal World Mindfully - 5 days	Each	\$26,236.78	USA
611430	AL2-1	AL2: Price for additional students over the minimum of 8	Each	\$744.94	USA
611430	DYD3	Diminish Your Defensiveness - 3 days	Each	\$20,614.61	USA
611430	DYD3-1	DYD3: Price for additional students over the minimum of 9	Each	\$562.22	USA
611430	FB1	FIRO Element B: Behavior Introduction - 1 day	Each	\$7,027.71	USA
611430	FB1-1	FB1: Price for additional students over the minimum of 18	Each	\$281.11	USA
611430	FB2	FIRO Element B: Behavior Trainer Certification course - 2 days	Each	\$14,055.42	USA
611430	FB2-1	FB2: Price for additional students over the minimum of 18	Each	\$374.81	USA
611430	FTPi1	FIRO Theory Profiling Introduction - 1 day	Each	\$7,027.71	USA
611430	FTPi1-1	FTPi1: Price for additional students over the minimum of 6	Each	\$468.51	USA
611430	FTPa2	FIRO Theory Profiling Applied - 2 days	Each	\$14,055.42	USA
611430	FTPa2-1	FTPa2: Price for additional students over the minimum of 6	Each	\$749.62	USA
611430	ILE5	Introspection for Leadership Excellence - 5 days	Each	\$24,995.00	USA
611430	ILE5-1	ILE5: Price for additional students over the minimum of 10	Each	\$974.45	USA
611430	NST5	Neuroscience of Teams - 5 days	Each	\$32,795.97	USA

SIN	Item #	Training Course Title & Length	UOI	GSA Offer Price	Country of Origin (COO)
611430	NST5-1	NST5: Price for additional students over the minimum of 18	Each	\$937.03	USA
611430	SH3	Shadowing: A Premiere Coaching Tool - 3 days	Each	\$20,614.61	USA
611430	SH3-1	SH3: Price for additional students over the minimum of 9	Each	\$562.22	USA
611430	CORK1	Taking the Cork Off the FIRO Theory: A Protege's Perspective - 1 day	Each	\$7,027.71	USA
611430	CORK1-1	CORK1: Price for additional students over the minimum of 18	Each	\$327.96	USA
611430	TMR2	Gender-fication: Men and Women's Evolving Roles - 2 days	Each	\$14,055.42	USA
611430	TMR2-1	TMR2: Price for additional students over the minimum of 6	Each	\$468.51	USA
611430	RM2	How to Avoid and Resolve Misunderstandings - 2 days	Each	\$14,055.42	USA
611430	RM2-1	RM2: Price for additional students over the minimum of 6	Each	\$468.51	USA
611430	SF2	The Authentic Leadership Consultant: Unleash Your Creativity	Each	\$14,055.42	USA
611430	SF2-1	SF2: Price for additional students over the minimum of 18	Each	\$562.22	USA
611430	RD3	Resilience Dynamics® - 3 days	Each	\$20,614.61	USA
611430	RD3-1	RD3: Price for additional students over the minimum of 18	Each	\$679.35	USA
611430	RD5	Resilience Dynamics® - 5 days	Each	\$32,795.97	USA
611430	RD5-1	RD5: Price for additional students over the minimum of 18	Each	\$937.03	USA
611430	THE5	The Human Element®: Teambuilding - 5 days	Each	\$32,795.97	USA
611430	THE5-1	THE5: Price for additional students over the minimum of 18	Each	\$937.03	USA
611430	THE3	The Human Element®: Teambuilding (Cornerstone Course) - 3 days	Each	\$20,614.61	USA

SIN	Item #	Training Course Title & Length	UOI	GSA Offer Price	Country of Origin (COO)
611430	THE3-1	THE3: Price for additional students over the minimum of 18	Each	\$679.35	USA
611430	OS3	The Human Element®: Organizational Solutions - 3 days	Each	\$20,614.61	USA
611430	OS3-1	OS3: Price for additional students over the minimum of 18	Each	\$562.22	USA
611430	FO5	Follow-On to The Human Element® - 5 days	Each	\$32,795.97	USA
611430	FO5-1	FO5: Price for additional students over the minimum of 18	Each	\$937.03	USA
611430	CR3	The Human Element in Customer Relations™ - 3 days	Each	\$20,614.61	USA
611430	CR3-1	CR3: Price for additional students over the minimum of 18	Each	\$562.22	USA
611430	CRcert6	The Human Element in Customer Relations™ Trainer Certification course - 6 days	Each	\$32,795.97	USA
611430	CRcert6-1	CRcert6: Price for additional students over 12	Each	\$2,248.87	USA
611430	THR2.5	Thrive: Because Life's Too Short - 2.5 days	Each	\$16,866.50	USA
611430	THR2.5-1	THR2.5: Price for additional students over the minimum of 18	Each	\$468.51	USA

SIN Ancillary: Ancillary Supplies and/or Services Price List

Please note that the supplies listed below do **NOT** include set up, administration, or debriefing services. These products are purchased independent of any services. For a complete list of [Consulting Services](#), see [page 6](#). For a complete list of [Training Services](#) that utilize the products below, please see [page 7](#).

SIN	Item #	Product Description	UOI	GSA Offer Price	Country of Origin (COO)
Ancillary	A-103	Online Elements B, F, & S Double Scoring	Each	\$191.43	USA
Ancillary	A-501	Authentic Leadership 1: Become Your Authentic Self workbook	Each	\$119.65	USA
Ancillary	A-502	Authentic Leadership 2: Navigating the Interpersonal World Mindfully workbook	Each	\$119.65	USA
Ancillary	A-705	Perception Puzzle	Each	\$215.37	USA
Ancillary	A-706	Optical Illusions Set	Each	\$38.29	USA
Ancillary	A-708	Other AL1 Materials: Cards, Hearts	Each	\$23.93	USA
Ancillary	A-709	AL1 Slide Set	Each	\$33.50	USA
Ancillary	A-710	AL1 Training Set: includes 2 perception puzzles, 1 optical illusions set, Other AL1 materials, and AL1 slide set	Each	\$478.59	USA
Ancillary	A-721	AL2 Assessments, Score Sheets, and Answer Keys	Each	\$53.60	USA
Ancillary	A-722	AL2 Body Map Materials	Each	\$33.50	USA
Ancillary	C-501	Taking the Cork Off the FIRO Theory: A Protege's Perspective workbook	Each	\$23.93	USA
Ancillary	C-701	Other CORK1 Materials: Cards, Hearts	Each	\$57.43	USA
Ancillary	C-709	CORK1 Slide Set	Each	\$23.93	USA
Ancillary	CR-501	The Human Element in Customer Relations™ workbook (includes Element CS or Element Pi bound in)	Each	\$71.79	USA
Ancillary	CR-502	The Human Element®: Patient Impact workbook	Each	\$38.29	USA
Ancillary	CR-701	The Human Element in Customer Relations™ placards	Each	\$9.57	USA
Ancillary	CR-702	The Human Element in Customer Relations™ Best Practices Card Set	Each	\$23.93	USA
Ancillary	CR-709	THECR3 Slide Set	Each	\$23.93	USA

SIN	Item #	Product Description	UOI	GSA Offer Price	Country of Origin (COO)
Ancillary	CR-710	THECR3 Training Set: includes placards, best practices card set, and THECR3 slide set	Each	\$47.86	USA
Ancillary	CR-801	The Human Element in Customer Relations™ leader's manual	Each	\$143.58	USA
Ancillary	DYD-501	Diminish Your Defensiveness: How the FIRO Theory Can Make a Difference workbook	Each	\$71.79	USA
Ancillary	DYD-709	DYD3 slide set	Each	\$33.50	USA
Ancillary	DYD-710	DYD3 Training Set: includes 2 perception puzzles, 1 optical illusion set, other DYD3 materials, and DYD3 slide set	Each	\$478.59	USA
Ancillary	F-441	FIRO Theory Profiling Wall Chart	Each	\$9.57	USA
Ancillary	F-442	FIRO Theory Profiling Bar Graph Wall Chart	Each	\$5.74	USA
Ancillary	F-501	FIRO Theory Profiling Introduction workbook	Each	\$43.07	USA
Ancillary	F-502	FIRO Theory Profiling Applied workbook	Each	\$57.43	USA
Ancillary	F-701	FIRO Theory Profiling Double Scoring Directions (hard copy)	Each	\$9.57	USA
Ancillary	F-702	FIRO Theory Profiling Small Chart & Small Graph	Each	\$9.57	USA
Ancillary	F-722	FTP2 Small Group and Individual Charts	Each	\$478.59	USA
Ancillary	FeS-701	360 Feedback Instrument & Computer-Generated Interpretative Report for 1 Participant (unlimited raters; for computer program and report only; does not include design, planning, implementation, or debrief)	Each	\$143.58	USA
Ancillary	FO-501	The Follow-On to The Human Element® workbook	Each	\$119.65	USA
Ancillary	FO-709	FO5 slide set	Each	\$24.89	USA
Ancillary	FO-801	The Follow-On to The Human Element® leader's manual	Each	\$191.44	USA
Ancillary	ILE-501	Introspection for Leadership Excellence workbook	Each	\$143.57	USA

SIN	Item #	Product Description	UOI	GSA Offer Price	Country of Origin (COO)
Ancillary	ILE-708	Other ILE5 materials: Cards, Hearts	Each	\$23.93	USA
Ancillary	ILE-709	ILE5 slide set	Each	\$33.50	USA
Ancillary	ILE-710	ILE5 Training Set: includes 2 perception puzzles, 1 optical illusion set, other ILE5 materials, and ILE5 slide set	Each	\$478.59	USA
Ancillary	N-501	Neuroscience of Teams: Using Hard Science to Develop Soft Skills workbook	Each	\$119.65	USA
Ancillary	N-709	NST5 slide set	Each	\$34.84	USA
Ancillary	RD-401	Resilience Dynamics® small group charts	Each	\$23.93	USA
Ancillary	RD-501	Resilience Dynamics® workbook for the 3 day course	Each	\$71.79	USA
Ancillary	RD-502	Resilience Dynamics® workbook for the 5 day course	Each	\$119.65	USA
Ancillary	RD-702	Element S Double Scoring Directions (hard copy)	Each	\$4.79	USA
Ancillary	RD-709	Resilience Dynamics® slide set	Each	\$23.93	USA
Ancillary	RM-501	How to Avoid and Resolve Misunderstandings workbook	Each	\$43.07	USA
Ancillary	RM-709	RM2 slide set	Each	\$24.89	USA
Ancillary	S-501	Shadowing: A Premiere Coaching Tool for Change workbook	Each	\$47.86	USA
Ancillary	S-709	SH3 slide set	Each	\$23.93	USA
Ancillary	SF-501	The Authentic Leadership Consultant: Unleash Your Creativity workbook	Each	\$43.07	USA
Ancillary	SF-709	SF2 slide set	Each	\$24.89	USA
Ancillary	T-112	Element O: Organizational Climate (cost per person)	Each	\$28.72	USA
Ancillary	THR-501	Thrive: Because Life's Too Short workbook	Each	\$47.86	USA
Ancillary	THR-709	THR2.5 slide set	Each	\$34.84	USA
Ancillary	TMR-501	Gender-fication: Men and Women's Evolving Roles workbook	Each	\$43.07	USA
Ancillary	TMR-709	TMR2 slide set	Each	\$24.89	USA

Course Catalogue

Authentic Leadership 1: Become Your Authentic Self

Price List Item: AL1

Course Length: 5 days

This highly practical, 5-day, in-depth course provides tools to address the most crucial aspects of leadership and teamwork. The newest discoveries in neuroscience are introduced to give participants the tools that unlock authenticity, self-acceptance, creativity, and spontaneity—giving them the resilient skills required to lead in today's changing environment. The class is based in experiential learning which includes lectures, experiential activities, feedback, small group processes and a FIRO Theory Profile.

Course Objectives:

- Gain more emotional and social intelligence.
- Experience positive and profound changes in the quality of all relationships.
- Develop more flexibility, creativity, and authenticity, expanding your repertoire of successful and satisfying behavior.
- Increase ability to take risks while remaining grounded.
- Expand perception to see “outside the box.”
- Listen with curiosity and receive feedback openly.
- Enhance ability to support and develop people, including one's self, as a leader.
- Learn how to manage reactivity to create a positive experience and outcome.

Minimum number of participants: 9

Maximum number of participants: 9

Support materials provided as part of the course:

- Training manuals and handouts
- 1 set of the Schutz Elements of Awareness [Element B (Behavior), Element F (Feelings), and Element S (Self-Concept)] plus Double Scoring Directions for each participant (either online or in hard copy)
- FIRO theory profile wall chart and graph wall chart for each participant
- FIRO theory profile small charts for each person
- Other AL1 Materials, including: hearts, cards, boxes, magazines, stories,
- AL1 slide set
- Optical illusions set
- 2 perception puzzles

Authentic Leadership 2: Navigating the Interpersonal World Mindfully

Price List Item: AL2

Course Length: 5 days

This course takes the principles and practices of Authentic Leadership 1 into the interpersonal world of business and personal relationships. Participants learn tools to recognize visual, auditory and energetic signals to read others more accurately and communicate more effectively, leading to more perceptiveness and creativity in relating to all types of people. The course includes brief lectures, experiential activities, assessments, group discussion and feedback, and skills practice and application.

Prerequisite:

Authentic Leadership 1: Become Your Authentic Self [AL1]

Course Objectives:

- Become a more effective leader of people
- Learn mindfulness practices to increase self-awareness and perceptiveness of others
- Improve ability to interpret others verbal and non-verbal signals accurately
- Learn to communicate non-defensively, to diffuse defenses and bring out the best in others
- Enhance ability to support and develop others as well as one's self.

Minimum number of participants: 8

Maximum number of participants: 20

Support materials provided as part of the course:

- Training manuals and handouts
- AL2 slide set
- Video and playback
- Variety of assessments
- Body Map Materials: art or butcher paper (at least 2 ½ feet wide by 7 feet long per participant), markers, magazines, and other collage materials

Diminish Your Defensiveness: How the FIRO Theory Can Make a Difference

Price List Item: DYD3

Course Length: 3 days

This course teaches participants how the mind works and how to regulate their emotions so they can solve problems effectively. Participants explore the underlying causes of defensiveness and its impact on problem-solving abilities and productive team work. They learn to recognize their own defensive reactions early before they act upon them. As a result, participants become less impulsive and better team members. Effective collaborative and communication skills are demonstrated and practiced to replace defensive behaviors. The course includes lecture, small group discussions, experiential exercises, assessments, and follow-up planning activities.

Course Objectives:

- Learn the impact of defensiveness on problem-solving skills
- Create an early warning system for defensive reactions
- Develop defense contracts with others to get support for positive change
- Create an action plan to lessen the immediate damage caused by defensiveness
- Learn how to build strong collaborative personal and professional relationships

Minimum number of participants: 9

Maximum number of participants: 18

Support materials provided as part of the course:

- Training manuals and handouts
- 1 set of Element B (Behavior) plus Double Scoring Directions for each participant
- FIRO theory profile Element B wall charts and graph wall charts
- FIRO theory profile Element B small charts for each person
- Other DYD3 Materials, including: hearts, cards, and stories,
- DYD3 slide set

FIRO Element B: Behavior Introduction

Price List Item: FB1

Course Length: 1 day

This highly interactive workshop is designed for individuals who desire an understanding of FIRO theory and the FIRO Element B™ for individual and team development, leadership, problem solving and conflict resolution. It gives respondents information on how and why they and others behave as they do, and how and why they sometimes have trouble working with other people. Through presentations, scientifically valid assessments, group feedback and application activities, participants experience how open, non-defensive relationships can improve individual and organizational effectiveness. This one day program is almost entirely experiential.

Course Objectives:

- Become familiar with the foundation and design of assessment instrument FIRO Element B™
- Learn to skillfully administer and interpret Element B
- Learn to facilitate interpretive feedback sessions with individuals and groups
- Understand how to work with the application of this instrument to improve individual and team performance.

Minimum number of participants: 18

Maximum number of participants: 30

Support materials provided as part of the course:

- Training manuals and handouts
- Element B: Behavior assessments
- Element B wall charts
- FB1 slide set

FIRO Element B: Behavior Trainer Certification

Price List Item: FB2

Course Length: 2 days

This highly interactive workshop is designed for individuals who desire an understanding of FIRO theory and the FIRO Element B™ for individual and team development, leadership, problem solving and conflict resolution. It gives respondents information on how and why they and others behave as they do, and how and why they sometimes have trouble working with other people. Through presentations, scientifically valid assessments, group feedback and application activities, participants experience how open, non-defensive relationships can improve individual and organizational effectiveness. They leave the course certified as instructors for the FIRO Element B: Behavior Introduction course.

Prerequisite:

FIRO Element B: Behavior Introduction [FB1]

Course Objectives:

- Become familiar with the foundation and design of assessment instrument FIRO Element B™
- Learn to skillfully administer and interpret Element B
- Learn to facilitate interpretive feedback sessions with individuals and groups
- Understand how to work with the application of this instrument to improve individual and team performance.

Minimum number of participants: 18

Maximum number of participants: 30

Support materials provided as part of the course:

- 1 set of training manuals for each participant: Element B individuals workbook, Element B teams workbook, Element B leader's manual
- 1 set of articles for each participant: "Psychological Reports," "Watch Your Language," "Self-Esteem," and "FIRO B and Psychological Type"
- Element B: Behavior assessments - 3 for each participant
- Element B wall charts
- Atmosphere Compatibility wall charts
- Role Compatibility wall charts
- 3 Card Set: Atmosphere Cards, Role Compatibility (Apathetic) Cards, and Role Compatibility (Confrontive) Cards
- FB2 slide set

FIRO Theory Profiling Introduction

Price List Item: FTPi1

Course Length: 1 day

Using FIRO theory and current research from neuroscience, this course introduces consultants, coaches, and leaders to the use of double scoring with the three Schutz Elements of Awareness to create a FIRO Theory Profile. Participants are exposed to the basic elements in the profile that show defense strategies as well as optimism and resilience. Coaches and leaders are introduced to the use of FIRO Theory Profiling as a means of creating an in-depth professional development plan that starts where the individual is today and outlines a strategy to create the sought after vision.

Course Objectives:

- Understand how defense strategies are revealed in the FIRO Theory Profile
- Learn how to connect Self-concept scores to Beliefs/Feelings and Behavior
- Understand how Stressed scores differ from Relaxed scores and how to use the difference
- Understand how optimism, resilience, and goals are revealed in the scores
- Learn how to use the scientific method to test hypotheses within the profile

Minimum number of participants: 6

Maximum number of participants: 18

Support materials provided as part of the course:

- Training manuals and handouts
- 1 set of the Schutz Elements of Awareness [Element B (Behavior), Element F (Feelings), and Element S (Self-Concept)] plus Double Scoring Directions for each participant, either online or in hard copy
- FIRO theory profile wall chart and graph wall chart for each participant
- FIRO theory profile small charts for each person
- FTPi1 slide set

FIRO Theory Profiling Applied

Price List Item: FTPa2

Course Length: 2 days

Using FIRO theory and current research from neuroscience, this course introduces consultants, coaches, and leaders to the use of double scoring with the three Schutz Elements of Awareness to create a FIRO Theory Profile. Participants are exposed to the basic elements in the profile that show defense strategies as well as optimism and resilience. Coaches and leaders are introduced to the use of FIRO Theory Profiling as a means of creating an in-depth professional development plan that starts where the individual is today and outlines a strategy to create the sought after vision.

Course Objectives:

- Understand how defense strategies are revealed in the FIRO Theory Profile
- Learn how to connect Self-concept scores to Beliefs/Feelings and Behavior
- Understand how Stressed scores differ from Relaxed scores and how to use the difference
- Understand how optimism, resilience, and goals are revealed in the scores
- Learn how to use the scientific method to test hypotheses within the profile
- Practice interpreting FIRO Theory Profiles

Minimum number of participants: 6

Maximum number of participants: 18

Support materials provided as part of the course:

- Training manuals and handouts
- 1 set of the Schutz Elements of Awareness [Element B (Behavior), Element F (Feelings), and Element S (Self-Concept)] plus Double Scoring Directions for each participant, either online or in hard copy
- FIRO theory profile wall chart and graph wall chart for each participant
- FIRO theory profile small charts for each person
- FTPa2 slide set

Gender-fication - Men and Women's Evolving Roles

Price List Item: TMR2

Course Length: 2 days

Gender-fication integrates the Rewire Leadership approach in serving organizations that strive to practice gender equality in the workplace and advance the role of women accordingly. This course provides a framework for understanding of and addressing the hidden yet powerful impact of the traditional male role (TMR) in the workplace. It empowers constructive dialogues between women and men about unconscious influences of the TMR on the three A's: assumptions, attitudes, and actions. Left unaddressed, these three A's affect leadership, teamwork, and productivity negatively.

TMR is found in women as well as men. Common manifestations of the TMR include an unwillingness to admit mistakes or share vulnerabilities, a tendency toward dogmatic thinking and behaviors, a hesitance to ask for any help even when it would further success, and a tendency to withhold the expression of empathy. Gender-fication brings both unconscious and conscious beliefs about gender to the surface, giving men and women the opportunity to gain awareness, understanding, and develop a plan of action to create gender equality in the workplace.

While there are clearly detrimental aspects to the TMR, we also address the positive side as well: fortitude, willingness to sacrifice, and willingness to subvert individual interests.

Gender-fication creates a structured, safe forum to surface, discuss, and resolve gender issues in the workplace.

This course occurs in either of two different formats: 2 days or eight (8) two-hour blocks.

Course Objectives:

- Help participants recognize common attitudes and behaviors relevant to TMR
- Understand how strict adherence to TMR compromises teamwork and overall productivity
- Learn ways to undo negative impact of TMR on leadership
- Create a safe forum for men and women to discuss challenges related to gender roles in work environment
- Develop skills to communicate more effectively regarding common TMR influences
- Reveal and remove the hidden negative influence of the TMR
- Develop greater trust which inspires people to contribute more to their team and organization

Minimum number of participants: 6

Maximum number of participants: 16

Support materials provided as part of the course:

- Training manuals and handouts
- TMR2 slide set

Introspection for Leadership Excellence

Price List Item: ILE5

Course Length: 5 days

This highly practical, hands-on, in-depth course focuses on leaders learning how to use introspection to develop their leadership competencies throughout their career. It provides tools to address the most crucial aspects of leadership and teamwork. The newest discoveries in neuroscience are introduced to give participants tools that unlock authenticity, self-acceptance, creativity, and spontaneity—giving them the resilient skills required to lead in today’s changing environment.

This program is designed to equip participants with the skills to transform groups and organizations into motivated, empowered productive teams. Participants explore how and why they behave in certain ways and how their behavior, feelings and self-concept affect personal and team relations, leadership, decision-making, conflict resolution and life transitions.

The class is based in experiential learning, which includes brief lectures, experiential activities, scientifically based self-assessment questionnaires, group feedback, small group processes, a FIRO Theory Profile, skills practice, and application in the areas of mindful conversations, teamwork, decision making, and leadership.

Course Objectives:

- Develop a skill set that supports participants in becoming lifelong learners
- Develop skills participants can use on their own to develop personally and professionally as mindful and authentic leaders
- Understand basic applied neuroscience to be able to realize, address, and overcome fixed mindsets, the “us and them” phenomenon, negativity bias, perceptions and assumptions, and nervous system reactions
- Develop greater self-awareness and awareness of others
- Learn how to recognize defensive reactions and engage in self-reactivity management
- Provide a skill set so that leaders can engage successfully in Mindful Leadership Conversations (MLCs)
- Learn to address impediments that get in the way of resilience, ability to change, engage in effective relationships, and maintain productivity
- Learn a practical theoretical framework for understanding the self, others, and teams using FIRO theory
- Learn to create a personal action plan that can be sustained over time and include the development of new habits

Minimum number of participants: 10

Maximum number of participants: 20

Support materials provided as part of the course:

- Training manuals and handouts
- 1 set of the Schutz Elements of Awareness [Element B (Behavior), Element F (Feelings), and Element S (Self-Concept)] plus Double Scoring Directions for each participant, either online or in hard copy
- FIRO theory profile wall chart and graph wall chart for each participant
- FIRO theory profile small charts for each person
- Values Survey and directions for administering it
- Action Plan that includes Lessons Learned, applications of Lessons Learned, and the development of habits
- Other ILE5 Materials, including: hearts, cards, boxes, magazines, stories,
- ILE5 slide set
- Optical illusions set
- 2 perception puzzles

Neuroscience of Teams: Using Hard Science to Develop Soft Skills

Price List Item: NST5

Course Length: 5 days

The purpose of this 5 day, highly interactive course is to help teams become more productive, efficient, and effective by aligning with the natural ways that human brain functions. The latest neuroscience research is combined with positive psychology, emotional and social intelligence, cognitive psychology, complexity theory and the FIRO theory (Fundamental Interpersonal Relations Orientation) to help participants learn to function better individually and in relation to their teams. Participants learn to utilize this information practically and precisely, thereby increasing their skills in collaboration, creative problem solving, leadership, and stress management. This learning can be implemented in the workplace immediately.

Course Objectives:

- Utilize the principles and practices emerging from the latest brain research into team development and cohesion
- Improve individual and team health and productivity
- Minimize employee absenteeism, tardiness and burnout
- Maximize creative problem solving
- Increase self-awareness and self-management

Minimum number of participants: 18

Maximum number of participants: 24

Support materials provided as part of the course:

- Training manuals and handouts
- 1 set of the Schutz Elements of Awareness [Element B (Behavior), Element F (Feelings), and Element S (Self-Concept)] plus Double Scoring Directions for each participant, either online or in hard copy
- FIRO theory profile wall chart and graph wall chart for each participant
- FIRO theory profile small charts for each person
- NST5 slide set

Resilience Dynamics®: Riding the Waves of Change

Price List Item: RD3

Course Length: 3 days

or

Price List Item: RD5

Course Length: 5 days

The purpose of this course is to provide a FIRO (Fundamental Interpersonal Relations Orientation) theory based practical model and a set of skills for developing greater resilience. Building on resilience research, it integrates powerful change systems from the fields of neuroscience, positive psychology, cognitive psychology, and FIRO theory. The course teaches principles of resilience such as emotional regulation, realistic optimism, positive self-talk, and the importance of a support network. Participants are trained in practices that develop greater resilience, including effective communication and self-management skills. The course will include lecture, small group discussions, assessments, experiential exercises and follow-up planning activities. Offered as a 3 or 5 day, the 3-day version has less practice.

Course Objectives:

- Implement the principles and practices of Resilience Dynamics® in the immediate short term, and develop long-term strategies for success
- Transfer the skills learned in the seminar into the work environment
- Create a resilience action plan
- Become more resourceful in dealing with change
- Develop lifelong resilience skills
- Maintain productivity in the face of change

Minimum number of participants: 18

Maximum number of participants: 24

Support materials provided as part of the course:

- Training manuals and handouts
- Element S (Self-Concept)] plus Double Scoring Directions for each participant
- FIRO theory profile Element S wall chart and graph wall chart for each participant
- FIRO theory profile Element S small charts for each person
- Stress Reduction brain
- Chinese Finger games
- RD3/RD5 slide set

How to Avoid and Resolve Misunderstandings

Price List Item: RM2

Course Length: 2 days

This hands-on course occurs in either of two different formats: 2 days or 8 - two hour blocks. It provides a framework for understanding why misunderstandings are inevitable, and how to handle or resolve them effectively. Drawing on FIRO theory (Fundamental Interpersonal Relations Orientation), modern neuroscience, and various communication systems, participants learn basic approaches and strategies that minimize damage to productivity, employee retention and health, while maximizing clarity and directness in ongoing communications.

Participants explore common ways that communication breakdowns harm empathy, clarity, and trust, while they also learn proven strategies to restore these qualities. In particular, they learn how to understand and control the “assumption warehouse” that, if left hidden, secretly influences every conversation.

The course follows the structure of 1) a presentation on specific ways that misunderstandings emerge typically in the workplace; 2) followed by experiential exercises designed to help participants handle future misunderstandings successfully.

Course Objectives:

- Implement powerful, time tested tools to avoid and dissolve misunderstandings
- Track and rectify misunderstandings before they turn into conflicts
- Understand and utilize how the brain works to deliver precise results and true meaning
- Build a trusting environment in which the greatest creativity and productivity can unfold
- Learn skills to create greater understanding and committed team involvement
- Resolve conflicts that allow individuals and teams to proactively secure future success
- Develop greater trust which inspires people to contribute more to their team and organization
- Skills are applicable to all vertical and horizontal relationships
- Learn why questions, rather than assumptions, lead to greater understanding and trust
- Learn how to ask questions that invite honest, open and direct responses
- Learn the best questions to ask when precision and clarity are vital

Minimum number of participants: 6

Maximum number of participants: 16

Support materials provided as part of the course:

- Training manuals and handouts
- RM2 slide set

Shadowing: A Premiere Coaching Tool for Change

Price List Item: SH3

Course Length: 3 days

Using FIRO theory and current research from neuroscience, this course teaches consultants, coaches, group leaders and managers how to put the salient issues on the table so they can be addressed successfully and resolved. Shadowing interventions help team members shift out of reactivity, opinion, and rigid perceptions into greater understanding of self and other. Shadowing provides coaches a highly effective tool to work with individuals, pairs, and groups in a variety of settings spanning in-depth coaching to board meetings.

Course Objectives:

- Develop ability to understand what makes others tick: their thoughts, feelings, and intentions
- Acquire tools to catalyze the change process of others
- Learn how to pick up verbal and non-verbal signals, becoming more effective as a change agent
- Become more skillful at turning perceptions into powerful interventions
- Develop an effective tool to resolve or dissolve blocks to performance

Minimum number of participants: 9

Maximum number of participants: 18

Support materials provided as part of the course:

- Training manuals and handouts
- SH3 slide set
- 1 set of the Schutz Elements of Awareness [Element B (Behavior), Element F (Feelings), and Element S (Self-Concept)] per participant, either online or in hard copy

Taking the Cork Off the FIRO Theory: A Protégé's Perspective

Price List Item: CORK1

Course Length: 1 day

This introductory course explores the breadth of the FIRO (Fundamental Interpersonal Relations Orientation) theory through the perspective of the creator's protégé. Participants will learn about the development of Dr. Will Schutz' FIRO theory to more deeply understand an individual's conscious and unconscious motivation, the origin of defensive behavior, blocks and the key to creativity, the essence of great leadership, the psychological basis for psychoneuroimmunology, and more. It exposes participants to applications of the FIRO theory for coaching, customer relations, psychotherapy, education and governance. The course will include lecture, story-telling, small group discussions, and experiential exercises.

Course Objectives:

- Develop a basic understanding of the FIRO theory
- Acquire knowledge of the range of applications available
- Develop interest in going deeper and studying specific applications
- Understand the relevance of using the FIRO theory to increase productivity, morale, enhance creative problem solving, develop effective leaders and managers, and more

Minimum number of participants: 18

Maximum number of participants: no limit

Support materials provided as part of the course:

- Training manuals and handouts
- CORK1 slide set

The Authentic Leadership Consultant: Unleash Your Creativity

Price List Item: SF2

Course Length: 2 days

Based on the FIRO theory as well as current research from neuroscience, creativity, complexity, and learning theories, this course uses interactive models to teach consultants and coaches how to respond to issues that are implicit or explicit with spontaneity, creativity, and clarity of focus. Coaches and consultants will learn how to bring the salient issues to the fore so they can be addressed successfully and resolved. Interventions with individuals, pairs, and groups will be explored and practiced.

Course Objectives:

- Develop ability to discern the salient issues that may be implicit or covert
- Acquire tools to catalyze the change process of others
- Learn how to pick up verbal and non-verbal signals, becoming more effective as a change agent
- Become more skillful at creating interventions spontaneously that focus on the important issues
- Become more comfortable moving through ambiguity, developing organic structure, and navigating chaos

Minimum number of participants: 8

Maximum number of participants: 18

Support materials provided as part of the course:

- Training manuals and handouts
- SF2 slide set

The Follow-On to The Human Element®: Taking the Next Step

Price List Item: F05

Course Length: 5 days

In this course, participants will expand on the intra-personal and interpersonal skills that were introduced in The Human Element® and learn to apply them to difficult situations in the workplace. Tools for leading meetings, coaching, and creating an organizational culture based on the theory of equilibrium will be taught. Participants will also address personal blocks that get in the way of effective leadership, creativity, and productivity. The course includes brief lectures, experiential activities, scientifically based self-assessment questionnaires, group feedback, and skills practice and application.

Prerequisite:

The Human Element®: Teambuilding [THE5]

OR

The Human Element: Teambuilding (Cornerstone Course) [THE3] AND The Human Element: Organizational Solutions [OS3]

Course Objectives:

- Enhance skills learned in The Human Element® that include:
 - Communicating non-defensively
 - Collaborating effectively
 - Dealing with difficult people and situations
 - Developing talent
 - Supporting direct reports and teammates in handling change

Minimum number of participants: 18

Maximum number of participants: 30

Support materials provided as part of the course:

- Training manuals and handouts
- 1 set of the Schutz Elements of Awareness [Element B (Behavior), Element F (Feelings), and Element S (Self-Concept)] plus Double Scoring Directions for each participant, either online or in hard copy
- FIRO theory profile wall chart and graph wall chart for each participant
- FIRO theory profile small charts for each person
- Other F05 Materials, including: hearts, cards, boxes, magazines, stories,
- Optical illusions set
- 5 perception puzzles
- F05 slide set

The Human Element®: Organizational Solutions

Price List Item: OS3

Course Length: 3 days

This three-day course can be a stand-alone for teams that have already completed the Cornerstone or teams that have worked with the FIRO approach previously. It allows individuals and teams to apply the work started regarding addressing their blocks and transforming groups and organizations into motivated, empowered productive units. In this course, participants apply their learning to team relations, leadership, decision-making, conflict resolution and job fit. The course includes brief lectures, experiential activities, data from scientifically based self-assessment questionnaires, group feedback, and skills practice.

Prerequisite:

The Human Element®: Teambuilding (Cornerstone Course) [THE3]

Course Objectives:

- Greater teamwork; individuals align to maximize team performance
- Increased self-awareness about the participants' behaviors that impact relationships
- Improved communication skills and openness
- A more trusting environment
- Increased individual accountability

Minimum number of participants: 8

Maximum number of participants: 30

Support materials provided as part of the course:

- Training manuals and handouts
- Wall Charts
- Element TCI: Team Compatibility
- Element W: Work Relations
- *The Human Element* by Will Schutz, paperback
- OS3 slide set

The Human Element®: Teambuilding

Price List Item: THE5

Course Length: 5 days

This five-day course allows individuals and teams to focus on the underlying causes of behavior that block successful performance. Going far beyond traditional behavioral approaches, this program is designed to equip participants with the skills to transform groups and organizations into motivated, empowered productive units. In this course participants explore how and why they behave in certain ways and how their behavior, feelings and self-concept affect personal and team relations, leadership, decision-making, conflict resolution and life transitions. The course includes brief lectures, experiential activities, scientifically based self-assessment questionnaires, group feedback, skills practice, and application in the areas of teamwork, performance appraisal, decision making and leadership. The three day version, titled The Human Element®: Teambuilding (Cornerstone Course), does not include applications in the area of decision making and teamwork.

Course Objectives:

- Greater teamwork; individuals align to maximize team performance
- Increased self-awareness about the participants' behaviors that impact relationships
- Improved communication skills and openness
- A more trusting environment
- Increased individual accountability

Minimum number of participants: 18

Maximum number of participants: 30

Support materials provided as part of the course:

- Training manuals and handouts
- *The Human Element* by Will Schutz, paperback (1 per participant)
- Element B, Element F, Element S, Element E, Element J, Element TCI, Element W, & Element T
- Wall Charts
- Tinker Toys and other building materials for a project
- THE5 slide set

The Human Element®: Teambuilding (Cornerstone Course)

Price List Item: THE3

Course Length: 3 days

This three-day course allows individuals and teams to focus on the underlying causes of behavior that block successful performance. Going far beyond traditional behavioral approaches, this program is designed to equip participants with the skills to transform groups and organizations into motivated, empowered productive units. In this course, participants explore how and why they behave in certain ways and how their behavior, beliefs, feelings and self-concept affect personal and team relations, leadership, decision-making, conflict resolution and life transitions. The course includes brief lectures, experiential activities, scientifically based self-assessment questionnaires, group feedback, and skills practice.

Course Objectives:

- Greater teamwork; individuals align to maximize team performance
- Increased self-awareness about the participants' behaviors that impact relationships
- Improved communication skills and openness
- A more trusting environment
- Increased individual accountability

Minimum number of participants: 18

Maximum number of participants: 30

Support materials provided as part of the course:

- Training manuals and handouts
- *The Human Element* by Will Schutz, paperback (1 per participant)
- Element B, Element F, Element S, Element E, & Element T
- Wall Charts
- THE3 slide set

The Human Element in Customer Relations™

Price List Item: CR3

Course Length: 3 days

The Human Element in Customer Relations™ course has several variations, including The Human Element®: Patient Impact, The Human Element® in Customer Service, and The Human Element®: Customers for Life.

This course teaches participants how to create satisfied customers, contractors, vendors as well as motivated and productive employees. Using Will Schutz' FIRO theory (Fundamental Interpersonal Relations Orientation), the customer service provider will learn tools for becoming less defensive, for listening more deeply, and for responding from an attitude of service, leading to customers, contractors and vendors who return and become loyal for life. Using brief lectures, experiential exercises, small group discussions, assessments, and skills practice, managers, executives, and team members learn a simple yet profound model that applies to every aspect of personal and professional life in customer relations and beyond.

Course Objectives:

- Become aware of one's own defenses and how these create more problems than solutions
- Acquire tools to increase awareness, communicate effectively, work with challenging customers, handle problems creatively, and create positive relationships
- Develop greater self-efficacy, become more productive, and increase value added

Minimum number of participants: 8

Maximum number of participants: 30

Support materials provided as part of the course:

- Training manuals and handouts
- CR3 slide set
- Placards
- Best Practices Cards

The Human Element in Customer Relations™ Trainer Certification

Price List Item: CRcert6

Course Length: 6 days

This is an intensive 6-day course which prepares participants to deliver The Human Element in Customer Relations™ workshop or utilize the concepts as an internal consultant. The Human Element in Customer Relations™ 3-day seminar is a required prerequisite. In the 3-day seminar, participants learn tools for becoming less defensive, for listening more deeply, and for responding from an attitude of service, leading to satisfied customers who return for life. This course provides background and context, reviews the concepts, and teaches the participants how to facilitate the seminar using brief lecture, experiential exercises, small group discussions, assessments, and skills practice.

Prerequisite:

The Human Element in Customer Relations™ [CR3]

Course Objectives:

- Master the concepts of The Human Element in Customer Relations™ seminar which, in the US, has several variations, including The Human Element®: Patient Impact; The Human Element®: Customers for Life; and The Human Element in Customer Service
- Learn effective delivery methods for facilitating the seminar
- Develop a preliminary action plan for marketing and selling the seminar or consulting internally

Minimum number of participants: 12

Maximum number of participants: 24

Support materials provided as part of the course:

- Training manuals and handouts
- CRcert6 slide set
- Placards
- Best Practices Cards
- Element CS: Customer Service

Thrive: Because Life's Too Short

Price List Item: THR2.5

Course Length: 2.5 days

Drawing from neuroscience, positive psychology, belief/schema development, coping/survival strategies, cybernetics (the science of control and communication), and evolutionary psychology, participants will be introduced to the psychology and practice of thriving. They will learn proven principles and strategies to overcome fear by neutralizing negativity bias and negative conditioning. They will also learn how to develop a more positive attentional focus, thereby becoming more productive with tasks and teamwork. This course is appropriate for individual contributors as well as managers and leaders.

Course Objectives:

- Understand the natural forces that act against the experience of thriving
- Uncover or discover the relationship between thriving and one's personal and professional vision
- Develop a concrete plan to manifest one's thriving vision and the goals that emerge from it
- Learn how to purposefully use the creative imagination to manifest one's thriving vision
- Use mistakes and negative emotions to create positive results
- Let go of perfectionism and focus on personal excellence

Minimum number of participants: 8

Maximum number of participants: 20

Support materials provided as part of the course:

- Training manuals and handouts
- THR2.5 slide set

About Rewire Leadership Institute®

Our Orientation

Authentic. Creative. Radical. **Rewire Leadership Institute® pioneers deep change within leaders from the top down and the bottom up, unlocking potential in leaders and teams to create excellence, authenticity, and resilience.**

Rewire Leadership consultants love what we do. We are passionate about our message and our approach. Bringing out the best in people, teams, and organizations is a privilege and an honor – one that we take seriously. We do our homework and we walk our talk. **We are dedicated to helping you address your challenges using state-of-the-art methods.** We also have a lot of fun. Where there is laughter, we know that creative and innovative breakthroughs are plentiful. regarding choices, and living courageously while pursuing meaningful goals.

Our Approach

The FIRO theory informs our work. Our deep belief in change inspires it. PeRL, the process to rewire gives it traction. Authentic Leadership puts it into practice.

The Rewire Leadership approach provides you with tools to help you raise the leadership bar (both yours and others), strengthen teams, and create a more productive organization. We partner with you to find real, lasting solutions to your most important issues. Utilizing psychology, business and organizational development, conflict resolution, and experiential learning, we help you and your team rewire yourselves to become authentic, collaborative leaders.

We work with you facing challenges in:

- Communication
- Motivation
- Accountability
- Performance
- Teamwork & Collaboration
- Diversity & Inclusion
- Leadership Styles

PeRL

The Process engaged to Rewire Leadership (PeRL) gives you a model and tools to harvest your inner leadership pearls. Gems of the sea, pearls begin as irritants that oysters cover to protect themselves from a perceived attack. Like the oyster, we have gems within us that we cover and hide in attempts to protect ourselves.

Over time, the PeRL guides you in a gentle but profound manner to discover hidden aspects of yourself. We employ methodologies from a variety of perspectives including psychology, neuroscience, creative arts, education, systems theory, change management, and resilience dynamics to help you learn to utilize these discovered or recovered inner gems.

Through the PeRL, you will **develop lifelong tools that apply to all aspects of your life**—yourself, at work, as a leader, a team member, and with your friends and family.

Authentic Leadership

Authenticity is at the heart of the Rewire Leadership approach. Shifting from survival strategies to more successful and enjoyable thrive responses is core to authentic leadership. This shift requires rewiring our brains. Because our brains are wired for survival, we have immediate knee-jerk reactions to anything perceived as threatening. **Rewire Leadership provides understanding and skills to diminish our defensive reactions and replace them with constructive, authentic responses.**

Authentic leaders are more effective, find their work more rewarding, and are able to create happier, more productive teams.

Authentic leaders are aware of:

1. Their own deepest values
2. The impact of their behavior on others
3. Their strengths and challenges
4. When to ask for support vs. when to do something on their own
5. Their more shadowy characteristics such as greed, envy, or ego-centrism and, as a result, are less likely to act these out unconsciously
6. The specific contexts in which they operate

Authentic leaders have aligned values and behaviors. For example, if they espouse direct, transparent communication, they make sure to carry it out. If they say that they are open to hearing alternate views, they have not yet made up their minds. **They are committed to building trust and respect** by encouraging diverse viewpoints and taking the time and effort to consider these differing perspectives.

Ultimately, **authentic leaders inspire others to behave with greater awareness, optimism, trust, care, confidence, and resilience.** In fact, research on the positive impact of authentic leaders on followers' attitudes and behaviors has revealed that followers experience greater trust, hope, and positive emotions. This contributes to greater job satisfaction and performance, engagement, commitment, and meaningfulness. **The positive influence of authentic leaders helps create far reaching influence—impacting other leaders, colleagues, customers, and stakeholders.** Over time, the principles of authentic leadership form the basis of an organization's culture.

FIRO Theory

FIRO theory (Fundamental Interpersonal Relations Orientation) helps people become aware of their own and others' behavior and beliefs. This umbrella theory encompasses many of the theories we've learned about how people relate to each other in a thorough, yet simple way. It examines how people include others or are included, how they and others use influence or control, and helps them notice how open or expressive they are or want to be about inner feelings and thoughts.

The FIRO theory explains how people relate to each other in a simple, yet profound manner that is easily applied to every aspect of life and work. This accessibility helps leaders make effective decisions and act wisely. Part of Will Schutz' genius lay in his ability to create psychometric instruments that increase awareness while stimulating optimism and positive beliefs about change. The three most widely used instruments are: Element B (Behavior), Element F (Feelings/Beliefs), and Element S (Self-concept).

The FIRO theory forms the basis for Dr. Schutz' flagship course called The Human Element®. Many of Rewire Leadership's consultants are Licensed Human Element Practitioners (LHEP™). The Human Element® seminar is facilitated worldwide and is used extensively by Rewire Leadership. Many of Rewire Leadership's courses are Powered by the Human Element™.

Resilience Dynamics®

The Resilience Dynamics® body of work encompasses the skills, abilities, knowledge, and insight that accumulate over time as people meet challenges and surmount adversity. It is an ongoing and developing fund of energy and skills that can be used to navigate change and handle current situations more easily.

The approach used in the Resilience Dynamics® body of work is both didactic and experiential. **We provide people with understanding, a set of practical skills that are useful personally and professionally as well as alone and with others, and a model for lifelong development and practice.**

What sets us apart from others in the field?

- Our approach is based on systems theory and the theory of dissipative structures (self-organizing systems that respond to a state of dis-equilibrium and chaos by re-organizing in a more sophisticated manner).
- All aspects and applications of the Resilience Dynamics® body of work are informed by the FIRO theory (Fundamental Interpersonal Relations Orientation), that is, how each individual orients to others and to their environment.
- While furnishing behavioral skills and attitudinal shifts, we focus on the transformation of the individual's self-concept.

Consulting

You know your team is capable of more. Your folks are smart, capable, and passionate about their work. Yet, for some reason, you're not quite getting the best out of everyone. **Rewire Leadership Institute® Consulting helps leaders and teams grow from 'good enough' to 'great.'**

Rewire Leadership (RL) Consulting is designed to bring out the best in you, your team, and your organization. Based on your desires, we will design and facilitate an integrated process that begins with assessment and ends with your success. Practical and results driven, we are dedicated to developing the people in your organization—and in supporting them to create thriving teams, simple yet elegant systems and processes, and ultimately, a stellar product.

We work with you to find solutions for all aspects of work life—executive and leadership development, team development, communication, morale, work flow, meeting organization, conflict resolution, productivity, innovation, design of vision, mission, values, strategic planning, succession planning, organizational change management, and more. Individuals learn skills and teams develop more satisfying and productive patterns of relating while rewiring their approaches to these challenges.

As folks rewire their inner leader, there is a natural shift to greater self-responsibility, accountability, satisfaction, and laughter. It is amazing how productive and creative teams become when people feel valued, capable, and cared for by their leader and each other. This may take a little time, but developing a culture of trust and true collaboration is ultimately more efficient and makes for a better work environment.

If you and your teams are functioning at a highly productive level, we assess the situation and help you break through to new highs. If you and your teams are experiencing difficulties, we research the challenges, propose solutions, and support you and your team to execute the agreed upon strategies. However, the most important ingredient is you. When you commit to thriving, we support you in making it happen.

Our contract includes all consulting services: facilitation, team-building, strategic planning, and survey services. Please visit rewireleadership.com/services/consulting for more information.

Coaching

Rewire Leadership Institute® Coaching speaks to executives, managers, and teams who seek to **uncover and address the assumptions and blind spots that impede effectiveness**. Based on gaining deeper self-awareness and self-mastery, our integrated process gives people tools to rewire their inner leader. Individuals and teams learn to **hone inherent skills** to deal with challenges, conflicts, and change gracefully.

Our contract includes all coaching services: individual coaching, pair coaching, team coaching, and assessments. Please visit rewireleadership.com/services/coaching for more information.

Training Courses

Current brain science tells us that we are able to learn at any age. **Making use of the latest advances** in adult learning, our variety of courses **help technical and non-technical people, senior executives through individual contributors, gain practical, usable, and easily accessible tools.** The RL skills they acquire help them excel at their jobs and feel good about themselves while doing so.

Rewire Leadership Institute® offers a variety of well-established courses that range in length from hours to 5 days. All courses include training materials that are distributed to each course attendee. Our courses **focus on the human side of organizational and leadership development and change, communication skills, and high performance skills.**

We Can Tailor Any Training Course!

We customize our courses to fit your needs and to address challenges specific to your organization. All of our courses can be tailored.

Please contact us if you are interested in training in a specific area that isn't covered in one of our listed courses. We enjoy collaborating to craft a course designed especially for you.

Trainer Certifications

We certify coaches, consultants, change agents, managers, and leaders in the use of Rewire Leadership's body of work (authentic human interaction, high performance, and leadership) for internal coaching, consulting, and training. Customized training opportunities are developed for each practitioner.

Our contract includes a wide variety of courses, which can be found in the [Course Catalogue](#) that begins on [page 16](#) of this document. Please visit rewireleadership.com/services/courses for a complete list of the courses we offer.