



Intentional Focus

Focus and productivity strategies, along with communication, problem solving, and collaboration skills, have been shown to be ultimately more important in determining success among similarly trained colleagues than academic knowledge or technical skills. Without these crucial skills, we are unable to fully leverage our education and our organization's resources, resulting in reduced productivity, increased costs, reduced innovation, poor execution, and increased conflict and stress-related issues. This intensive group program accelerates learning and adoption of essential skills and behaviours which increase focus, productivity, ability to handle stress, engagement, collaboration, resiliency, and adaptability.

The Program

Participants attend one full-day group session every month for six months, and work individually between sessions. The sessions focus on sustainable productivity, effective communication and conflict management skills, collaboration, innovative problem solving, increased workplace engagement and increased resiliency. The program is designed to incorporate immediate use of the skills in the workplace, with reflective follow-up activities, an individual challenge which incorporates new learning, and action plans identifying steps to achieving goals and reinforcing more effective strategies.

Before Intentional Focus, I was tired a lot and felt spread very thin from the constant barrage of priorities, issues, demands and to do lists. As a result of the program, I am developing and enhancing skills that leave me feeling at the top of my game, calm and in control. The influx of information and demands has not changed, however, my ability to manage it and to maintain, and even increase, my productivity has! I am going forward with a much better awareness of what I can do to maintain clear, intentioned focus and achieve all my goals.
– Catherine MacInnis, Veterans Affairs Canada

Our Process

Research in education and brain-based learning theory indicates that experiential education is the most effective method for accelerating behavioural change and skill development. When we learn through experience, inquiry, critical thinking and interaction, our insight is more likely to lead to perspective shifts that change the way we interact in the workplace. Participants in Winding Path Inc. programs are given challenges requiring them to find more effective ways of doing things, to identify barriers to success, and create goal-oriented action plans.

Program Learning Objectives

Productivity

- identify patterns of behaviour which reduce capacity for high performance and sustainable productivity
- learn strategies to overcome procrastination, improve time management and manage distractions
- increase workplace engagement and self-motivation
- identify strategies to increase wellness and manage stress

Collaboration and Conflict Management

- learn to reduce assumptions and increase understanding when trust has broken down
- learn the process and skills to resolve and prevent conflict
- learn the key skills to shift from conflict to collaboration

Communication Skills

- learn how to communicate so others will listen
- manage electronic communication efficiently and in a way that reduces misunderstanding
- effectively give and receive feedback
- increase active listening skills

Problem Solving and Creativity

- identify the key criteria to successful problem solving
- learn creative problem solving strategies
- learn to identify and address reactive tendencies

Program Outcomes

- increased resiliency and persistence in the face of change and uncertainty
- increased productivity
- improved collaboration and problem solving skills
- reduced workplace conflict
- improved attitude and motivation to become part of solution-finding in the workplace
- increased engagement, self-motivation and sense of personal responsibility
- improved communication skills
- improved ability to manage distractions and procrastination
- improved ability to manage stress
- improved ability to lead and manage others

Who We Are

Karolyn Godfrey and Kirstin Lund, owners of Winding Path Inc., use the knowledge, skills and experience gained over twenty year careers as lawyers, conflict facilitators and trainers to offer leadership training, personal and professional development programs, strategic planning and customized workshops and retreats.

For more information and to register, visit windingpathinc.com/intentional-focus.