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Workshops

We facilitate participatory, results-oriented workshops including customized programs on demand. The following are a selection of the current offerings presented by Karen Humber. Please contact us directly to talk about what you need and how we might customize a program for you.

- **How to Get Paid What You are Worth Levels 1 and 2– Interest Based Negotiation**

  Most of us grew up being told not to brag or talk about our accomplishments. In fact comedians make fun of the self- deprecating mannerisms of Canadians. It is not surprising that this attitude often gets in the way when we are negotiating a sale. Have you ever felt embarrassed to ask for the price that you believe you are worth? Have you ever agreed to a lower price that you wanted because you were too uncomfortable to ask for more? Negotiating a price for your product or service is essential for every successful business. How you can make the personal sale without giving yourself away is the theme of these powerful workshops. We provide a safe and supportive environment where the participants can take risks and make adjustments. These workshops are a mix of group discussion and practise to help participants gain the confidence that will bring them greater rewards.

- **Strategies for Consultants to Create Pricing Based on Value**

  As a professional service provider is raising your fees the only way to increase your business? Have you had a client back down because they don't believe that you can provide the service they want for such a low figure? Leading experts say that the way to be fully compensated for your experience and expertise is to charge based on the value that your client receives. Drawing from experts like Peter Block and Alan Weiss we will cover reasons, basics, concepts and techniques to move away from pricing on an hourly basis towards pricing on value. Working in a group setting, participants will have the opportunity in this session to review their own pricing and create alternative strategies. Learn how to estimate the value of your contribution, your actual cost, the "range" in which you can set your fee and determine your fee.

- **Overcoming Disappointment and Achieving your Goals**

  You are open for business with a viable business plan and a marketing strategy that drew kudos from your business coach or banker. But where are the customers? Why are they not pounding on your door and ringing your phone off the hook? This workshop is about how to overcome the barriers that can prevent you from following through with your plans and goals. We will identify how to recognize resistance, what triggers it and how to eliminate it. We will explore ways to overcome rejection and maintain the attitude, actions and consistency that are essential to staying in business. We will develop strategies such as short term goals, reality checks, networking and rewards to overcome barriers to achieving your goals.

- **We Need to Talk: How to Navigate Difficult Conversations**

  This motivating and practical workshop covers results-oriented tools and techniques to increase the skills and confidence of participants to resolve difficult situations. It is ideal for workers in the non-profit sector and business owners to practice and hone their skills when dealing with awkward situations such as disputes, contract re-negotiation, evaluation or overdue payments. Participants will learn techniques to say what they feel in order to get what they need. The workshop was developed collaboratively by Round Table Solutions and Dynamic HR Solutions Inc.

- **Leveraging your Personal Style to Reach Agreement**

  The key to developing an agreement that satisfies both parties is to look at every aspect of the negotiation from the other parties' point of view as well as your own. The first step is to take a good look in the mirror and identify your strengths and talents. You need to know what your instincts and intuition will tell you to do in different situations so that you can plan effective strategies and responses. This workshop will give you a framework of different styles and some insights into what your style might be and how different styles impact agreement.

- **Harvesting Group Wisdom – Brainstorming**

  Today everyone's input and involvement is important at every level in the organization. Experience a new approach that recognizes the treasure house of wisdom locked up in each employee and structures meaningful dialogue that results in clearly stated ideas and well thought out conclusions. We will introduce a tested method that will involve each group member, get all the ideas into the mix and focus on the group's consensus. Emphasis will be placed on the brainstorm step and how to help people feel free to contribute, get quality ideas and avoid mistakes and traps. This introduction is appropriate for both leaders and participants in group discussions and brainstorming. The method can be applied to simple problems such as planning a monthly meeting, or more complicated ones like creating a vision for your organization.

- **Oh No! The E.D. has resigned! Now What! – Succession Planning**

  Succession planning – both emergency and long-term, is essential for every organization to guard against the stresses that can be generated by transitions in leadership such as having funders withdraw resources, turmoil, other key staff members leaving due to lack of effective leadership..... In this workshop we will explore the role of succession planning as a strategy to build sustainable leadership capacity, provide continuity in key roles, stimulate development and ensure a flow of fresh talent. The session will be largely participatory and participants will be guided to contribute to a succession plan brainstorming which will provide you with a basic framework and hopefully inspire you to design and implement a comprehensive succession plan for your organization.

- **Balancing Work, Family and Volunteer Management: Working Together to Identify Common Issues and Find Helpful Solutions**

  There are no special secrets to combating burnout but there are two important keys - knowledge and support. This session will include the opportunity to both identify issues and share resources and strategies to cope with stress and burnout. Participants will have the opportunity to hear about ideas and strategies that others in the group have used to cope with stressful situations and also share with each other their own stress successes and failures. The format will be highly interactive and participatory and an occasion to share and hear from others around recognizing, preventing and coping with burnout.

- **How to Get the Most out of Your Meetings**

  Meetings have become an accepted way of doing business for almost every sector and can eat huge holes in our day. Have you ever calculated what meetings cost your business? How many times have you left a meeting saying, 'That was a waste of time!' This workshop will cover practical tips and techniques that you can implement right away to save you money and time.

Karen Humber describes the meeting room as her natural habitat and is passionate about working collaboratively to find the common purpose in support of group action. Her diverse management and administrative background with the federal government, non-profit sector and as a business owner has underscored her commitment to authentic communication in groups and organizations. A life-long learner, she has studied consensus decision making models, conflict resolution, Non-Violent Communication and ICA ToP™ Facilitation Methods as part of her ongoing investigation of organizational and human development. Karen is the founder of Round Table Solutions, a meeting facilitation and conference planning business based on Vancouver Island. For more information see: www.roundtablesolutions.ca