Brass Willow

STANDARD OFFER
Q4 2026 · valid until 31/12/2026

Brass Willow workshops

The Leader's Toolkit

WHAT IT IS

A tool-focused workshop: looking after people, building teams and communicating without violence. Participants go through more than a dozen leadership tools, practice them and choose a few to apply in their own work.

AT A GLANCE

Duration	2 days (2 × up to 8 hours)
Audience	leaders and managers: team leads, chapter leads, line managers, Scrum Masters
Format	intensive workshop, in person or online (Zoom and Mural)
Language	English or Polish
Led by	Kate Hobler
PDUs (PMI)	14 for attendance

WHO IS IT FOR?

- The participant became a leader and was given no tools for the role.
- The participant knows models from books but has not applied any of them at work.
- Difficult conversations are postponed until it is too late.
- It is unclear whether the leader works with a team or with a group of people.

WHAT PARTICIPANTS TAKE AWAY

After the training, the participant:

- knows more than a dozen leadership tools and has chosen a few to apply at once,
- knows which management mistakes to avoid,
- can tell whether they work with a team or a group, and knows what to do about it,
- knows where to look for tools for problems that will come later.

PROGRAM OUTLINE

Day 1

1. Fact, opinion, projection: how the brain fills the gaps in what we know and what follows from it at work.
2. Limiting projections: preparing a conversation and holding it.
3. Cognitive biases: the ten most common ones, where they show up at work and how to counter them.
4. Gordon's Behavior Window and communication barriers.
5. "You" and "I" messages. Feelings and false feelings.
6. Active listening.
7. Radical Candor: why and how to speak directly.

Day 2

1. Responsibility: how to learn it and how it differs from accountability.
2. Charisma and how to learn it.
3. What a conflict is: levels and Glasl's escalation model, conflict styles, case studies.
4. How people acquire skills: the Dreyfus model.
5. Motivation: what it is, why it is hard to manage and what kills it. Gretchen Rubin's Four Tendencies.
6. How a group differs from a team and why it matters.
7. Optional: cultural differences (the Culture Map, Hofstede's dimensions).

This is an outline. The trainer adapts it to the group's needs and experience.

PRACTICALITIES

PDUs (PMI)	14 PDUs for attendance.
Payment	We issue a VAT invoice to a company or an individual. The standard payment term is 14 days; bank transfer or card. We also serve companies from outside Poland.
Before the class	After registration the participant receives full information by e-mail: venue, hours, what to prepare. The address and hours are confirmed two weeks before the class.
Lunch	Lunch is included in the price of in-person classes.

PRICE

Priced after an initial conversation; the price depends on the number of people covered.

Prices are net, in PLN; VAT is not included. Offers in EUR or USD on request (plus 15% for exchange-rate risk and bank spread). Invoices are payable within 14 days.

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24 countries
35,000 people trained
70% of clients come back for more