Hello!

Thanks for your interest in my professional training and development for “next generation” leaders.

This is important and sensitive work. I am honored to be considered to work with you and your high-potential leadership team.

Below, I’ve summarized a few of my most popular executive workshop topics for your review. Each session is described with key learning objectives and logistical information.

Once you decide on a specific topic, I will work with you to scope the content, length and structure to reflect the specific needs of your team.

I look forward to working with you. Of course, if you have any questions, please email me directly at ben@ben-sands.com.

Warm regards,
Ben
Great Leaders, Great Decisions

The performance of any organization inevitably maps back to the quality of the decisions made by its leaders. In other words, great leaders make great decisions.

Despite popular misconception, the very best leaders don’t simply “trust their gut,” far more often they employ a systematic and structured approach to decision-making that ensures great outcomes in spite of limited time and/or incomplete information.

In this session, we will discuss and share decision-making best practice from other great companies and senior leadership teams. In addition, we will incorporate our own personal decision-making experiences to help define and clarify what we want to do – more of, less of and/or differently – to improve our ability to make great choices going forward.

Specifically, we will explore:

• The most common decision-making pitfalls of high-growth companies
• Three best practice approaches to overcoming decision-making pitfalls and driving great outcomes.
• How our personal decision-making process has evolved – and the lessons we have learned through that evolution.
• What are – and will be – our guiding principles and practices for making great decisions in our organization going forward.

In preparation for this session, participants will be asked to
complete a 30-minute reflection on some of their most important personal and professional decisions to-date.

Logistics
• 2-3 Hours
• 35% presentation / 65% discussion
• Target Audience: Executive leadership team
• Requirements: Projector, Screen, Internet Connection, Two White Boards (or flip charts), Pre-meeting survey.

2 > Building a “Breakout” Team

We’ve known for a long time that the viability of any organization’s “breakout” strategy is only as high as the quality of men and women executing it.

Therefore when it comes to building a “breakout” team, it’s essential that we clarify and align around what top-performance in our organization looks like and take action to identify, develop and retain more breakout performers.

In this session, we will discuss what the very best employees in our organization are doing – more of, less of, differently – to create breakout performance. We will explore some fascinating data on the patterns of performance of breakout-performers employees from organizations around the world and talk about what we must do to develop the workforce we need to win.

During this session we will:
• Describe and discuss a new definition of “breakout” performance that will allow us to achieve both our business targets and the needs of our evolving organizational environment.
• Consider the implications of a new definition of "breakout" performer" profile on current talent strategies
• Discuss practical strategies to build - or improve upon - our existing approach to performance management

In preparation for this session, I would interview 3-5 top performers across various functions within the organization.

Logistics
• 2-3 Hours
• 45% presentation / 55% discussion
• Target Audience: Executive leadership team
• Requirements: Projector, Screen, Internet Connection, Two White Boards (or flip charts)

3 > Getting Aligned On The “Essentials”

In our fast-paced business environment it is often hard to create the “space” required to deeply discuss and improve our answers to the three “essential” questions that inform great business decision-making:

• **Who are we?**
  o What do we value and believe?
• **What are we really trying to create?**
  o What does “success” look like and how much time do we have?
• **Why does it matter?**
  o Why is this work worth doing?

In this session, we will explore these core questions from new and (often) surprising angles – allowing us to better understand, affirm and commit to the guiding principles we will use to move the company forward.

We will leverage the experience and best practices of other highest-impact organizations and talk about what we must do to better define, communicate, and take action on our vision for the kind of company we are building.

During this session we will:

• Identify the business leaders and organizations that we most admire and discuss what it is that makes them so remarkable.
• Explore existing perspectives around the three “essential questions” and decide how to modify, edit or improve them to better reflect current business reality and lessons learned.
• Discuss practical strategies to communicate and act upon this newly affirmed vision.

In preparation for this session, I will ask each participant to complete a short survey (30 minutes) with a mix of quantitative and qualitative questions.

**Logistics**

• 2-3 Hours
• 35% presentation / 65% discussion
• Target Audience: Executive leadership team
• Requirements: Projector, Screen, Internet Connection, Two White Boards (or flip charts), Pre-meeting survey
About > Ben

Ben Sands is professional coach, facilitator and author. He works directly with senior leadership teams to develop and deliver action-oriented workshops to help identify and implement innovative solutions to critical and chronic organizational challenges. Ben has led workshops for over one eighty organizations including Morgan Stanley, Microsoft, USAA, Walt Disney, B/E Aerospace, John Wiley & Sons, Allergan and McDonalds, among many others.

Between 2008-2012 Ben served as a Managing Director of Water Street Partners – a boutique, management consulting company specializing in setting up and restructuring international joint ventures. Ben co-founded the company with the former leaders of McKinsey & Co.’s joint venture and alliance practice.

Ben has a degree in Public Policy Studies from Duke University and lives with his wife, Sarah, in Charleston, South Carolina.

Testimonials

MORGAN STANLEY

“Ben Sands is a terrific speaker and facilitator whom I recommend without reservation to senior executives seeking to inspire creativity, accountability and courage across their teams. My senior leadership team and I brought Ben in to Morgan Stanley’s Compliance Department to lead a session, which we titled “Catalyzing Creativity”. The population for this program was 600 employees at all levels of the organization, across the globe, who cover all of Morgan Stanley’s various businesses. Ben began developing the program by interviewing professionals from across the organization to identify the patterns of performance and best practice driving creative outcomes today. He then effectively combined that interview data with global best
practices to create an engaging presentation that painted a clear and compelling picture of what the most creative compliance professionals do - more of, less of, and differently - to drive better decision-making and better outcomes. Importantly, Ben remained focused on the needs of my team - challenging them throughout the session with specific questions and exercises designed to help them better understand and embed the concepts. I recommend him highly and will be happy to respond to inquiries about Ben and the Regret Free Life.”
- Stuart Breslow, Managing Director & Chief Compliance Officer, Morgan Stanley

B/E AEROSPACE

“Ben Sands is by far among our favorite and most impactful speakers / facilitators. He collaborated with us to design a session for our entire HR management team to help us better understand and develop skills around becoming strategic HR business partners. He worked extensively with us in advance of the session to learn our culture, to speak with members of the team, and built on feedback we received from line management via an internal customer survey. The session was a huge success! Ben was very engaging and demonstrated his understanding of our journey. He effectively used a pre-work assignment along with outstanding exercises and discussion questions to lead the event. Ben also moderated a panel discussion with several of our business executives that was another highlight for our participants. B/E Aerospace strongly recommends Ben Sands and would be happy to discuss our experiences further.” - Jonathan Turner, Director Global Talent Management, B/E Aerospace

JOHN WILEY & SONS, INC.

“Ben Sands is an excellent speaker and facilitator whom we recommend highly to any other organization looking to motivate and empower their employees to address key challenges facing their business. At our recent global HR summit Ben helped us to better understand how and why to enhance our business partnering capabilities in order to improve decision-making quality and increase shareholder value. Ben’s style is high-energy and engaging; his presentation served to kick-start a highly productive multi-day summit. We

ALLERGAN

“Ben Sands is a talented, high-impact speaker. Over the past year he has led two, half-day workshops for us and I recommend him highly to other organizations interested in addressing critical and chronic business challenges. Ben is an energizing and engaging facilitator; using a mix of compelling research, illustrative stories and creative activities to educate and empower his audience. I am pleased to recommend Ben to any organization looking to inspire changed behavior.” - Donna Thiessen, VP, Human Resources, Global Learning & Organization Effectiveness, Allergan

FORTUNE 50 FINANCIAL SERVICES COMPANY

"Ben did an outstanding job. His leadership catalyzed our event - getting the team’s "juices flowing" and helping us to define and clarify what it really means to be "world-class" strategic partners. Ben’s unique combination of expertise and engaging style sets him apart from other leaders."
- HR Executive, Fortune 50 Financial Services Company