NavGati

igniting minds

ESPRESSO SHOTS

**Energising programs for
the on-the-go professional**

Espresso is the word we associate with something quick but with the power punch to jolt us into action.

With Espresso Shot programs, Navgati hopes to answer to a need we hear clients expressing often, 'Give us something…

- *short*
- *for a larger audience*
- *in a webinar format*
- *but with the Navgati recipe of insight and action!*

Keeping this in mind we have drawn up an energizing list of 20 programs across four areas of leadership, personal growth, communication and culture building.

All these workshops will be 2 hours and retain the creativity and ability to engage that we bring to our longer, in person formats. Participants will walk away with techniques and skills, but also have options to engage via online tools to express their views or ask questions.

We hope that this array is enough to whet your appetite for a croissant post the espresso shot, while serving your needs of the moment.

Please write to **deepa@navgati.in** or **seethaa@navgati.in**
if you'd like to run any of these in your organization

LEADERSHIP

Meant for groups of leaders who currently have people management responsibilities.

Radical Candor

Being the leader who communicates feedback in trust building ways

Leaders need to be able to build relationships of trust, credibility and connection with their team. One of the tools they use to do that is feedback. Radical Candor is feedback that is kind, clear, specific and sincere. A balance between saying what is important while being sensitive to the person you are saying it to.

In this session participants will

• Understand the two dimensions that form the basis of Radical Candor
• Learn specific skills for demonstrating Radical Candor
• Practice applying Radical Candor while giving feedback for scenarios From their context

Pygmalion in Management

Harness the power of expectations

The idea that most people will adapt their behavior to meet an expectation is known as the Pygmalion Effect. Functioning as a self-fulfilling prophecy, the Pygmalion effect is a powerful way of nudging people towards high levels of performance and engagement.

In this session participants will

• Explore the impact on teams of Pygmalion, Golem and Galatea effects (yes, there is more than one self-fulfilling expectation!)
• Recognise how expectations are communicated - consciously and unconsciously
• Brainstorm on ways in which they can challenge their own patterns of thinking about individual team members

Fearless teams

Creating Psychological Safety

What does it take for organisations to create environments where people feel safe and share controversial ideas or talk about mistakes – confident that they will not be humiliated, ignored or blamed for speaking up?

In this session participants will

• Articulate what psychological safety is
• Identify the behaviours that make it safe for people to be themselves
• Brainstorm on a roadmap to create a culture that encourages free expression in their teams

Intrinsic Motivation

Creating environments that drive and engage people

Using material from the book Drive by Daniel Pink, participants will discover how Autonomy, Mastery, and Purpose fuel motivation and engagement in work and life. They will understand the power of intrinsic motivation over extrinsic forces and walk away with actionable strategies to enhance their own motivation and inspire others.

Through this workshop participants will

• Explore the three key drivers of intrinsic motivation: Autonomy, Mastery, and Purpose.
• Assess personal and team motivation levels using a structured framework.
• Learn practical strategies to foster intrinsic motivation in the workplace.

Assessing Learning Ability

Building adaptable and curious teams

Given how quickly the world is changing, leaders need to build teams who can learn and adapt. Assessing potential team members for learning ability (defined as the ability to obtain, assimilate and apply the right knowledge effectively) becomes critical.

By the end of this session participants will be able to

• Differentiate "ability to learn" from "willingness to learn"
• Understand Bloom's learning model and create a set of behaviours to be assessed to understand learning ability for given roles
• Explore the skill of STAR questions to collect data on thinking ability from candidates

PERSONAL GROWTH

Meant for individuals at all levels who are interested in deepening their self-awareness and operating with higher levels of effectiveness

Flourishing

Positive emotions as a route to thriving

Drawn from positive psychology, this module focuses on the role of positive emotions in getting people to flourish intellectually, emotionally, inter-personally and intra-personally.

In this module, participants will

• Draw connection between happiness, risk taking and creativity
• Explore their own beliefs about happiness and clarify myths
• Learn the PERMA model as a way to increase their everyday experience of positive emotions

Grit

The Science behind those who Don't Give Up

Decades of psychological research shows however that the true qualities that lead to outstanding achievement are passion and perseverance; qualities that can be built. In this module we look at achievement through this lens.

At the end of this webinar, participants will be able to

• Assess where they are on the Grit scale
• Recognise the four components that gritty people have and learn ways to deliberately build those
• Reflect on their own life philosophy and consciously build a plan that helps them be resilient

The Imposter phenomenon

Letting go of self-doubt to activate your growth

Impostor phenomenon is a psychological pattern in which an individual doubts their skills, talents or accomplishments and has a persistent internalized fear of being exposed as a "fraud". Strangely this affects a lot of very capable people!

In this session participants will

• Develop a deeper understanding of how and why this syndrome manifests
• Identify definitions of competence that are unrealistic and fuel impostor syndrome
• Learn a tool that helps them acknowledge their strengths more actively

Creatures of Habit

Making good habits easy

We tend to think of transformation as coming from a focus on achieving big goals; habit experts have found instead that lasting change comes from the compound effect of hundreds of small decisions. We can accelerate the process of making changes in our behaviour by working through the framework of habit.

In this session participants will

• Recognise the triggers of good habits and bad habits
• Reflect on what stops us from making or breaking a habit
• Practice ways to make habit formation automatic and unconscious
• Commit to continued showing up and accountability

Managing Stress At Work

How to create a calm mind

Has stress become normalised? Is it matter of fact for any working professional today? A badge of honour, deserving just a shrug? People are suffering from physical, emotional and cognitive effects of stress that show up in their behaviours. Thanks to the lack of permission to own up to feelings of overwhelm, of asking for help etc, they are using unhealthy coping mechanisms leading to conditions of chronic stress.

In this module, participants will learn to

• Articulate the impact of stress on an individual
• Explore the beliefs they carry around articulating stress
• Learn coping skills to manage their stress in healthy ways

COMMUNICATION

For anyone who would like to improve their communication and influencing skills

The 6 No's
Learning to set boundaries while maintaining relationships

Saying No is one of the most necessary skills a leader at any level needs – to manage boundaries, to ensure the team is focused on the right priorities and to maximise how effective the group and individuals are. It is also an area that many of us really struggle with!

At the end of the workshop, participants willl

• Articulate the advantages of being able to say No
• Examine the social conditioning and personal beliefs that make us say yes when we should say no
• Practise the 6 different methods of saying No

Punch Through The Noise
Communicating Short, But not Shallow!

On the one hand, the opportunities for us to send our words out to an audience have exploded - from social media to chat platforms, emails to presentations. On the other, the attention span of the human brain is shrinking. The brain takes 17 milliseconds to decide if likes something. Hence the urgent need to be crisp and impactful.

At the end of this workshop, participants will

• Understand the importance of keeping communication short yet deep
• Learn tools to help them gain heft while staying light

The Style Factor
Using the concept of Social Styles to communicate and influence better

Social styles are distinct behavioral patterns that influence how people communicate, make decisions, and interact with others. Understanding the four styles (Analytical, Driver, Amiable, and Expressive) helps individuals understand their own tendencies and adapt to build stronger, more effective relationships.

At the end of this workshop participants will

• Articulate the characteristics, strengths, and challenges of each social style
• Identify how they influence communication and decision-making
• Develop strategies to flex communication approaches to connect more effectively with colleagues, clients, and stakeholders

Introduction to storytelling
Engaging stakeholders with an eternal technique

The best way to communicate with stakeholders is very often through a story. Stories can create meaning and inspire even the most cynical to act. Storytelling can help individuals engage their stakeholders emotionally and make their material more memorable.

The program is a handy guide to the narrative craft, giving participants insights into:

• Why we tell stories
• Identifying elements of a good story
• Where to find stories

How not to empathise
Understanding empathy blockers so as to avoid them

Empathy involves suspending judgment and entering the emotional or perceptual world of another. Often we pick up the signals from the body language, words and tone of a colleague, yet instead of offering empathy we find ourselves slipping into sympathy or negation. We do this out of habit despite our best intention to help. With awareness of 12 common empathy blockers we can become better listeners!

In this session, we help participants

• List the 12 common empathy blockers that we indulge in
• Articulate the impact of empathy blockers in work place scenarios
• Learn a simple tool to move from blocking to building connection

CULTURE BUILDING

For leaders, individuals and organisations interested in creating workplaces that help individuals of all backgrounds thrive.

Being an ally
Gaining perspective and sharing perspective

Being an ally is more than good intentions—it's about action. In this interactive session, we'll explore how to recognize bias of all kinds (eg gender, sexual orientation and people with disabilities), speak up with impact, and create truly inclusive spaces. The intention is for people to walk away with practical tools to support others and drive meaningful change.

At the end of the session, participants will
• Understand what being an ally entails
• Recognise the impact of prejudice and discrimination

• Explore 8 archetypes of allyship
• Ideate on actions they can take towards being an ally from their chosen archetype

Micro Inequities
Being aware of the little things that leave a mark

Micro inequities are quiet, systematic, sometimes hostile, but often unintentional discriminations of being overlooked, ignored, excluded. Most importantly they are small, inconsequential actions that are difficult to call out. The intent of this workshop is to help participants recognize a micro inequity and acknowledge its impact.

In this webinar, participants will
• Recognize forms of micro inequities that they have faced or been part of as bystanders, managers, peers.
• Reflect on the privileges they hold, which might contribute to unintentional discrimination
• Replace micro inequities with micro affirmations

Working with ADHD
Recognising the strengths of a neurodiverse team

As awareness builds around neurodiversity, we need to flex our styles to work with people with ADHD in our teams. This session builds understanding of the myths around ADHD starting with what it is and how it's diagnosed so that we can create space for all kinds of working styles.

This session will help participants
• Develop a greater sense of empathy for the challenges of this group
• Appreciate the strength of people with ADHD and recognize the value of creating a safe environment for them
• Recognize what reasonable accommodations should be provided without compromising on outcomes

Inclusive Conversations
How to have meaningful conversations in the face of opposition

The best way to communicate with stakeholders is very often through a story. Stories can create meaning and inspire even the most cynical to act. Storytelling can help individuals engage their stakeholders emotionally and make their material more memorable.

In this session participants will
• Identify the blocks to having a truly inclusive conversation
• Learn conversational tools to make it safe to talk about anything
• Map needs and wants to prepare for communicating their view point effectively

Women and Ambition
Tapping into the latent strength of women

Women bring a range of leadership traits to the current structure of organisations, from their ability to build collaborations, take ownership and connective thinking. Yet there aren't enough women at higher levels. This webinar invites women to explore the internal habits that could be holding them back from growing powerfully in their careers.

In this session participants will
• Gain a deeper understanding of the complex relationship that women have with ambition
• Recognize some of the ways in which women may be unconsciously sabotaging themselves
• Reflect on specific actions they can take to approach their career in an intentional manner