



**talks that
matter:**



**rocket
blue**

SWITCH ON POTENTIAL



talks that matter:

What if you could talk your way to thriving people, high performing teams and a humming culture... oh, and boost your productivity and profits along the way?

And no, we're not into air fairy promises – but we are about rock solid, brain science-based, simple, effective, and easy to apply culture hacks, based on the Four Keys to Culture in Penny Nesbitt's book, *Culture 101: creating places where people thrive and profits grow*.

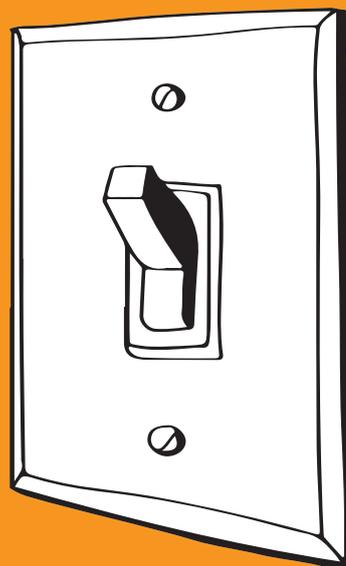
talks that matter is a series of 2 to 3-hour culture hacks drawing on Positive Psychology research and the neuroscience of communication. Designed as stand-alone sessions, they also work together as one or two-day immersion workshops and align to any areas of The Four Keys where you decide your culture needs to ramp up.

- Starting with **talks that matter: the basics**, this 3-hour culture hack is a pre-requisite for the other talks that matter, making sure everyone's on the same page, using the same tools and language. Including the 'wow-I-did-not-know-that!' physiological challenges we all face in giving people the 'gift of our attention', the session includes a simple yet powerful listening model, and some basics on neuroscience and the power of listening to build great relationships and high performing teams.

Each **talks that matter** then draws on **the basics**, layering in aligned research and tools.

And no role plays! Just real-world application to stuff you're facing every day, keeping it real, making it relevant...

- **talks that matter: strong teams** is based around Alex Linley's Strengths Profile assessment tool. Once each of the team has taken the Strengths Profile, we'll get together and talk about - why strengths, leveraging strengths in teams, strengths spotting and managing performance with strengths (and in case you're wondering, no, we don't ignore the 'W' word...)
- **talks that matter: you and me** is our coaching culture hack. Drawing on the 'ears wide open' model from Talks that Matter: The Basics, this hack includes strengths-based coaching; purpose-linked goal setting and how to get people into that sweet spot called 'flow'.
- **talks that matter: tough talks**, is about the kind of talks that most of us tend to find difficult, perhaps fumbling around, dumping on or avoiding having them altogether (all with good intentions), leading to less than ideal outcomes. The 'F' word (feedback) tends to decalcify most people's spines – often people on both ends of the talk. Some brain-science context, a simple model plus preparation married to those good intentions, all make that tough talk so much easier.



why rocket blue?

We've been in shoes like yours, managing large teams of wonderfully diverse people, keeping them on course, coaching, mentoring and nudging them back on track. And, from time to time when things seemed to miss the mark, drawing on science-based ideas that we found made a positive impact, and helped with 'earning the right'.

Drawing on positive psychology and the practical application of neuroscience, we've also worked with a wide range of organisations, both public and private sector, building their talks that matter toolkit. Projects include QANTAS, Penguin & Pearson Publications, ISentia, the Department of Social Services, Elders Rural Services, Westpac, the Department of Finance, the University of Canberra, Aussie and the ABC.

- **talks that matter: doing new stuff.**

Delegation - a bit of a word du jour, especially when you get that leadership role. Knowing you need to do it (if you're ever going to get on top of everything) is one thing. Doing it's another. A simple model, a bit of preparation, clarity on both sides and you'll soon be the known as the Delegation Ninja.

- **talks that matter: compelling comms.**

If you want to influence anyone to do anything, you have to earn the right. Ever shot off an email, done a presentation, had a chat, only to find you missed the mark, or worse, your message was just ignored? Whether it's one person, a group, written or verbal, this simple and surprisingly powerful neuro-model helps build rapport quickly, improves your message-received-and-understood hit rate, and cuts down the chance of a disconnect.



penny nesbitt

Penny Nesbitt is a highly experienced facilitator, speaker, and author. Her focus is on culture and change management, the practical application of positive psychology and neuroscience, and developing thriving people and enhanced productivity through a strengths-based approach.

Over many years, she has delivered workshops, lectures and motivational talks across AsiaPac to diverse groups, from graduates to executive level, in both the private and public industry sector, community groups and university undergraduates.

In June 2017, her first book was published - Culture 101: the four keys to thriving people and culture - which has received great reviews on Amazon and Goodreads.

She has also appeared several times on radio national ABC; was interviewed on radio 2UE and for HR Daily; has Emceed large charity events and corporate conferences; she presented several masterclasses on culture and change at two Convergence (Change Management) conferences, and has been a regular contributor to Westpac's Ruby Connection website.

Penny has a reputation for presenting even complex material in a highly engaging, impactful, at many times light-hearted way, weaving stories and anecdotes throughout her delivery.

She is now a sought after key note speaker, facilitator and change management consultant and regularly presents, facilitates and collaborates on the following topics, drawing on neuroscience and positive psychology:

- Culture + Change Management
- The Neuroscience of Change
- Postive Psychology and Strengths Based Leadership
- Team Building (minus the paintball)
- Imaginistics: creating a culture of creativity and innovation
- The Power of Storytelling at Work

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