



The Gratitude Leader Lab

When is the last time a supervisor thanked you for your work or gave you recognition for the success of a project you worked on? How did it make you feel? Lack of gratitude can turn an otherwise great workplace to one in which it's hard to be productive. It can cause job dissatisfaction, turnover, absenteeism and burnout among employees.

What is the Gratitude Leader Lab?

The Gratitude Leader Lab is based on the book *Leading with Gratitude* by Adrian Gostick and Chester Elton. This 1-day course teaches participants how to become an expert in the art of gratitude. Leadership isn't only about leading your team, it's about valuing your team as well as individual contributions.

Participants will learn how to change their leadership behavior by conducting eight experiments:

- › **Solicit and Act On Input**—Sometimes the best advice you can receive is from those you lead. Learn how to ask for feedback from your team and execute effectively.
- › **Assume Positive Intent**—Learn how to change your mentality to assume positive intent.
- › **Walk in Employees Shoes**—“Empathy, empathy put yourself in the place of me”, is a common phrase used to teach children how to empathize. Empathy is one of the qualities of a great leader. Learn how to look at challenges from a different perspective.
- › **Look for Small Wins**—Small wins are still achievements towards your team's goal
- › **Give Appreciation Now and Often**—Everyone likes to feel like their work is appreciated. Learning how to give out appreciate your team now and often will build trust and team cohesion.

Designed for supervisors, managers and executives of all levels who want to be more credible, inspire excellent work, and engage the hearts and minds of their people.

- › **Tailor Gratitude to the Individual**—Everyone accepts gratitude differently. If you show gratitude to everyone the same way, it may come off as unauthentic. Learn how to tailor gratitude to team individuals.
- › **Reinforce Core Values**—Coalesce around core values so your team has purpose and goals.
- › **Make Recognition Peer-to-Peer**—Recognizing a person’s work in a public setting will boost their confidence and productivity. Learn how to make recognition peer-to-peer.

Benefits of The Gratitude Leader Lab include:

- › Enhanced Workplace Satisfaction
- › Increase in Overall Team Productivity
- › Increased Employee Retention
- › Strengthen Team Bonds

Who Should Consider Training?

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On-Site Training

To meet your unique needs, IES offers on-site, tailored training programs. By hosting a training specific to your organization, we can tailor the timing and content of the workshop to support key business drivers and initiatives. On-site training increases accessibility to allow more of your staff to participate. In addition, the training is delivered just-in-time—when you and your team are ready!

Contact us today to learn how IES can help you drive culture change in your organization: ies.ncsu.edu/about/contact-us



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Industry Expansion Solutions (IES) is the engineering-based, solutions-driven, client-focused extension unit of NC State’s College of Engineering. Our broad portfolio and deep industry expertise help organizations grow, innovate and prosper. Our extensive partnerships with business, industry, education and government generate a unique culture of collaboration that provides access to cutting-edge expertise, research, and technology.

Grow Your Business With Confidence. Contact Us Today.

Visit our website: www.ies.ncsu.edu to find the IES Regional Manager nearest you. Contact us by phone: 1.800.227.0264 or email: iesservices@ncsu.edu

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