



Positive Deviance: Creating Your Better Normal!

Two-day Strategic Framework with Deborah Connors

Your team or organization has most likely reinvented how you do your work since the beginning of the Covid-19 Pandemic. Have you also reinvented how you work together? The reinvention of work (work-from-home, hybrid models, etc.) created a new normal of work and impacted workplace culture in many ways. As we move forward with these new models it is important to also reinvest in our culture. In this two-day experience we will regroup, explore ways of working together and supporting each other for success, and develop positive practices to create a “better” normal, not just a new one.

In this very hands-on, interactive two days, prepare to be inspired to rethink the future of your teams and work toward a culture where everyone can flourish. You will be invited to S.O.A.R. (assess your Strengths, Opportunities, Aspirations, and the Results you want to see!)

We'll build on your strengths with team practices designed to help you build a thriving culture.



DAY 1: Employee Retreat

Positive Deviance: Stepping into A Better Normal

What does it mean to be positively deviant? We explore how positive deviance helps us to reinvent how we work together and develop positive practices to move forward into a new normal with possibility! We discuss and practice:

- Positive deviance & flourishing
- Positivity & positivity ratios
- The science behind gratitude
- What do you want your culture to be?
- S.O.A.R. (Strengths, Opportunities, Aspirations & Results)
- Team practices designed to help you flourish, including the conversational practices of generative questions and flipping to the positive opposite, turning vicious cycles into resilient ones, and doing effective team debriefs.

DAY 2: Leadership Planning Retreat

Positive Deviance: Lead Your Way to A Better Normal

If you're like many leaders, you may have spent so much time putting out fires over the past two years it has been difficult to move forward with your big goals and aspirations. In this session we engage in how to lead your organization with positive deviance.

The framework we use for the day is the Appreciative Inquiry 5D Model:
Define, Discover, Dream, Design & Deploy.

Define – defining the task we want to accomplish;

Discover – what is going well? Who is your group when they are at their best? (using the results from the SOAR Analysis done in Day 1 along with 5 Quick Assessments on Positive Organizing);

Dream – imagining what is possible for the future; envisioning (group discussion; we bring in the results of the team resilient cycles developed in Day 1)



- Imagining what might happen if you apply the information from the SOAR exercise
- Visualize a future of actions that reflect high potential opportunities

Design – co-constructing the future together

- Transform creative ideas (from the dream stage) into action items
- Choices about what can be taken forward and what stays on the “someday list”
- Arrange choices from above into projects

Deploy – how to incorporate these ideas into your work going forward

- Create action items to achieve results
- Set meaningful and measurable goals

Come prepared to get inspired, get creative and get involved in creating a flourishing culture together!

About Deborah:

Deborah incorporates the latest research on leadership, positive psychology, and positive organizations to provide evidence-based practices that help teams and organizations flourish. A captivating speaker, storyteller, author and workplace consultant, Deborah is the author of ***A Better Place To Work: Daily Practices That Transform Culture***, a book that compiles the wisdom of some of the world’s top organizational and leadership experts. She is the creator of the course **Leading A Better Place To Work**.

Deborah speaks and consults internationally to private groups and conferences. She is a prominent figure in the story of how Canadian workplaces have adopted practices to become better places to work through her development of **The Better Workplace Conference**, a national event that she led for 17 years. This powerful initiative created a whole generation of workplace health professionals and a huge community of practice. Through her consulting, speaking, and courses, she teaches leaders how to create great cultures that lead to engagement, innovation and success!