



Invite **experts** into your trainings

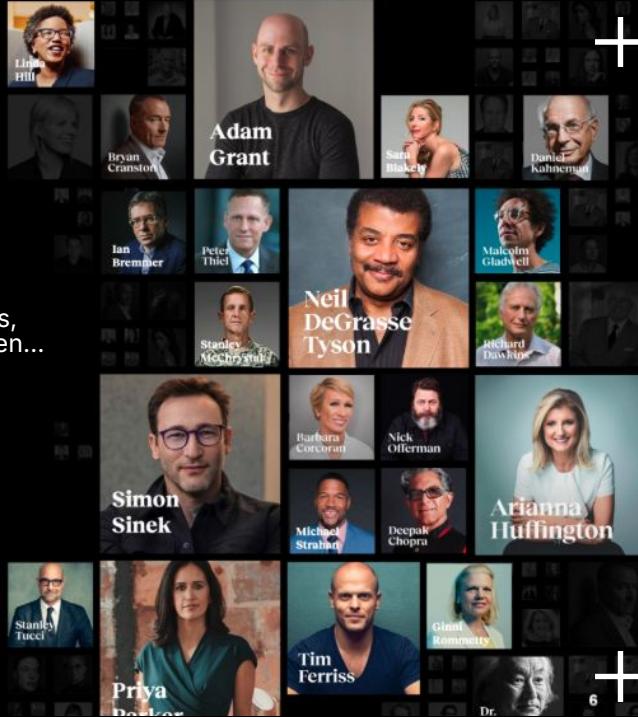
Pick a topic from your instructor-led training class, insert a BT+ video Lesson into your slidedeck, then...

Set the stage

Watch the video together

Facilitate discussion

...& enjoy watching them grow and learn!



What comes to mind for you when you think about being nice versus kind?



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Speaker Notes: Open by asking the onscreen question and allow up to 5 minutes for answers from the group.

What comes to mind for you when you think about being nice versus kind?

Then, watch the video: Abandon Niceness with John Amaechi

<https://plus.bigthink.com/lessons/4775-small-moves-to-lead-like-a-giant-abandon-niceness>

After the video, generate discussion with questions such as:

Now that we've watched the video, can you think of a time when you were nice, when you should have been kind? What was the outcome? Can you imagine what it would have been had you been kind instead? What's holding you back from being kind? How can you overcome that?

What comes to mind for you when you think about the word creativity? 



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Speaker Notes: Open by asking the onscreen question and allow up to 5 minutes for answers from the group.

What comes to mind for you when you think about the word creativity?

Then, watch the video: Remix, Reframe, and Repurpose with Natalie Nixon

<https://plus.bigthink.com/lessons/3870-operationalizing-creativity-remix-reframe-and-repurpose>

After the video, generate discussion with questions such as:

In the video, Natalie talks about “SCAMPER - Substitute - Combine - Adapt - Modify - Putting something to a completely different use - Eliminate - Reverse.” What products or services that we offer could benefit from this approach to creative innovation?

Why?

Consider running a short activity where you pick an idea from the group and use SCAMPER to come up with new ideas related to it.

What comes to mind for you when you think about a boss vs. a coach?



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Speaker Notes: Open by asking the onscreen question and allow up to 5 minutes for answers from the group.

What comes to mind for you when you think about a boss vs. a coach?

Then, watch the video: Coach, Not Boss with Josh Bersin

<https://plus.bigthink.com/lessons/4727-secrets-of-crafting-enduring-organizations-coach-not-boss>

After the video, generate discussion with questions such as:

In the video, Josh says “You don’t have to change your personality to be a good coach, but you need to think about your job as facilitating the development of others.” Do you agree or disagree?

What comes to mind for you when you think about making work light?



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Speaker Notes: Open by asking the onscreen question and allow up to 5 minutes for answers from the group.

What comes to mind for you when you think about making work light?

Then, watch the video: Make Work Light with Liz Wiseman

<https://plus.bigthink.com/lessons/4042-making-an-impact-at-work-make-work-light>

After the video, generate discussion with questions such as:

In the video, Liz talks about how we can move work forward by creating a frictionless environment. What might be some ways that we can do that in our day-to-day work?

Are you managing everyone on your team using the same methods?



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Speaker Notes: Open by asking the onscreen question and allow up to 5 minutes for answers from the group.

Before we watch the video, take a few minutes to run down everyone on your team, and keep them in the back of your mind as we watch the video.

Then, watch the video: Avoiding One-Size-Fits-All Employee Management with Suzy Welch

<https://plus.bighink.com/lessons/4535-the-team-leader-s-guide-to-leadership-and-management-avoiding-one-size-fits-all-employee-management>

After the video, generate discussion with questions such as:

In the video, Suzy talks about four distinct employee types: The Star, The Departed, The Headache, and The Heartache. Can you bucket each of your team members into one of these categories? How might you change how you manage them going forward?

Do you view AI as a threat
or an opportunity?



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Speaker Notes: Open by asking the onscreen question and allow up to 5 minutes for answers from the group.

Do you view AI as a threat or an opportunity?

Then, watch the video: How to Approach AI with Ben Horowitz:

<https://plus.bigthink.com/lessons/4604-pursuing-emerging-tech-how-to-approach-ai>

After the video, generate discussion with questions such as:

In the video, Ben says, "A lot of things that we do now, all of us, are going to be unnecessary. The faster you make them unnecessary, the faster you can figure out what else you could do if you didn't have to do those things." What might be some things you could do if AI makes other things unnecessary?

Use a Stop - Start - Continue framework to capture ideas from the group on a whiteboard.

How comfortable are you
in addressing someone
who is underperforming?



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Speaker Notes: Open by asking the onscreen question and allow up to 5 minutes for answers from the group.

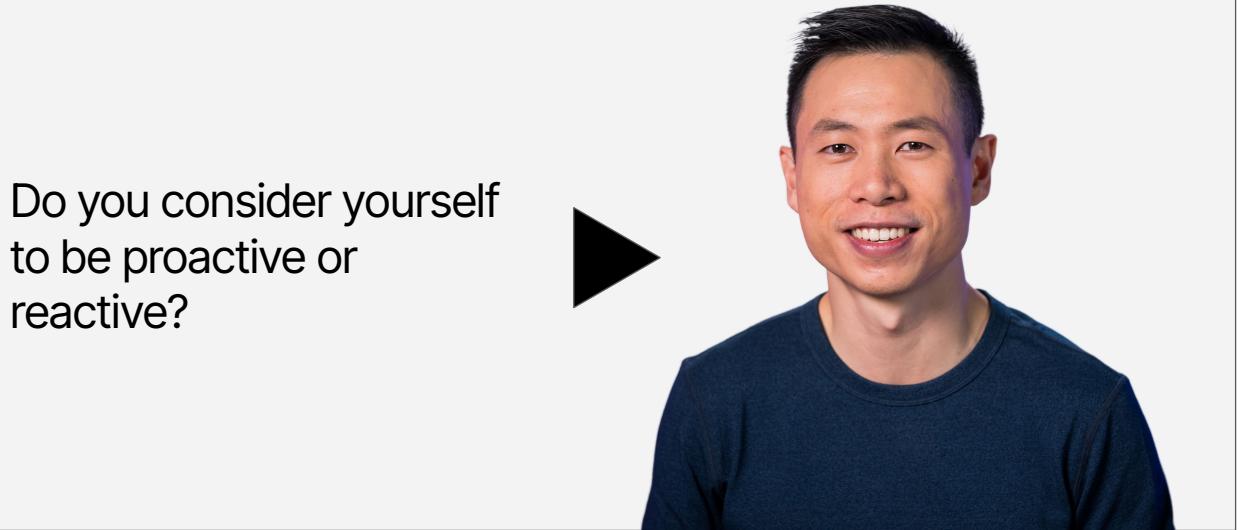
How comfortable are you in addressing someone who is underperforming?

Then, watch the video: Dos and Don'ts of Addressing Underperformance with Adam Grant

<https://plus.bigthink.com/lessons/4030-unlocking-your-team-s-hidden-potential-do-s-and-don-ts-for-addressing-underperformance>

After the video, generate discussion with questions such as:

In the video, Adam talks about offering advice rather than feedback. Think back to a time where you gave someone feedback that didn't land well. Would giving advice instead of feedback been more comfortable for you? How might it have changed the outcome?



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Speaker Notes: Open by asking the onscreen question and allow up to 5 minutes for answers from the group.

Do you consider yourself to be proactive or reactive?

Then, watch the video: Take Ownership of Your Role with Gorick Ng

<https://plus.bigthink.com/lessons/4007-the-unspoken-rules-to-starting-your-career-off-right-take-ownership-of-your-role>

After the video, generate discussion with questions such as:

In the video, Gorick talks about how we can step up without overstepping. What might be some ways that you can do that in your workday?

Open-Ended Questions to Use to Facilitate Discussion

Reflection questions:

- "What's one way this shows up in your work?"
- "What were your initial thoughts after watching?"
- "Did anything in the video surprise you?"
- "What connections did you make between the video and your own experiences?"
- "What did you find most interesting or thought-provoking?"
- "What questions do you have after watching the video?"
- "How might this video be relevant to our work?"

Deeper reflection questions:

- "What assumptions did the video challenge for you?"
- "How did the video change your perspective on anything?"
- "How does this video align with our team's goals?"
- "What potential benefits or drawbacks do you see from adopting this approach?"
- "What are some potential ethical considerations related to this topic?"

Application questions:

- "How might you use this information in your daily tasks?"
- "What specific actions could we take based on what we saw?"
- "What are some potential challenges in applying this?"
- "Are there any aspects of the video that you think we could implement immediately?"
- "How can we build on this knowledge in future training?"

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Thank You



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