

L&M Advisory Group

INSIGHT IN MOTION WORKSHOP

GAIN INSIGHT, RESPOND IN ACTION

APRIL 2025

Insight in motion

Workshop overview

We all respond to change differently. So, how we individually respond to periods of transition can provide valuable insights.

LMAG's 'insight in motion' workshop, helps participants explore their individual strengths and responses to understand what's possible to learn, grow and purposefully take action in times of change.



Gain insight, respond in action

Insight in motion

Workshop purpose and outcome

Purpose:

Utilize action strengths and change response insights to complete exercises. Participants explore, discuss, validate and make decisions to create action response plans that are tailored and targeted to individual action strengths and inspire positive momentum towards business goals and outcomes.

Complete assessment
& review report

Identify & understand
action strengths

Explore significant
moments of change

Understand personal
change response:
behavioral, emotional,
physiological

Delve into action
opportunities

Prioritize

Develop action
response plan ('ARP')

Validate & finalize
with accountability
partner

Outcome:

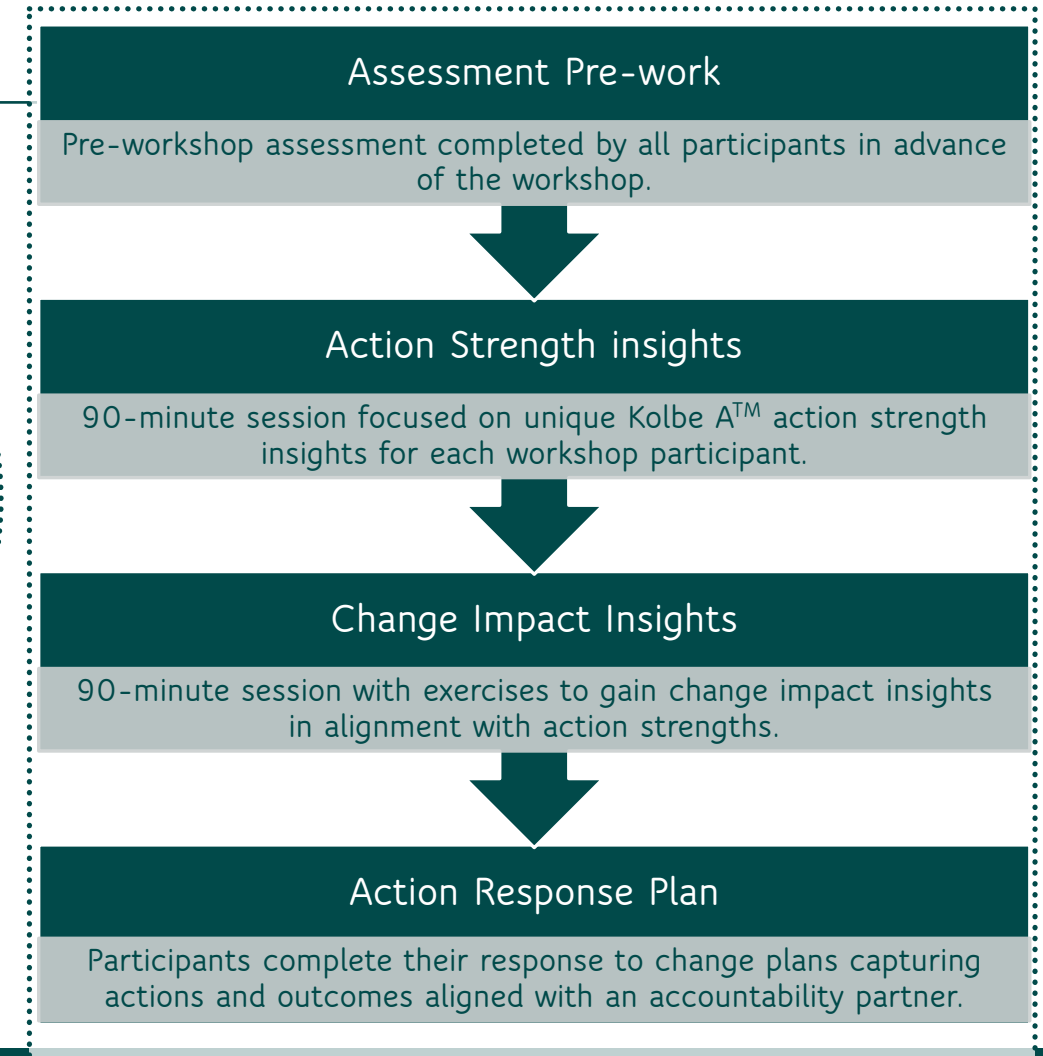
Create action response plans for all participants including documentation and steps needed to plan, track, and measure the outcomes from this workshop.

Insight in motion

Workshop approach



Gain insight, respond in action



Assessment pre-work

Everyone naturally gravitates to an action that energizes them (their action strengths): a feeling of value, a better result, and something that gets them moving. However, many of us just don't understand the underlying factors or our unique set of 'doing' strengths that are needed to take our 'best' actions and how to apply these in our work.

Our workshop participants take the 'Kolbe A™' assessment in advance of the session. Results are then used as a foundation to help them identify individual action strengths that lead to targeted and tailored action response plans.

Discover hidden strengths you're overlooking.

Unleash natural strengths - not just skills.

Solve the real cause of change stress.

Align leadership through action plans and results.



**THE KOLBE
PROMISE:
VALUABLE,
ACTIONABLE
INSIGHT**



THE ONLY CONATIVE ASSESSMENT

Kolbe is the only system that measures conation — how you take action. Kolbe A™ Index results are stable, unbiased, and predict how people perform.



IMMEDIATELY ACTIONABLE ADVICE

Kolbe goes beyond theory to provide solutions and advice that are straightforward, practical, and focused on improving outcomes.



A COMPLETE SOLUTION

Kolbe offers powerful solutions for individuals and teams. Use the system in hiring, coaching and organizational development.

KOLBE.COM

The Kolbe System™ reveals the instinctive strengths that drive lasting success.

Action strength insights

AGENDA

- ❖ Facilitator intro story
- ❖ Facilitated group activity – ice breaker
- ❖ Action strength overview
- ❖ Group activity – finding your action mode zones: initiate Action, reAct, counterAct
- ❖ Action strength group results review
- ❖ Pairing up – conative clone and conative opposites discussion and assignment



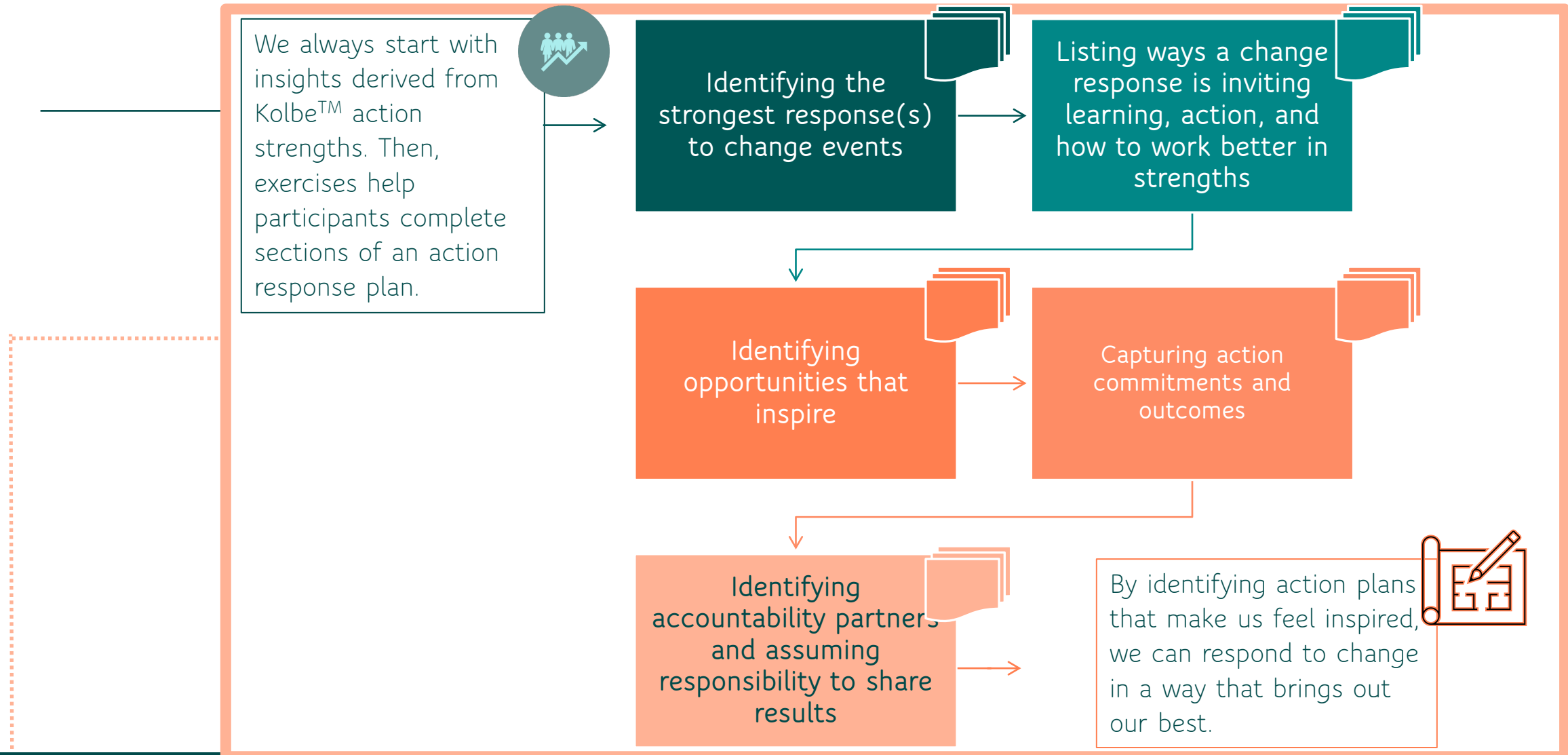
Change impact insights

AGENDA

- ❖ Facilitator intro story
- ❖ Change response overview
- ❖ Group exercises
 - Exploring significant moments of change
 - Understanding personal change responses: behavioral, emotional, physiological
 - Delving into action opportunities
- ❖ Prioritization & planning
- ❖ Pairing up – accountability partner validation & alignment



Action response plan





Workshop outcomes

Gain insight, respond in action

- Create personalized insights and action plans for all involved participants
- Align actions with changing business goals and objectives to create momentum
- Allow for exploration of future change impacts and action response opportunities
- Increase proactive decision making and commitment towards change
- Track and measure progress, results and ongoing improvements


Next steps

Preparing for what's next

Gather workshop requirements

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- Agree on schedule: date, time, logistics (in-person vs. online session)
 - Identify participants / leader or sponsor
 - Provide assessment link and completion instructions
 - Track assessment submissions and send out reminders (as needed)

Schedule & conduct workshop (s)

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- Confirm schedule and send calendar invite including workshop information and agenda
 - LMAG will facilitate workshop conducting exercises, addressing Q&A and any other relevant information needed to successfully complete requirements (see agenda slides for further information)

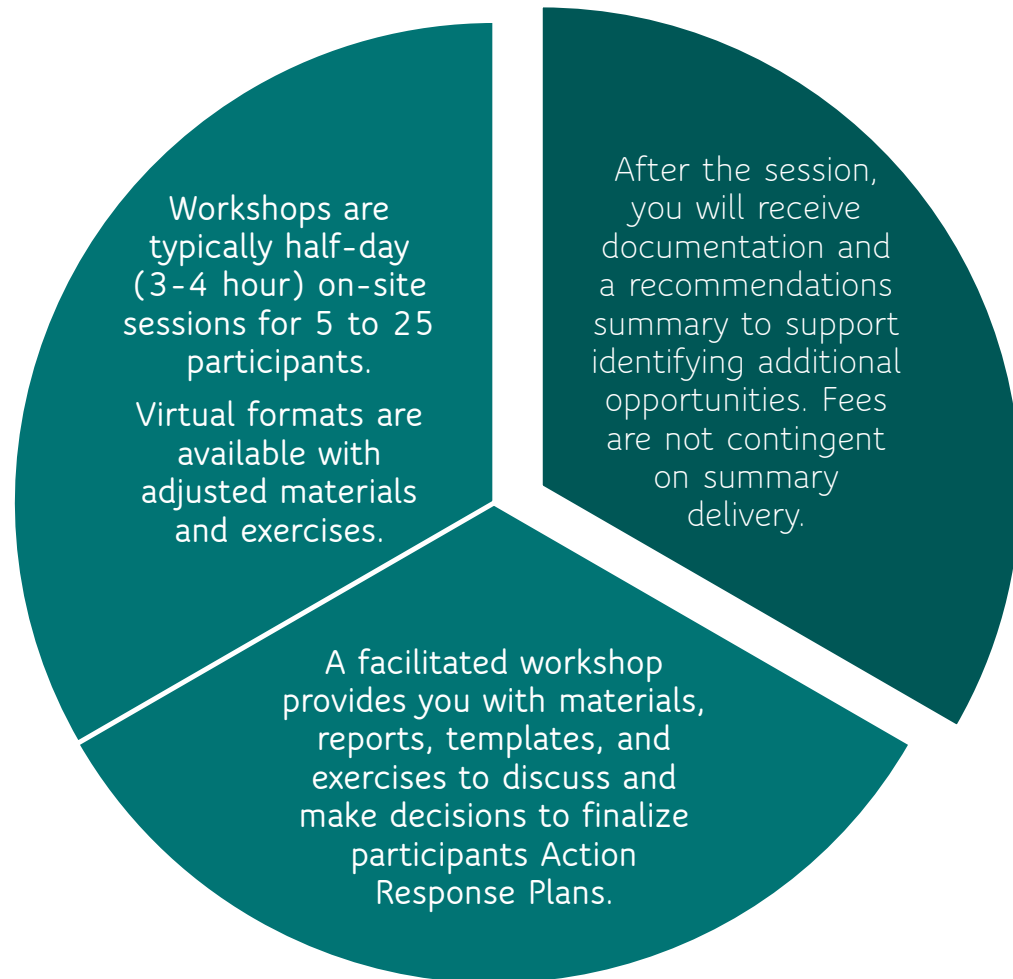
Gain additional insights, observations and recommendations

As a **complimentary** outcome, we generate a workshop summary following your session so you can keep the momentum going.

Please note: our ability to generate workshop summaries is dependent on # of participants, exercise outcomes, discussions and reports available at the end of the session.

Other considerations

What you need to know



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- * Client will indicate what change is occurring e.g.: M&A, growth, restructuring, transformation initiative, etc. so workshop scope can be tailored accordingly.
 - * Kolbe A™ results are used to assign ARP accountability partners. Client can reassign if needed following the session.
 - * Participants are responsible for completing individual ARPs. Leaders are encouraged to meet with each participant and accountability partners to review all ARPs.
 - * There is a \$100 / participant fee for assessment licensing, reports and material costs. The workshop fee ranges from \$5 - \$10K based on # of participants. Travel expenses are billed separately at cost for non-local travel.
 - * The workshop summary which includes recommendations is provided as a complimentary service at no charge.



L&M Advisory Group

Are you going through a period of transition? Conducting a team offsite? Want to inspire your team?
Let's talk! nicole@loventhalconsulting.com

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