

What is your team not discussing?

What is Talking About What Matters?

Talking About What Matters is a workshop for leaders to create organizations where people speak up more candidly, fully, and purposefully to achieve their goals. The program provides simple, high-impact, sustainable practices to create safe and collaborative environments.

Leaders emerge from the workshop with skills and tools that enable them to bring up better ideas, challenge the status quo, raise critical questions, resolve problems early, break through organizational silence and talk about Undiscussables.



Silence is Expensive

Undiscussables. Every organization has them. Conversations not held about...

- poor job performance
- struggling leaders
- unsolicited brilliant ideas
- missed project results
- teams not working together
- problems and mistakes
- talented employees planning to leave

Undiscussables get untangled after they're painful, messy, and costly unless leaders are practicing the techniques and tools taught in *Talking About What Matters*.

What is your organization's level of candor?

Are you consistently and fully being told what you need to hear? By your leader? By your direct reports? By your peers?

What are "Undiscussables" on your team—topics, problems, decisions and questions buried in silence?

What might your organization be doing poorly or overlooking that no one is talking about?

What would people in your organization say if they weren't afraid to speak up?

If your answer to any of these questions is "I don't know," contact The Discussables Group. We'll help relieve the pain and cost of your organization's silence.

Transform your organization through candor

How will *Talking About What Matters* help?

Leaders learn to apply core practices to create an environment where it's safe to discuss:

- What leaders need to know
- What leaders would want to know
- What others know but aren't sharing
- What would help leaders and teams and projects succeed
- What could lead to the failure of a leader, team, or project

What's included in *Talking About What Matters*?

- Tools to assess your team's current "State of Candor" and to measure progress
- Practices to create the environment where your organization speaks up and talks about what matters
- A safe process to learn and honor individual, team and organizational Undiscussables—and address them
- Fast-paced delivery with active participation
- Skills and resources to strengthen your organization's capability to continually, candidly and optimally talk about what matters

THE DISCUSSABLES GROUP is a consulting firm committed to helping leaders strengthen their organization's results by creating environments where everyone at every level can talk openly. *Talking About What Matters* is its signature program to help leaders learn to optimize candor, talent, and accelerate achieving their goals.

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What's the payoff of *Talking About What Matters*?

- Stronger organizational performance
- Accelerated problem solving
- Improved leadership effectiveness
- Increased talent retention
- More engaged, collaborative, and committed teams
- Improved project management and delivery

Do you know your organization's Undiscussables? Are you sure?

Contact The Discussables Group to help you assess your candor.

We'll explore your next steps to help your leaders, teams, and entire organization genuinely start talking about what matters.

