



Organizational Ignition

2026 - 2027 Improving Organizational Performance Lunch & Learn Series

Organizational performance depends on more than good intentions. It requires people who lead and communicate effectively, processes that support rather than obstruct work, and technology decisions that advance clear business priorities. This four-session workshop series examines those connected dimensions through practical frameworks, interactive discussion, and workplace-centered application.

Participants will consider how their organization manages people, enables individual contributors, designs and improves its core processes, and sets a strategic direction for technology. Each session is designed to generate useful insight and concrete next steps, whether participants are responsible for a team, a function, an operational workflow, or an organization's technology direction. The series draws on an organizational-performance approach found across the workshop materials: connect initiatives to business outcomes, assess the current state honestly, identify barriers, and create an actionable path forward.

The Four Sessions

<u>Focus</u>	<u>Session/Date</u>	<u>Description</u>
People Management	Innovative Leadership/ 10/15	Innovative leadership is a daily management practice that has been shown to lead to 6 times more innovation and up to 59% more creativity in their daily output. This session helps leaders examine how their decisions, communication patterns, expectations, and team practices shape employees' willingness and ability to contribute. Participants will explore ways to engage people equitably, recognize barriers to participation and performance, and create a team environment where varied perspectives can be heard, respected, and generate better outcomes. They will leave with practical approaches for making inclusion visible in routine management responsibilities.

People: Individual Contributors	Navigating Difficult Conversations/ 11/19	Difficult conversations are unavoidable in healthy workplaces. They arise around performance, priorities, conflict, feedback, misunderstandings, change, and behavior that affects colleagues. This session provides individual contributors with a structured, respectful approach for preparing for and participating in challenging discussions. Participants will practice separating observations from assumptions, listening for understanding, addressing issues directly without escalating tension, and identifying constructive next steps. The emphasis is on building confidence and preserving working relationships while dealing honestly with what needs to be addressed.
Process	Are Your Organization's Processes Holding You Back?/ 1/21	Organizations often try to solve performance problems with new technology, added staff, or more effort when the real obstacle is an unclear, outdated, or poorly designed process. This session helps participants identify where workflows create delay, confusion, duplication, rework, inconsistent results, or unnecessary risk. Participants will examine how work actually gets done, distinguish useful controls from avoidable friction, and identify opportunities to simplify, clarify ownership, and improve handoffs. The session also reinforces a critical principle for technology selection: technology automates the processes an organization defines, so process clarity must come first.
Technology	Navigating the Digital Frontier: A Strategic Roadmap for Leaders/ 2/18	Digital transformation requires more than adopting the newest tools. It requires leaders to connect technology investments, capabilities, governance, and risk decisions to organizational priorities. Designed for technology decision-makers, this session explores changing expectations for digital leadership; technologies with strategic implications; methods for assessing digital maturity; and approaches for aligning digital initiatives with core business objectives. Participants will consider how to prioritize initiatives, foster innovation and agility, and develop a practical roadmap for moving from today's technology environment toward a more capable and resilient future.

Participant Outcomes

Across the series, participants will be better able to:

- Recognize how management behavior, individual communication, process design, and technology strategy jointly affect organizational performance.
- Apply inclusive leadership practices that support equitable participation, accountability, and stronger team performance.
- Prepare for and conduct difficult conversations with greater clarity, respect, and purpose.
- Identify process bottlenecks and hidden sources of inefficiency before automating or redesigning work.
- Assess whether technology initiatives align with business goals, organizational readiness, governance requirements, and risk considerations.
- Develop targeted next steps for strengthening the people, process, and technology conditions needed for sustained performance.

Cost per session: Non-members \$25. Members of sponsoring organizations: Free

Registration at <https://organizationalignition.com/elementor-12374/>

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