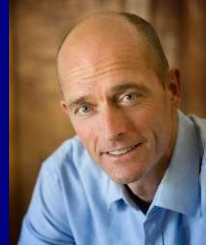


# Mark Oliver Speaking Topics –

(CEO of MarkTwo Consulting)

These topics can be presented face to face or virtually



## 1) LEADERSHIP VERSUS MANAGEMENT

**How to turn low performers into star performers** (*suggest 1 or 1.5 hours*)

Did you know that a Harvard University review estimated corporations spend US\$50bn annually on leadership development globally, yet it concluded leaders are less effective, less ethical, and less respected than ever before?! In this insightful presentation, leadership development expert, Mark Oliver, shares the critical characteristics and techniques to make your leadership development change managers into leaders.

*In this session:*

- Boost your ROI by dramatically improving engagement and productivity
- Effectively use staff capability
- Prepare leadership in your organisation for the future

## 2) ADDRESS THE TALENT BLINDSPOT

**Why some highly intelligent people should never be promoted** (*suggest 1 hour*)

Are you losing your key talent? Are you concerned about the 'Big Quit' (40% of staff leaving)? Conversely, have you found that you've promoted the best performer only for them to end up performing poorly in the new role? How much money, time and aggravation is that costing you? Talent management expert, Mark Oliver, explains why and the remedy.

*In this session:*

- Learn why only 15% of your high performers are your high potentials
- Discover how to promote the right person
- Understand how ignoring 3 levels of "complexity" is holding back your business

## 3) THE MYTH OF IQ

**Why high intelligence is no defence against stupidity** (*suggest 1 hour*)

Do you try to hire the most intelligent people? There's a myth about IQ - that it's the only human intelligence and that high is always best (it isn't!). Human behaviour specialist, Mark Oliver, describes 3 other critically important intelligences so you do not miss the opportunity to build the hidden high potentials already in your business.

*In this session:*

- Learn the other 3 intelligences
- Identify the talent that is "sitting under your nose"
- Find out how to increase your (and your staff's) 2 lower intelligences

Watch this 8 min video to see Mark discussing the "myth of IQ" on prime tv:

<https://marktwoconsulting.wistia.com/medias/ik9t1vozm>



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#### **4) THE DANGER OF HYBRID TEAMS**

##### **How to make hybrid teams work at work** *(suggest 1 hour)*

Are your leaders ready for the challenges of the hybrid environment? Many companies are preparing for a future workplace combining remote work with in-office time, as surveys show that 94% of employees want both. A world authority on Motivational Leadership, Mark Oliver, gives insights and answers for successful hybrid teams.

*In this session:*

- Select the best setup from the 5 different “hybrid work” options (and find out why “pure” hybrid is not recommended)
- Discover the 3 most common negative outcomes from hybrid working and how to fix them
- Learn classic risks of hybrid teams (“contractor” mindset, etc)  
(Also get a cheat sheet of information to make remote work work)

#### **5) THE ERROR OF MANAGING CHANGE**

##### **Why managing change means leading yourself first** *(suggest 1 hour)*

Do you feel on a constant change treadmill? Are you confident you and your team have the key skills to lead your team into the new normal, and then all the new normals after that? How do you maintain your staff's engagement and productivity in such circumstances? Leadership development expert, Mark Oliver, clarifies how with practical insights and understandings.

*In this session:*

- Understand your default management style and how to adapt to effectively managing change
- Learn the 5 management styles to manage the change environment effectively
- Discover how to adapt your leadership to the different generations
- Find out how to give the clarity teams need without them feeling micromanaged

#### **6) THE SECRET OF BUSINESS SUCCESS: LEARNING ORGANISATIONS**

##### **How to create a culture of coaching in your organisation** *(suggest 1 hour)*

Is there enough innovation in your company? More than ever, a coaching culture is a key way for organisations to be more adaptive, resilient and innovative, in any industry. How well are your managers coaching? Leadership development expert, Mark Oliver, identifies how to “nudge” your staff to greater performance and keep your organisation successful well into the future.

*In this session:*

- Understand the difference between teaching and coaching in practice, and why coaching gets greater improvement
- Get key tips for how you can create a coaching culture
- Re-discover the secret to effective coaching

Boost your leadership intelligence...



**LONGER SESSIONS: 3-5 HOURS** ([click for public program information](#))

## **7) FROM MANAGING CONFLICT TO LEADING DIVERSITY**

**So you don't miss the benefits and opportunities of conflict at work** (*suggest 3-5 hours-works very well virtually as is highly interactive with many breakouts*)

Are you noticing more conflict as staff come back to the office? The focus on diversity is likely to increase the conflict. With all your other pressures, how well are you prepared to deal with conflict at work? Leadership development expert, Mark Oliver, explains how to address conflict so it becomes an opportunity to improve and progress.

*In this session:*

- Understand your default conflict management style and how to adapt to effectively deal with conflict
- Gain the benefits of conflict addressed effectively
- Learn the 5 different interaction styles required to deal with conflict effectively
- Discover the importance of knowing when to negotiate rather than compromise
- Stop difference turning into disputes
- Grow with a conflict team exercise that reinforces the learnings
- End with Q&A to ask tough questions on specific conflict issues or how to lead better in the pandemic generally

## **8) HOW NOT TO BE WRONG**

**Boosting all four human intelligences and avoiding bad decisions** (*suggest 3-5 hours*)

Have you ever wondered why you and your staff make such poor decisions at times? A key reason is that there are 4 different intelligences. We are all naturally higher in a couple of the intelligences and lower in a couple of them. Different challenges or problems require different intelligences, and we tend to make our bad decisions in those situations requiring our lower intelligences. Human behaviour specialist, Mark Oliver, helps you to understand the 4 human intelligences and how to improve them, so that you can improve your decisions and avoid making big mistakes.

*In this session:*

- Learn how to improve all your intelligences and how much is “genetic”
- Discover the process to make more intelligent decisions (not just using IQ and EQ)
- See why self-awareness is as least as important as intelligence
- Stop making the same mistakes
- Find out whether you are a procrastinator or precrastinator (all of us are one of these two) and how to practically deal with it
- See how “illusory superiority” is causing you problems
- Become more successful at work by being alert to our inherent biases
- Understand how the four intelligences link to different types of work
- End with Q&A to ask challenging questions such as, “should you move your organisation to a 4-day week”, etc.