


HANDEL GROUP

EDU

BUILDING HONEST CULTURES

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HG Edu | For Educators, Professors, and Faculty

We are on a mission to bring conscious living to formal education. We believe it's fundamental to teach people not just how to learn, but how to live. We bring The Handel Method® to students, educators, faculty, and administrators and offer much needed instruction on how to deal with the most important areas of their life. We teach students how to design their lives, create their future, resolve their past, love their families, have difficult conversations, tell the truth, and live according to their highest ideals for themselves. Our work deals head-on with universal personal issues and focuses on developing Personal Integrity®, transparency, and accountability.

Handel Group®

We are renowned executive life coaching company dedicated to teaching people how to realize their personal and professional visions. Our straightforward, proven, and innovative method has changed the lives of thousands of private and corporate clients and has been taught in over 35 educational programs and institutes of learning including MIT, Stanford Graduate School of Business, Columbia University, and NYU.

The Handel Method

We take a revolutionary approach to life. Through this innovative coaching process, you will come to know and love yourself, resolve your personal history, and manage your mind. You will develop Personal Integrity and align your heart, mind, and actions with your dreams. You will see and understand yourself from a different perspective and experience your life with newfound compassion, humor, and honesty.

Building Honest Cultures

Organizational culture informs the day-to-day functioning of a university or institution of learning. Yet it often exists by default, not by design. Left unattended, a culture falls victim to negative traits of individuals, groups, and/or circumstances; gossip, fear, inertia, and poor communication quickly become the norm. When leaders address these dynamics and put constructive ones in place, a revived sense of community emerges. People begin to have authentic conversations and rally together to produce extraordinary results.

Our two-day Building Honest Cultures workshop is the stepping stone for you to alter the culture of your institution as well as your team by creating an environment where people are inspired and empowered to have the hard conversations. Our proven method allows people to quickly and completely resolve the most difficult issues within an organization. By respectfully addressing the things that no one wants to talk about, we are able to resolve longstanding issues and develop a new dynamic that is healthy, productive, and self-sustaining. In this seminar, we facilitate the courage, humor, heart, and commitment to the success of your organization that is required to shift your team into a new paradigm.

In the first session, Handel Group® will lead participants in a discussion that is focused on defining each person as an individual leader. We will help team members see where they are limited, unproductive, and getting in the way of themselves and/or the team. Because these discussions take place in public, the very nature of the team starts to alter. People begin to deal with their disabling traits and beliefs in a profoundly personal way, publicly owning how and where these traits and beliefs undermine their success.

The second part of the work session focuses on: 1) resolving the toxic relationships or conflicting agendas between people on the team; and 2) dealing with the team and its disabling traits. This allows for the new team dynamic to emerge fully. In this session, we will also facilitate the creation of a new team vision and set up a structure for the team as a whole and individually to manage this new vision.





Structure

- Interviews: 30 minute interviews with a selection of participants prior to the first work session
- Work Session 1: One Full Day
- Assignment: Homework Assignment between sessions
- Work Session 2: One Full Day Work Session

Topics

- Designing for Results as Author v. Weather Reporter
- Understanding Your Personality (Traits)
- Learning How to 'Leash' Your Negative Traits
- Personal Integrity®
- Personal Accountability
- The Power of "One"
- Listening and Your Inner Dialogue
- Ending Gossip
- Principles of Hard Conversations
- Toxic Relationships
- Understanding Your Team Personality (Traits)
- Developing Your Team "I AM"

The Method

The Handel Method revolves around several key concepts. Perhaps most importantly, we deal with a person's personality traits. Every single human has some negative traits; usually these traits go unrecognized or ignored and can wreak havoc in the workplace. If you want to impact the culture of an institution, you have to help people tell the truth about themselves and others. We allow people honestly and without judgment to look at themselves, emphasizing the universal nature of negative traits, as well as the pride that comes with facing them. Our coaching allows people to tell the truth and discover which personality traits they need to evolve in order to be extraordinary leaders. These conversations are not only freeing for people, they are necessary for creating a culture of creativity and productivity in an organization. We recommend starting at the top, as people tell the truth when they hear the truth.

Another key concept is Personal Integrity. In its simplest form, people who have Personal Integrity keep the promises they make to themselves and to others and act in ways that are consistent with their own highest values. We ask people to examine where their integrity is lacking, their reasoning, and help them design the rules and actions to reach a higher level.

Other concepts that make up The Handel Method include: defining goals and creating actions to achieve them, developing highly effective communication skills, having hard conversations, designing inspiring futures, and controlling one's inner dialogue.





The Strategy

Dysfunction within an institution or academic environment is, at the very least, expensive and unpleasant. At its worst, it can kill an institution.

We address success by focusing on individuals and the many demands facing an institution, from leadership development to the often-overlooked challenges of repairing damaged working relationships. We are experts at resolving interpersonal issues that impede an organization's growth and profitability. Organizations are often undermined by human dynamics, which create unspoken and divisive issues that prevent optimal performance when left unaddressed. As an added bonus, our process brings joy back to the workplace – and happy people are good for business.

Leadership can be sacrificed to the day-to-day tasks of managing an institution. We make it possible for leaders to recognize and remove self-imposed obstacles that impede true leadership. We work on multiple aspects of leader effectiveness including accountability, communication, personality traits, and Personal Integrity. As a result, our coaching clears a path for leaders to fully utilize their natural abilities in ways that are highly effective and forward-thinking.

Successful teams are products of aligned goals, trust, and open collaboration. However, even teams with the most talented professionals can fail to operate cohesively and collaboratively, limiting their optimal potential. It is the “unspoken” issues – intellectual and emotional, political and personal – that undermine both the individual and the organization. Handel Group works with teams to reveal and dissolve obstacles, no matter how unpleasant and deep-seated. Where management tends to tread lightly, or not at all, Handel Group creates harmony from discord.

Client Reviews

Peter Stone, Ph.D.
Assistant Professor
of Political Science
Stanford University

"Nothing is more important for college students than figuring out what kind of lives they want to lead. Sadly, many students rarely devote serious effort to this problem. And when they do give it a try, they often do not know how to do it right. They fail to realize that developing a great life requires skill. Fortunately, skills can be taught. Handel Group offers training in this area that can prove invaluable for many students as they look forward to the future."

Margaret Rice, Ph.D.
Department of Neurology and
Neuroscience and Physiology
NYT Langone

"I recently headed a multi-PI project grant, which I would not have had the confidence to tackle had I not had the experience of the course. Overall, the well-structured process not only raised my awareness of limitations and obstacles to success, but provided practical excersizes to help tackle and overcome these one by one."

Marco Tigano
Post Doctoral Fellow
Skirball Institute of
BiomolecularMedicine
NYU

"HG's programs taught me how to be the author and designer of my personal life and professional experience. Through a series of group seminars, combined with personal and tailored support with a coach, this method taught me how to analyze and shape my life into something that I truly want and believe in. I can't stress enough how important the content of this program is for a successful experience as a scientist and employee in our great community."

Patricia Martin, Ph.D.
Student School of Medicine
Office of Science
and Research
NYU

"I have taken this course every year since starting my PhD. Some of you have probably heard me talk about it before (Like promises and consequences and crazy self reflections). But it is truly life changing. And it gives you the tools to really think about where your life is and where you want it to go. They are offering it here at the med center this year. Just wanted to pass it along and recommend it. It's definitely worth the time."

Interested in this workshop for your team or company? Get the conversation started with an email to gaby@handelgroup.com.

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