



Developers of Leadership Potential

“Great Leadership is the chemistry that combines competence, courage and compassion into the rarest and most precious resource for the sustainability of our world.” Fay Niewiadomski



Declutter
the mind



Unleash
leadership energy



Untether
the imagination

Our Purpose

ICTN's Purpose is to awaken leaders to the tremendous potential they have for making life, leadership, business and the world better through the awesome power of choice.



Strengthen
the spirit

- 1. Leadership Effectiveness**
- 2. Business EQ**
- 3. Strategic Leadership Communication**



Inspire
decision-making

PREAMBLE

ICTN Specializes in fully understanding and diagnosing your specific performance goals and defining clear and measurable objectives before designing and presenting bespoke programs. Why?

Because this is how we meet your needs and guarantee the realization of the agreed objectives with KPIs and Metrics to objectively measure success.

What follows is a selection of some of our programs under three Main Headings

- **Leadership Effectiveness with Business EQ**
- **Strategic Leadership Communication**
- **Disruptive Learning Solutions for Teams**

You will also find a price list showing the fees for our professional services on a prorata basis.

What this means is that we can construct the timeframe, schedule and budget that is best suited to your needs.

All you need to do is tell us what you want to achieve and we will work with you to develop two things:

- **A comprehensive Technical Proposal** that meets your needs, and
- **A Logistics and Financial Proposal** that matches your budget and provides the highest ROI on your L & D investment.

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ICTN's Leadership Programs

Leadership

- **Leadership Team Effectiveness & Team Performance Drivers**
- **Game of Consequences:** Business Simulations that transform how people Think and Act
- **The Architecture of a Leadership Team:** Design and selection of your closest and most trusted allies.
- **LEAD:** Pathways to Leadership for Women

Communication

- **Giving and Receiving Feedback for Growth and Transformation**
- **The Language of Impact:** Be ready when the stakes are high and the moment is brief
- **Charismatic Public Speaking :** Become a Compelling Leader
- **Storytelling as a Persuasive Tool:** Creating and Delivering Powerful Corporate Stories for Positive Change

Business EQ

70% of the challenges at work relate to human relations.

These 90-minute Workshops improve performance and productivity and include personalized Business EQ Reports.

- **Decisiveness**
- **Motivation**
- **Influence**
- **Empathy**
- **Adaptability**
- **Conscientiousness**
- **Stress Resilience**
- **Self- Awareness**

Leadership Effectiveness

Programs

Leadership Effectiveness (for Leadership Teams)

Team Dynamics and Team Effectiveness with EBWt



Leadership Team Development Program with Business EQ Road Map

Executive Overview of the Program

1. Participants receive a Pre-Program Briefing outlining the purpose, stages and requirements for the program along with the things expected from them. **(This briefing will be a joint statement from the Program Sponsors and ICTN)**
2. Participants get their Usernames and Passwords from ICTN to fill out their EBW Advance and EBWt Questionnaires online.
3. Leadership and Team Profiles are produced and the agenda and schedule is set for the Individual Coaching and Feedback Sessions.
4. We schedule a 30-minute meeting with the Top Management Representatives and the HRD responsible for the Leadership Team's development, to plan and agree on the specific program outcomes and rules of engagement during the Team Workshop.
5. A 75-minute one-on one coaching session is scheduled with each leader with additional 15 minutes of preparation and post -coaching session notes.
6. A Group Coaching Workshop addressing each of the Emotions and Behaviors at Work **(Decisiveness, Motivation, Influence, Adaptability, Empathy, Conscientiousness, Stress Resilience, Self Awareness)** - is delivered on Day 1.
7. A Group Coaching Workshop covering the Team Performance Factors **(Vision, Trust, Identity, Commitment, Communication, Capability of Working Together)** - is delivered on Day 2.

Sell with EQ

Drive better quality Sales with Business EQ



Sell with EQ

Drive better quality sales with Business EQ

When the high-pressure environment of a sales role is met with low emotional intelligence, your organisation is left with burnout, disengagement, and high sales rep turnover. The buying process is an emotional experience for both the customer and the seller, and enhancing authentic human connection is crucial.

Salespeople who understand the emotions invested in a sales interaction are better equipped to consult with buyers effectively and successfully close the deal. They are also better able to collaborate with other departments and excel in team selling situations.

We help your sales and service people adapt their approach so they can manage the impact they have on customers, accounting for and actively managing individual customer needs, expectations, motivations, preferences and biases.

Building the EQ of your salespeople gives them a grounded yet agile skill set that empowers them to authentically adapt to every customer and increase sales.



Game of Consequences

Leadership in a Digital Business Simulation Game

TeamWork.Inc

Summary

Marketing

Sales

CEO

Delivery

Finance

Resources

Reports

Handbook

Opportunity Tracking

Operations Planning

Level 3

CURRENT LEVEL

15 (0s)

CURRENT WEEK

11

WEEKS REMAINING

\$710,535 TOTAL SALES

\$71,054 COMMISSION PAID

6 NEW ORDERS TAKEN

1 ORDERS COMPLETED

-\$61,752

LOWEST

-\$61,752

CURRENT BALANCE

\$200,668

HIGHEST



CURRENT ORDER STATUS

ORDER NUMBER	COMPANY	VALUE	STATUS
GOA00627	Reyo	\$124,950	Authorised
GOA00753	Retrolane	\$209,475	Authorised
GOA00176	Superer	\$78,750	Authorised



MC006

CAMPAIGN



8

AUDIENCE

TIATIVES: REBRAND - SALES STAFF

DETAILED NEWS UPDATES

LAST WEEK

STUDENT AVOIDS BAG CHARGE WITH SUITCASE

A student has come up with a pretty nifty idea of how to save pennies - and the environment - by taking his suitcase on his supermarket shop, instead of paying for plastic bags. He was quoted as saying "At first it was just a joke. I didn't think I'd really go through with it, but everyone was saying how good of an idea it was and sent me packing".

3 WEEKS AGO

SOCIAL OPTIMISATION ORDERS INCREASING

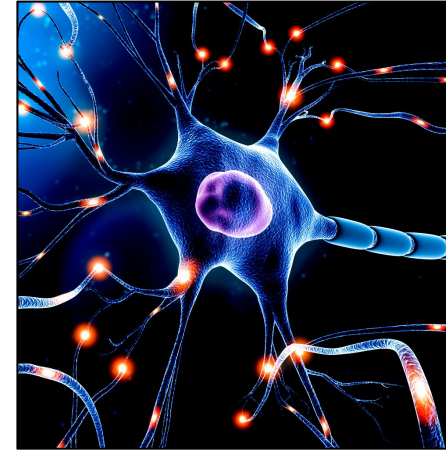
What is Teamwork Inc ?

In **3.5 hours of actual Game Play**, the intelligent application of neuroscience, motivational psychology and experiential learning enable:

1. Rapid problem identification,
2. Collaborative problem solving,
3. Positive, practical and permanent change.

This intensely engaging and entertaining **experiential workshop** unlocks powerful insights in systems thinking and consequently results in

- targeted,
- high value,
- cost-effective transformational initiatives.



PATHWAYS TO LEADERSHIP FOR WOMEN

LEAD



Compelling Leadership Communication

Programs

Charismatic Public Speaking: Become a Compelling Leader

3 DAY WORKSHOP



Charismatic Public Speaking: Become a Compelling Leader

In an era of advanced communications, today's opinion leaders and business leaders face many challenges. With the increase in demand by traditional media, social media, podcasters, Youtubers and other web media for current affairs programs for industry and government comment on a wide range of issues, it has become increasingly important for companies and government officials to be able to respond in ways that build their credibility with the public.

This workshop will help you and your staff master powerful presentation and public speaking skills that deliver high impact messages. Participants will learn how to use the advanced techniques and persuasive methods of delivery required in different situations. Participants will also be able to easily research, prepare and structure powerful presentations to better ensure desired results.

At the end of this workshop, participants will receive a **pocket-size SECRET FORMULA** that guarantees their success every time.

Note: This workshop can be delivered in two days instead of three if the number of participants is 6 or fewer.



The Language of **IMPACT**

In this workshop, you will learn how to use the '*The Ultimate Checklist*'* for Any Pitch, Presentation, or Persuasive Intervention!

Find out why you should sell the **PROBLEM** and not the **SOLUTION**. Learn the secrets of the most effective, persuasive presenters in the world.

Get results in as little as 30 seconds and build demand for more by using the 16-point checklist we use during this experiential learning workshop:

- Do you know precisely the problem you are the answer to?
- Can you articulate the problem concretely in the terms of the person who has it?
- Can you capture what it feels like to have that problem?
- Can you ...? **and 12 more!**

The focus of this short workshop will be on how to command attention, 'hook' the interest of the client and position yourself as someone who brings uniqueness to the relationship and to the problem -solution challenge being addressed.

Participants will leave with an in-depth understanding of the complete checklist and will receive a copy of the 16 critical questions to answer before delivering any business development, sales, persuasive presentation or pitch.

**This checklist is based on the work of J.D. Roberts*

Giving & Receiving Feedback

(for People Managers and Individual Contributors)



Giving & Receiving Feedback

At its core, leadership means setting goals, lighting a path, and inspiring others to follow. This workshop adds a valuable skill to your leadership capabilities and raises your profile. It is designed to help you create and accomplish your personal best, and to help you lead others to get extraordinary things done. The focus is to develop your ability to influence others, embrace the differences among your team and increase productivity by understanding how giving and receiving feedback is an effective driver of growth, both personal and corporate.

Feedback is given daily, not just during formal performance assessments. Leaders may find feedback a challenge if they themselves are uncomfortable giving and receiving feedback, especially when it is negative. Knowing how to give effective feedback means, productivity goes up, stress levels go down. What a team environment that would be! Effective leaders provide feedback in such a way that it makes a positive difference. Effective questioning improves communication, deepens understanding and builds a relationship of trust. This session ensures leaders learn the best techniques for obtaining the facts and the feelings impacting the situation and the relationship, practice powerful communication exchanges and as a result give actionable feedback.

Workshop Content

- 1 Challenges of Feedback
- 2 The Techniques
- 3 Three Feedback Models (*Difficult Conversations, Interpersonal Conflicts and Developmental Feedback*)
- 4 Personal Development Plans



Go from **Closed**
Mindsets to **Growth**
Mindsets



Unlock Your Potential

Disruptive Learning Solutions

Immersive & Transformational Team Experiences

Award Winning Innovative Business Video Game - DISRUPTIVE LEARNING AND INNOVATION



Winner of the Best in Class Business Simulation - CATALYTIC BUSINESS SIMULATION - Game of Consequences

TeamWork.Inc

- Summary
- Marketing
- Sales
- CEO
- Delivery
- Finance

Resources

- Reports
- Handbook
- Opportunity Tracking
- Operations Planning

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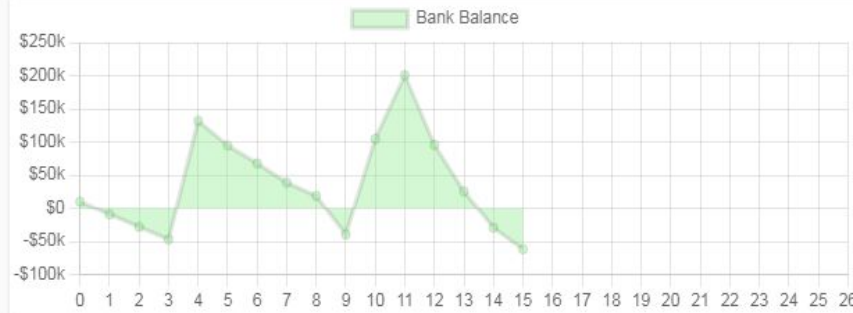
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SOCIAL OPTIMISATION ORDERS
INCREASING

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Winner of the Best in Class Business Simulation - CATALYTIC BUSINESS SIMULATION - Game of Consequences

Game of Consequences is a catalytic business simulation applying NEUROSCIENCE that changes the way people think and act.

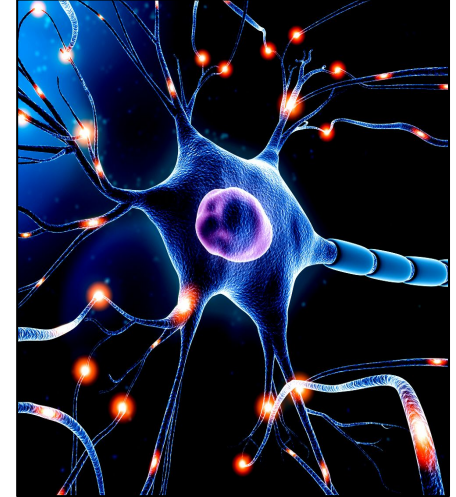
The Game of Consequences (GoC) is a high energy experience reminiscent of the New York Stock Exchange floor during peak trading hours.

GoC is a very challenging business simulation that reflects the impact of how we actually work and communicate together in our business lives. The simulation throws out real-life challenges at the players. These range from current events to internal problems related to production, marketing, supply chain, communication etc.

The difference here is that participants see the actual and immediate impact of each decision they make on cash flow, customer satisfaction, deliveries, etc in real time. At the end of each round players receive Financial information from the bank regarding solvency, credit, cash flow and other significant facets of the business. Participants are taken out of their comfort zones as they try out roles that they have not experienced before: CEO, Marketing, Sales, Finance and Production.

This simulation is catalytic because it results in conscious realizations that lead to immediate behavioral changes and insights. These recognitions result in transformation of relationships, decisions, performance levels and behavioral outcomes.

Type of Feedback: real-time feedback on the business impacts of each decision and action. The outcome at the end of each round is a P&L statement for each group / team. For MultiTeam events, there will be a **Leaderboard Displayed** on large screens so everyone can see how profitable their business is in comparison to the other teams.



OTHER SIMULATIONS AVAILABLE FROM THE GAME OF CONSEQUENCES

- **GoGreen.Inc**

An ESG simulation to connect everyday decision-making with the sustainability of organization and the planet. Incorporation of ESG into business as usual.
- **Boardroom. Inc**

The ultimate C-Suite training simulation to put executive teams to test. Leadership, delegation, succession, scale and effectiveness.
- **Risk.Inc**

Addresses the need for improved understanding of Risk. Analyze the risk of a decision and its consequences in order to forecast and improve business decision making.
- **Change Management.Inc**

Successful systems implementation and technology adoption. Building context and understanding and answering the 'Why?' for individuals that would normally be change victims.
- **TeamWork. Inc**

Build stronger teams, drive leadership and break down silos through an engaging team building game. Build truly collaborative working environments with a common goal

Next Steps

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- Game of Organizational Business Simulations that teach how people Think and Act
- The Architecture of a Leadership Team: Design and selection of your closest and most trusted allies.
- LEAD: Pathways to Leadership for Women

Communication

- Giving and Receiving Feedback for Growth and Transformation
- The Language of Impact: To lead, when the stakes are high and the moment is short
- Charismatic Public Speaking - Essential for Convincing Leaders
- Storytelling as a Persuasive Tool: Creating and Delivering Powerful Corporate Stories for Positive Change

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- Empathy
- Adaptability
- Career Management
- Stress Resilience
- Self-Awareness

