

A woman with blonde hair and glasses, wearing a blue denim shirt, is standing and clapping her hands. She is smiling. In the foreground, a man with dark hair and glasses, wearing a grey button-down shirt, is sitting at a table and pointing his right index finger towards the woman. He is also smiling. The background shows a modern office or meeting room with large windows and a glass wall.

fierce

TRAINER

BELTA Webinar
Getting Fierce in the Classroom

Jeff Aristy
10, March, 2022

Soft skills

“**Children at Hjalli model schools receive training in all human qualities as we believe that all children should have all the possibilities in the world regardless of their gender.**

— Margrét Pála Ólafsdóttir (www.hjallimodel.com)



Industry 4.0



“ As jobs are transformed by the technologies of the Fourth Industrial Revolution, we need to reskill more than 1 billion people by 2030. In addition to high-tech skills, **interpersonal skills** will be in high demand.

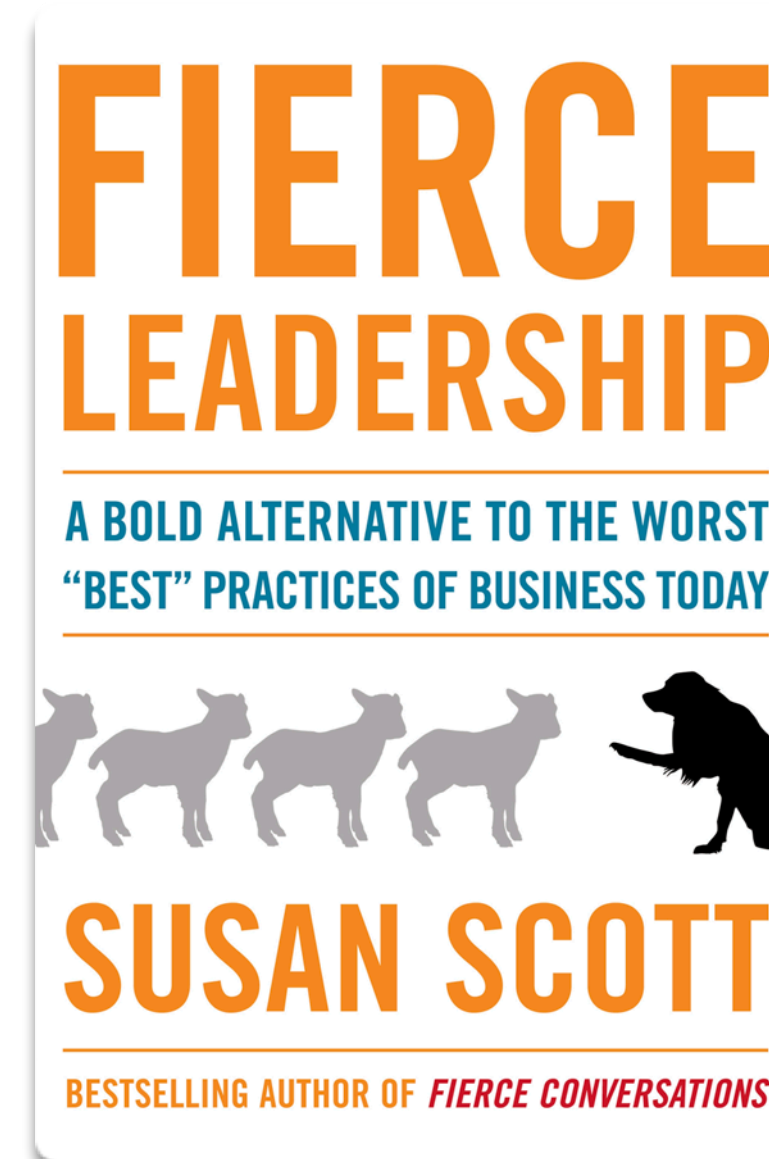
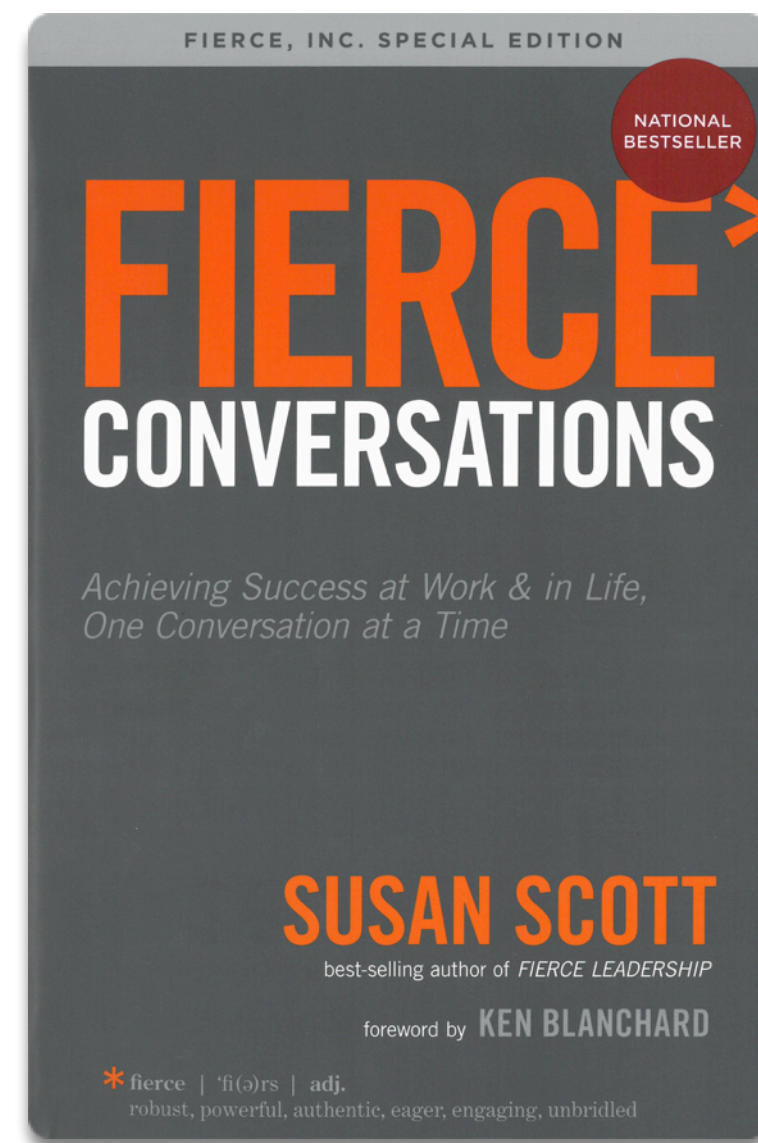
The World Economic Forum— Future of jobs report 2020

What is Fierce?

- A methodology to create better relationships, build stronger people networks and resolve confrontation faster
- New conversation strategies
- Structured Conversation models
- Compelling philosophy



Susan Scott



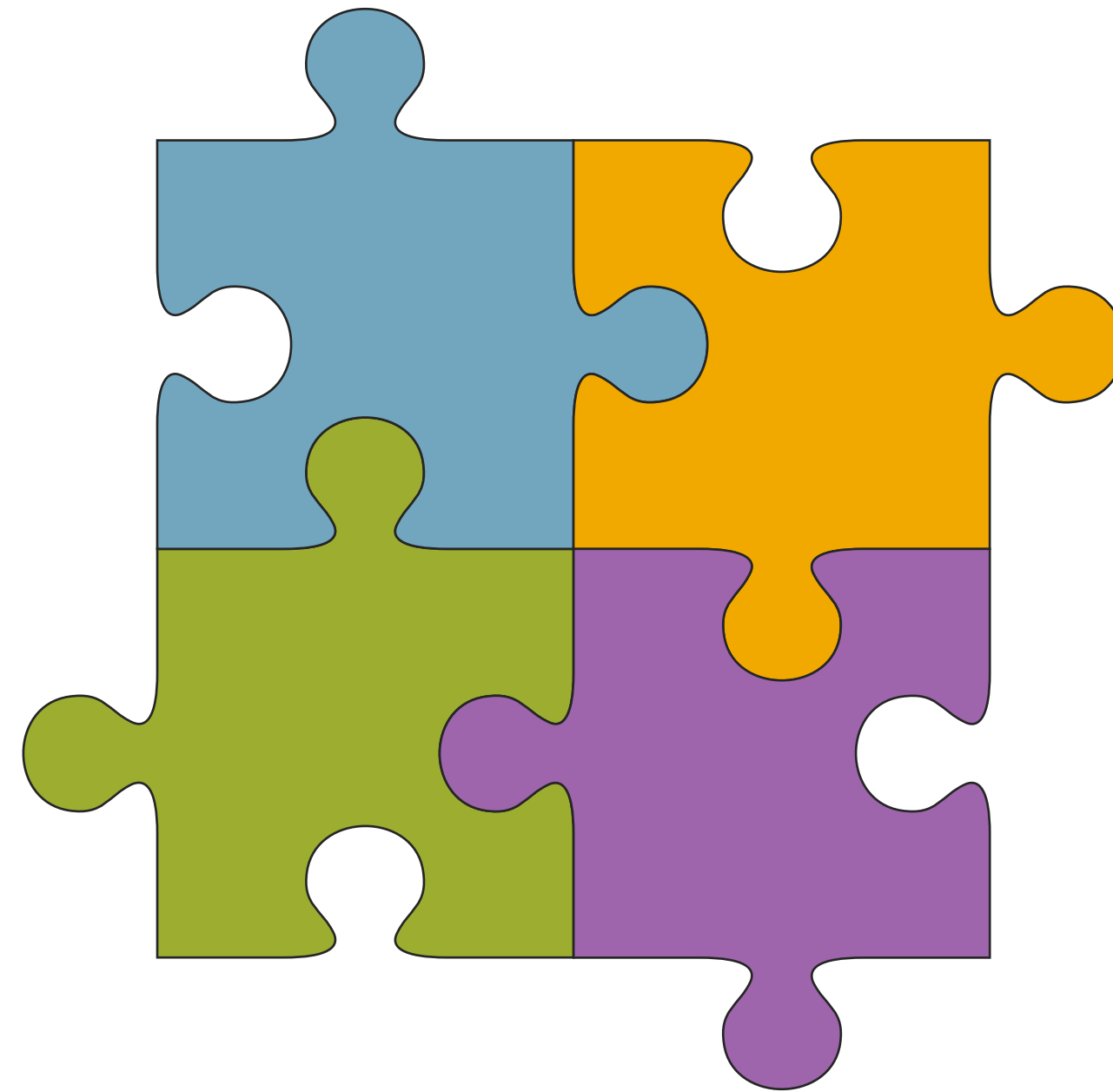
“ While no single conversation is guaranteed to change a career, a company a relationship or a life ... any conversation can.

“ A Fierce Conversation is a conversation in which we **come out from behind ourselves, into the conversation, and make it real.**

the 4 Objectives

Interrogate
reality

Tackle tough
challenges



Provoke
learning

Enrich
relationships

Fierce conversation models

fierce. TEAM[®]

fierce. COACH[®]

fierce. FEEDBACK[®]

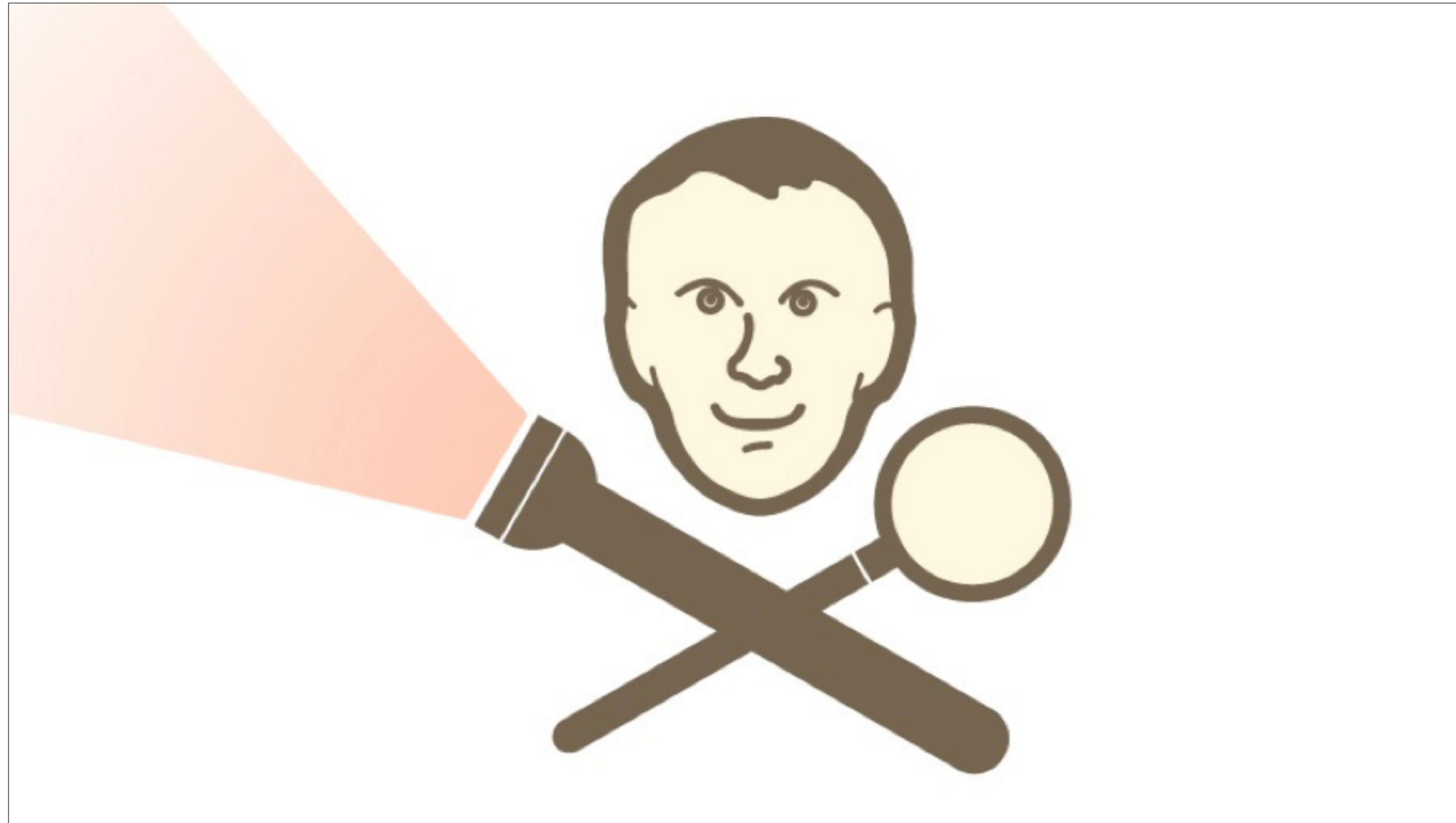
fierce. DELEGATE[®]

fierce. CONFRONT[®]

fierce. ACCOUNTABILITY[®]

fierce.

CONFRONT[®]



fierce.

CONFRONT[®]

- 1. What are some strategies we use to change someone's behaviour other than having a clear and direct conversation?**
- 2. How do you justify not having a clear and direct conversation?**
- 3. What is the price we pay for not confronting?**
- 4. What's at stake to gain if we have the conversation and it goes well?**

The confront model

1. Name the issue
2. Select a specific example that illustrates the behaviour or situation you want to change.
3. Describe your emotions around this issue.
4. Clarify why this is important — what is at stake to gain or lose for you, for others, for the team or organisation.
5. Identify your contribution to this issue. (How you are to 'blame')
6. Indicate your wish to resolve the issue.
7. Invite your partner to respond.

Fierce Certification
<https://fierceconversations.training>

