



**SMASH THE BOX.
AND HAVE FUN DOING IT.**

www.ExperienceYes.com

ExperienceYes

Offerings

- The Improv Mindset
- Stand & Deliver
- Pitch It!
- Emotional Intelligence for Leaders
- Innovation NOW!
- Improv(e) your DEI & B (Diversity, Equity, Inclusion, & Belonging)
- Team in Trouble
- Rapid Team Formation
- Stop Selling. Start Solving. (The "Yes, and..." Sales Framework)



GAIL MONTGOMERY



BRUCE MONTGOMERY

"I was blown away by how ExperienceYes unlocked my team's creative power."

--Bill Myers, DaVita, VP of Marketing & Communication

Let's face it - we're horrible with change. When the world is shifting and we don't know what to do, we FREEZE.

"I cannot provide a stronger recommendation that you make ExperienceYes a part of your organization."

--Sarah Schillereff
VCA, Regional VP

THE IMPROV MINDSET

Improv teams live in this kind of ambiguity. They never know what they will discover, receive or create -and they do it all together, as a team.

ExperienceYes leverages the language of improv teams to show you how to initiate, support and lead from behind. You get to practice being "ALL-IN" the chaos together.

The Improv Mindset is a data-proven, neuroscientific-based tool that INCREASES your emotional intelligence, team connectivity, influence, creativity and uncertainty tolerance.

And, it's FUN.



THE IMPROV MINDSET

FORMAT	DESCRIPTION	DELIVERY
Keynote (30-60 minutes)	Engaging introduction to The Improv Mindset with active participation from audience members. Suitable for audiences of any size.	Online, In-Person
Half-Day	This session is focused on the neuroscience behind The Improv Mindset, activities to practice the shared language of IMPROV, and tools for immediate application.	Online, In-Person
Full / Multi-Day	Includes ALL Half-Day content + The Value of Followership, Introduction to Emotional Intelligence, scenario-based activities to increase and improve Emotional Intelligence.	Online, In-Person
30 Days to The Improv Mindset	Includes Half-Day Kickoff session, toolbox with videos, digital and paper reflection journal, accountability partner assignments, activities and games to support learning, and Half-Day Wrap-up session.	Online, In-Person



You know it when you see it.
When someone speaks with
confidence, ease and influence,
you just FEEL it.

What IS it that they have?

STAND & DELIVER

Join ExperienceYES for this NOT BORING, interactive session designed to help you become a stand-out presenter and speaker who tells stories authentically and impactfully.

We explore body language, voice and tone, content, delivery, how to leverage your “essence”, humor, the “F” word (failure), and the importance of practice.

Yeah, it’s scary. And we’re all in it together.



STAND & DELIVER

FORMAT

DESCRIPTION

DELIVERY

Web Presence
(1 hour)

Telling your story from the comfort of your home office or kitchen takes skill. This session explores methods to make your online meetings more effective and tips for improving your presence.

Online

Full-Day

This session is focused on body language, voice and tone, preparing the right message for your audience, experiential activities, delivery practice and real-time feedback.

In-Person

Full /
Multi-Day

Includes ALL Half-Day content + managing the unexpected, tips for engaging content, how to stay authentic, additional practice opportunities, video footage and additional feedback and course correction.

In-Person

You've seen 'em. Famous people who botch their first pitch at the baseball game. Don't be them.



ExperienceYES can help your team successfully land your pitch WITHOUT getting boos from the fans.

We explore handling the unexpected, leveraging your entire team in the "right" way, choosing impactful content and getting your pitch over home plate.

Your team will get real-time feedback, opportunities for questions, video footage for future review, and practice.

Do you feel butterflies in your stomach?

You're in the right place.



PITCH IT!

FORMAT

Web Presence
3-Session
Package

Half-Day

DESCRIPTION

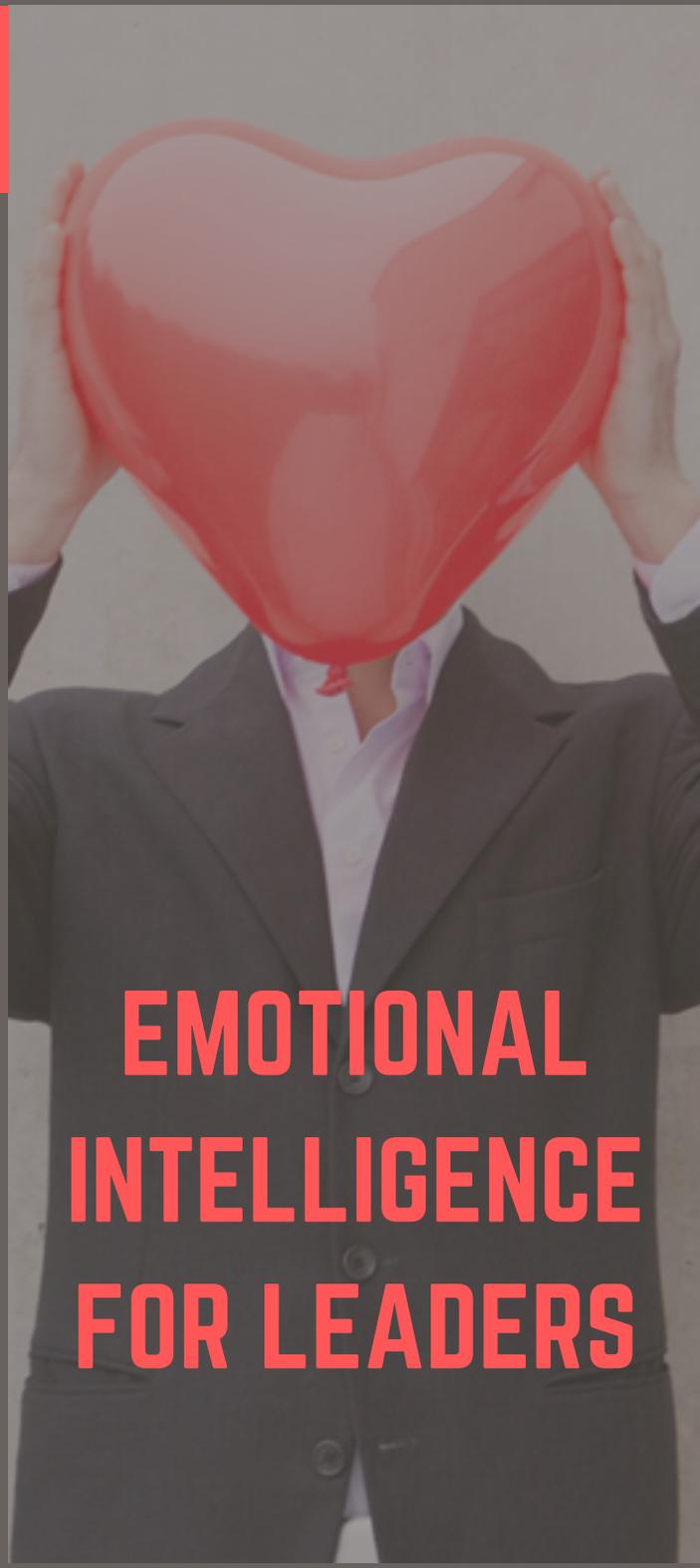
One team (up to 6 participants) for three 60-minute sessions designed to work on timing, content review, delivery, positive influence, and refinement of pitch.

Up to 4 teams of 6 - session is focused on the who, what, where and why of your pitch. Attendees learn how to manage pacing, smooth transitions between speakers, and delivery tips to create positive influence and engagement. Pitches are filmed, reviewed by the team and trainers with real-time feedback and time for practiced refinement. Opportunities for multiple practices, filming, and feedback. Attendees leave with film and supporting takeaways.

DELIVERY

Online,
In-Person

In-Person



EMOTIONAL INTELLIGENCE FOR LEADERS

Newsflash: To be a great leader, you need to have a high emotional quotient, or EQ.

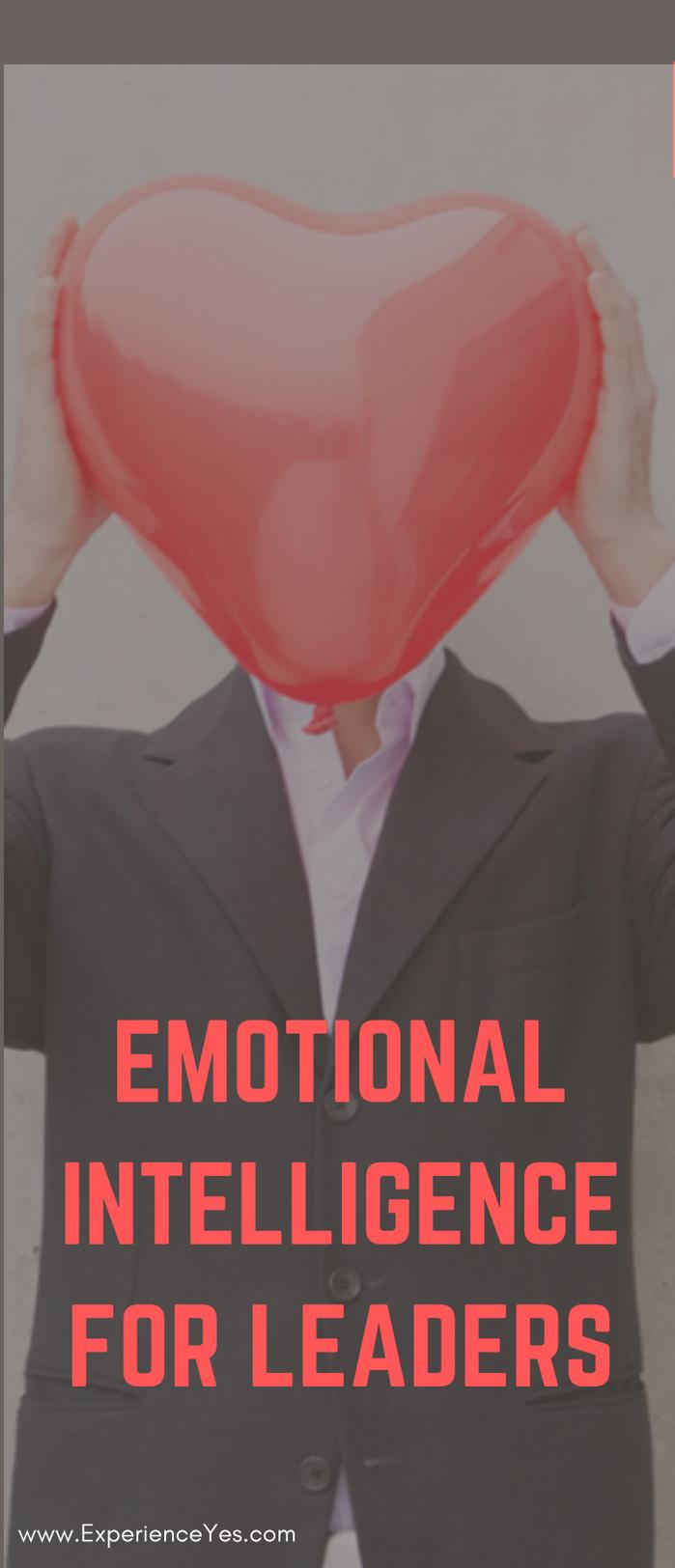
Maybe you've heard of this?

"ExperienceYes takes leadership development to the next level."
--Nita Mosby Tyler,
Children's Hospital of CO, Senior VP

ExperienceYes Introduces the 6 core competencies of Emotional Intelligence, what increasing these skills can mean for you as a successful manager, and how the shared language of IMPROV can be your greatest asset in your leadership toolkit.

Data shows higher EQ improves job satisfaction, employee performance, and business outcomes. It also has been proven to lower levels of employee burnout. Teams need leaders with authenticity, empathy and strong emotional reasoning skills.

It's way past time to connect your heart with your head, don't you think?



EMOTIONAL INTELLIGENCE FOR LEADERS

FORMAT

DESCRIPTION

DELIVERY

Half-Day

This session includes an introduction to Emotional Intelligence, self-assessments, self-designed action plan.

In-Person

Full-Day

Includes ALL Half-Day content + scenario-based activities to increase EQ, accountability partner assignments.

In-Person

90-Day
Assessment
Program

Includes Half-Day Kickoff session, Initial 180 or 360 assessments, individual and group debriefs, self or group designed action plans, toolbox with tips for increasing EQ, digital and paper reflection journal, accountability partner assignments, activities and games to support continued EQ growth, Follow-up 180 or 360 assessments, and Half-Day Closing session including debriefs and ROI results from assessment 1 - 2.

In-Person



ExperienceYes leads a people-focused approach to challenges so you can finally see SUCCESSFUL solutions and change!

With an approach that begins with The Improv Mindset and then turns to human-centered design, you will have more ideas, a design that's built on empathy and human input, rapid prototyping, the ability to share what has been created with those who are impacted, and ultimately unveil your Rockstar innovation to the masses.

Plus, it's a ton more fun than the "usual" way.

New process? Sure. New product? Sure. Let's do this.

Why don't we ever put HUMANS at the center of design and innovation?

And why do we expect that all it can happen while we SIT around a table?

"With ExperienceYes, our team collaborated, innovated and delivered solid results. We couldn't have gotten there without them. These modifications will likely cut construction cycle time in half."

--Brian Peters

Noble Energy, Director of Projects
www.ExperienceYes.com



INNOVATION NOW!

FORMAT	DESCRIPTION	DELIVERY
Half-Day	This session is designed to analyze a current challenge, roadblock or creative need. ExperienceYes facilitates disruptive brainstorming activities, distilling and ranking of ideas, and decisions for future action plan.	In-Person
Full-Day	Includes ALL Half-Day content + strategic plan with outlined assignments, timeline and actions. Executive Summary Delivery of all ideas generated and final plan.	In-Person
Multi-Day SMASH THE BOX Program	Includes disruptive activities to set mindset, facilitated design thinking, iterative development of idea. Learning through the failing fast and forward, a second iterative session focuses on further development of ideas. Also includes an Executive Summary with all ideas generated, special messaging tips and guidelines for rollout.	In-Person



It's time to do more than TALK about it.

What is DEI? Why is it tough to discuss? Why is hiring a Diversity Director NOT enough?

"It is fascinating to see how understanding the neuroscience behind the creative process will help all of us get better at the innovation process."

--Kerry Plemmons
University of Denver

ExperienceYes walks you through the power of DEI and how to develop immediate and actionable initiatives to move the needle in your culture.

Participants learn how to start or continue cultivating equity, recognizing implicit biases and microaggressions, and how to change behaviors and mindsets.

Through immersive, scenario-based practice and gamification, attendees develop the skills to cultivate belonging for ALL.



IMPROV(E) YOUR DEI & B

FORMAT

DESCRIPTION

DELIVERY

2.5-hour Web
Training

An introduction to DEI&B terminology and facts. Breakout opportunities for activities and scenario viewing with an emphasis on The Improv Mindset as the foundation for cultivating a culture of belonging.

Online

Half-Day

This session is focused on learning The Improv Mindset as a shared language for inclusivity, activities surrounding implicit biases and micro-aggressions, and tools for immediate application.

In-Person

Full-Day

Includes ALL Half-Day content + an introduction to Emotional Intelligence, scenario-based activities to increase EQ, and Accountability Partner assignments to support on-going growth and learning.

In-Person

30-Day
BELONGING
Program

Kickoff session that includes learning The Improv Mindset and the 6 core competencies of Emotional Intelligence, Implicit Bias Assessments with debriefs, and scenario-based activities. 30-Day team guidebooks, Accountability Partner Toolkits, Videos for individual and group activities, digital and paper journal for reflection, Wrap-up session with activities, reflection and sharing, and development and signing of a "social contract" for future behavior.

In-Person



You know it when you're in it.

The team isn't communicating well. They aren't listening to each other or their business partners.

The team is AT RISK, and they are spiraling down with infighting and poor performance.

"I'm intrigued by how improv can translate into teamwork, better communication, and increased creativity in the work-place."
--Rocky Mountain Leadership Participant

The highest performing team out there is an improv team. They not only practice succeeding together, they practice FAILING together.

The Improv Mindset serves as the core of this compelling and dynamic session that gets a group struggling to communicate or work together connecting.

Additionally, you and your team will come away with a list of priorities and action plans to continue to address team performance immediately and going forward.



TEAM IN TROUBLE

FORMAT

2-Day Program
with weekly
follow-ups

DESCRIPTION

Pre-session activities involve interviewing key leaders or team members. The session is then customized and focused on learning The Improv Mindset as a shared language for team performance. Experiential activities drive home team formation and cohesion around communication, listening, conflict resolution, and priority definition.

By the end of the session, the team will establish their own "social contract" for team behavior, as well as develop action plans for the team challenges that have the highest priority (as defined by the team).

Follow-up activities include: priority management, task completion, and continued next steps.

DELIVERY

In-Person

OK, Team – get out there and get to work. FAST.

Seriously. Even faster than that.



RAPID TEAM FORMATION

Have a big problem and need a team to get together and start delivering as fast as possible?

There are 4 stages of team formation – Form, Storm, Norm, and Perform. The quicker that you can get to Norm/Perform, the better. We don't necessarily teach our business teams how to do that. Yet we certainly EXPECT it.

Enter ExperienceYes. We will take you through the neuroscience of team cohesion and associated team-based activities that are designed to build a team who rises to that "perform" state as fast as possible.



RAPID TEAM FORMATION

FORMAT

DESCRIPTION

DELIVERY

Half-Day

This session is focused on learning a shared language for team formation and high-performance. Associated team-based activities quickly strengthen relationships, allow for leadership vulnerability, and establish "rules of the road" as the guide for team behavior going forward.

In-Person

Full-Day /
Multi-Day

Includes ALL Half-Day content + associated facilitation by ExperienceYES to work through Project Charter, Goals, Roles & Responsibilities, and associated Action Plan to ensure the team is working in the right direction with the right priority.

In-Person

Want to make more sales? Want to close that next deal?

Stop talking. Seriously. Stop talking.

**STOP SELLING.
START SOLVING.
THE "YES, AND..."
SALES FRAMEWORK**

ExperienceYes flagship sales training offering turns the sales process on its ear - literally.

Listening can be hard, especially when we KNOW what the perfect solution might be.

We help sales teams listen to "serve", build empathy, and develop authentic client relationships. Which naturally leads to SALES.

Think the same "old-school" sales techniques still work today?

Think again.

Be a SOLVER, not a SELLER.



**STOP SELLING.
START SOLVING.
THE "YES, AND..."
SALES FRAMEWORK**

FORMAT

DESCRIPTION

DELIVERY

Half-Day

This immersive and experiential session is designed to introduce the process of "Yes, and..." - a magic bullet for the sales cycle. Focused on the "practice" of listening and driving conversations with empathy, you will learn methods for what your partners REALLY wish you would say and do.

In-Person

Full-Day /
Multi-Day

Includes ALL Half-Day content + Emotional Intelligence assessments with debriefs, additional activities to refine listening and awareness, scenario practice and tools to create positive influence and engagement with your clients.

In-Person



**SMASH THE BOX.
AND HAVE FUN DOING IT.**



GAIL MONTGOMERY

CEO

gail@ExperienceYes.com

303.880.4173



BRUCE MONTGOMERY

President

bruce@ExperienceYes.com

303.880.4137