



# VAYOMAR

WORKSHOPS MENU

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The power of being heard

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WORKSHOP MENU

■ **Collaboration Marketplace**

■ **Passing the Baton**

■ **Build a Company Vision**

■ **Culture and Core Values**

■ **Cross Organizational Themes**

■ **Customer Auction**

# **Interactive Workshops**

**From 3h to full days**

Aside from the large strategic programs we offer our customers all around the world, we also offer high impact, interactive workshops around various topics that are at the heart of an organization's ability to operate at a high level of productivity, with a strong emphasis on bottom-up employee engagement.

Each of these workshops:

- Can run anywhere between 3 hours to a full day.
- Work for small groups (12 people) as well as large (200+).
- Includes frontal theory based presentations as well as hand-on work sessions that are conducted in breakouts.
- End with a tangible deliverable which can be used and further developed following the workshop.
- Can be fully run in a virtual/remote format, using an advanced video conferencing platform used by Vayomar.

# **Collaboration Marketplace**

**Enhancing “Operational Empathy” in service of better internal interface management - driving collaboration and coordinated execution.**

**Empathy is perhaps one of the most important emotional building blocks for meaningful and productive interpersonal interactions. We define “Operational Empathy” as the ability to understand and relate to the challenges and frustrations of our key stakeholders and critical interfaces. Sadly, there are strong forces that actively and persistently undermine the development of Operational Empathy.**

**In this session, these “forces”, or meta-historical trends, will be presented as well as several practical methods for countering them in ways that foster “Operational Empathy” in service of a thriving and happy organization.**

**Throw a joyful method, your employees and departments will communicate better with each other, and will know one another responsibilities.**

# Passing The Baton

**This workshop is all about alignment across multiple departments within an organization.**

**Two development in how corporations work have given rise to the need for this workshop:**

**The evolution of corporations and the rise of the Matrix Management structure which had led to internal fragmentation in the form of many centers of excellence within the organization that each take care of a small part of the overall value chain with little visibility or understanding of the challenges other departments are dealing with.**

**The creation of multiple different units that are meant to support different stages of the sales process and customer retention. Again, while each of these departments are customer focused, they are frequently not properly aligned with the other customer facing departments and usually only have a small part of the picture pertaining to their customer's overall journey with their company throughout the entire sales process.**

**In this simple, game like, interactive workshop, we condense an entire value creation process into a 3-8 hour exercise that leads to the blameless surfacing of blind spots, redundancies and lack of knowledge pertaining to who should do what and when - followed by open and friendly discussions among the participants about how the overall process, and their interactions, can be refined and exacted.**

# **Building a Company Vision**

**This standalone workshop goes hand in hand with our Core Value workshop and serves similar goals, from a different angle; The larger a community of people, working and living together becomes, the more important it becomes to establish alignment and buy-in around a North Star which is a clearly defined desired future state, which all member of the group should be working towards.**

**The more accurately defined, and the more clearly articulated and communicated an organization's Vision, the better positioned that organization is for effective decentralization of daily responsibilities. Simply put, when everyone on a team knows where the team is headed as a whole, each member of that team is better able to make the right "local" operational decisions without having to wait for permission from his/her managers.**

**For the Executive Leadership Team (ELT) this vision serves as a powerful decision-making support framework which enables them to maintain a strategically proactive state of mind, even as the operational reality around them and their teams presses urgently upon them.**

**Furthermore, a well-defined Vision (North Star) is a valuable future "anchor" against which potential projects and initiatives can be compares, weighed and evaluated based on their expected strategic contribution, relative to one another. This approach allows for an "apples to apples" comparison between projects that would otherwise be very difficult to chose from.**

# Culture & Core Values

Establishing a codex of rules that reflects the desired behavioral standards and general rules of engagement. The larger a community of people, working and living together becomes, the more important it becomes to establish a codex of rules that reflects the desired behavioral standards and general rules of engagement. Together, these comprise the community's core values

The more accurately defined, and the more clearly articulated and communicated an organization's core values are, the better positioned that organization is for effective decentralization of daily responsibilities. Simply put, when everyone on a team knows where the team is headed as a whole, each member of that team is better able to make the right "local" operational decisions without having to wait for permission from his/her managers. The strong company culture that emerges from proactively defined core values is an important foundation for agile operations - a key attribute for any organization that wishes to survive and thrive in the fast changing reality of the Digital Revolution.

## Core values:

- Support the vision
- Shape the culture
- Reflect the company's essential identity (beyond the functional value the company creates)
- Help establish cross organizational alignment
- Support decision-making processes
- Establish a sense of unity (beyond the company's inner team to include its clients, partners, suppliers - or in short, the entire eco-system created by the company)

# **Cross- Organizational Themes**

Every large organization is divided up into strategic domains of expertise, which are then given a senior representative in the form of a C-Level executive.

Still, even with relatively large executive leadership teams (ELTs), there will inevitably remain strategic blind spots which are cross organizational topics/themes that are critical to the company's success and yet do not fall under the exclusive jurisdiction of any one group alone.

Using a workshop format that we've developed, we help you identify and manage your company's cross org. themes without having to add executive overhead to your company's head count nor having to add significant work load to your ELT.

This is done by "recruiting" your mid-level managers and junior people for the task (you'll find them quite eager to take on this additional, informal role) thus also providing them with empowering responsibilities that allow their voices to be heard in shaping their daily realities within the company.

# Customer Auction

**This workshop is designed to shape your sale's organization's (or if you're a smaller company - all of your employees) mindset to be more proactive about "hunting" the most strategic customers for your business.**

**One of the challenges many organizations have is that they lack a formal definition of what makes a potential customer a strategic one. Without a list of formally and clearly defined attributes that define which customer is STRATEGIC, TACTICAL or merely a DISTRACTION, you will be left with a pipeline that is a mixed bag of opportunities and a sales team that does not know how to proactively and strategically manage their sales opportunities.**

**A big part of meeting quota objectives and even exceeding them is about knowing how to manage a pipeline strategically. It's about knowing which opportunities to go after and fight for and which to leave behind in favor of a more hygienic pipeline.**

**Through the application of gamification dynamics, the people you count on for lead generation, sales and customer success, will be given clear instructions as to what makes for a truly strategically valuable opportunity, and then they will be given a chance to fight for them as they compete with other teams within this workshop, as a list of potential customers is auctioned off.**

# VAYOMAR

WHO ARE WE?

## Our story

Humanity is undergoing the fastest moving most encompassing revolution it has ever known – the digital or information revolution. The rate of change caused by this revolution has caused a massive disconnect between the age-old ways in which humanity learned to operate within its environment over the last several hundred thousand years and the modern characteristics of the digital working environment.

## Our partners

Vayomar has spent the last 17 years learning how to bridge that disconnect, having delivered hundreds of thousands of hours of training to over half a million people in 24 countries around the globe and across over a dozen industries.

## Our Mission

Vayomar aims to join together with other organizations in order to address this disconnect. It compromises our ability to create better environments and more fulfilling jobs in this increasingly fast-paced world. In the economy, the Digital Revolution is creating opportunities, but also is also wreaking havoc. We need to take charge of this change and direct it to improving the way we do business.



Innovative Culture



Interpersonal  
Communication



Management Skills

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