



iiChange® retreats

WHO CAN USE THEM?

Teams and organizations looking for a short, highly interactive learning experience

WHAT'S IN IT FOR YOU?

- A team that will start to talk about the fundamentals of high performance
- A chance to analyze your team's communication patterns
- An opportunity to focus on ways to improve communication and creative problem solving
- More understanding of the concepts of self worth, authenticity, appreciation, innovation, and habit change

workshops

An iiChange® Retreat can be a time for your team or organization to step back from daily demands to focus on strategy and vision for the future. It also can give you a chance to examine how you and your staff work together in general and to polish up your teamwork skills.

Whatever your goal, an iiChange® facilitator can guide you there, while helping your group learn to interact effectively in the process. You will get a rich overview of such things as:

- Finding the value in and using conflict
- Using imagination to find possibilities
- Self-coaching
- Changing and sticking to habits
- The intrinsic worth of everyone on the team
- Choosing how you think and behave
- Tools for more authentic interaction
- Appreciating diverse perspectives

iiChange® Retreats challenge and inspire your team to think and talk about its culture, its habits, and its capacity for transforming into the high-performing group your organization needs it to be.

about innovative interchange®

**innovative
interchange®**
ASSOCIATES

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Innovative InterChange® is an independent consulting and facilitation company dedicated to providing clients with the latest skills for effective collaboration and rapid learning. With more than 45 years of research and experience behind us, we design and deliver workshops, based on current neuroscience research, that increase individual, group and organizational learning and innovation. Our exercises provide participants with tools and skills for increasing effective communication, collaboration, appreciation of diverse ideas, creative problem solving, and change management.

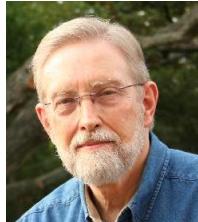
iiChange® facilitators



Kathy Hollingsworth
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Kathy is dedicated to helping others reach their potential by understanding their worth and using iiChange® skills and tools to enrich their lives. Prior to starting Innovative InterChange® Inc., she spent twenty-nine years in banking, including several years as president and CEO of National City Bank, Southwest.

Kathy earned a bachelor's degree in geography from Wittenberg University and an MBA from Case Western University

Heather has a passion for communicating important, compelling ideas and for helping people see and appreciate the value in diverse points of view. Heather joined Innovative InterChange® Inc. in January 2007 after nearly seventeen years as a professional journalist, including three and a half years as publisher of the Dayton Business Journal.

She has a bachelor's degree in English from Wittenberg University and a master's degree from Northwestern University's Medill School of Journalism.

Charlie has spent more than fifty years developing leading-edge thinking tools and exercises to equip leaders and teams to develop sustainable mindset change. He's been an international consultant to top management and senior consultants and has written several books and articles on behavioral science and organizational development topics.

His master's in psychology is from Drake University, and his Ph.D. in applied behavioral science and organizational development is from Union Institute and University.