



If you are like most leaders, hearing the words ‘Generational Diversity’ and ‘Artificial Intelligence’ might leave you feeling a little uncomfortable, or even a little fearful, about the future of your organization. Recruiting, developing, and building diverse high-performing teams requires leaders to have the KSAs to connect with and inspire all generational cohorts and embracing emerging technologies that are improving productivity and performance.

Our groundbreaking leadership skills book is in its second edition and has been read in over 19 nations by management scientists and organizational leaders. You can thrive in this era of change by embracing our training on AI tech and tools for leadership and staff productivity. Let Debbie and I come along side your organization to inspire your leaders and impart creative problem-solving and positive team collaboration skills for creativity, innovation, and change.

Popular Speaking Topics and Master Workshops:



ENGAGING

LEADERSHIP FOR THE GENERATIONS

The words “Generational Diversity” might be leaving you feeling a little uncomfortable, unsure, and even a little fearful, about the future of your organization. Diversity done right inspires, motivates, and boosts employee satisfaction and productivity. Topic take-a-ways are:

- Keys to recruiting, developing, and retaining top talent from each generation.
- Motivational differences in workplace preferences and value systems.
- Workgroup member assimilation: generational differences in team building.
- Generational leadership expectations and style preferences.



INTERACTIVE

AI: LEADERSHIP & STAFF PRODUCTIVITY AND POLICY

This workshop educates on the technical aspects of AI and applying AI tools to solve everyday business challenges effectively. Participants will gain hands-on experience with AI-powered technologies, including ChatGPT for communication, Canva for design, and Dall-E for creative imagery. Through interactive sessions, demonstrations, and practical exercises, attendees will take away:

- Broad Understanding of AI's Role in Productivity
- Practical Skills in AI-Powered Communication
- Creative Design Solutions with Canva
- Innovative Imagery with Dall-E
- Application and Integration of AI Tools in Real-World Scenarios



PRACTICAL

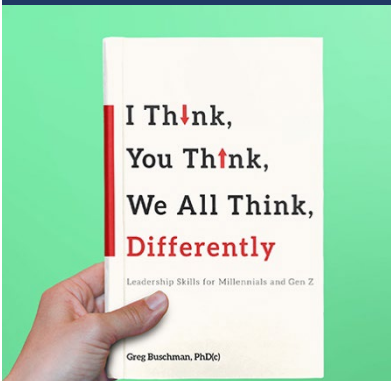
CREATIVE LEADERSHIP FOR INNOVATION AND CHANGE

This Creative Problem-Solving (CPS) workshop equips leaders with the tools and methodologies needed to think creatively, innovate, and initiate change. Through a structured process participants engage in hands-on activities, group discussions, and practical exercises to explore innovative solutions to organizational challenges. The workshop emphasizes interactive learning, collaboration, and the application of CPS tools to participants real-world scenarios. Key takeaways are:

- Understanding of CPS Framework and How to Facilitate a CPS Team Meeting
- Enhanced Problem Clarification Skills
- Creative Ideation and Selection of Strategies
- Development and Prototyping of Communication Strategies
- Implementation and Evaluation Tools

Past Engagements:





I Think, You Think, We All Think, Differently: Leadership Skills for Millennials & Gen Z

Kindle Edition

by Greg Buschman Ph.D.c (Author)

#1 New Release in Business Management



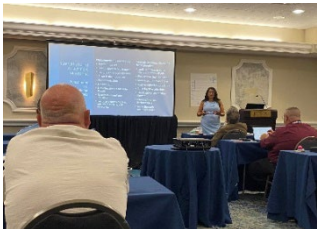
More Popular Speaking Topics and Master Workshops:

Testimonials:

STRENGTH BASED EMPLOYEE COACHING

Many people believe we are dealt a hand of cards in life, and we must make the best of the hand we are dealt. However, science has proven just the opposite. Every human has the ability to add strength “cards” to the hand nature dealt them. Topic take-a-ways:

- The manager’s role as a mentor/ coach, personal responsibility, and ownership in maintaining high levels performance.



- Dealing with performance, positive employee coaching skills
- Using strength building discipline versus demoralizing punishment.
- Improving employee satisfaction through motivation skills.

TEAM COLLABORATION WITH FOURSIGHT™

FourSight™ is the top teaming model for creative, innovative, and diverse team, as rated by IBM. IBM and dozens of innovative firms use FourSight™ as the underpinning for their teaming models. Topic Take-aways are:

- The FourSight™ Creative Mindset.
- FourSight™ Collaboration Model.
- How to optimize team member deployment.
- Creative Problem-Solving Leadership.

The four thinking preferences

Clarifier <ul style="list-style-type: none"> • Enjoys exploring challenges and opportunities • Likes to examine the details • Wants a clear understanding of the issue • Prefers a methodical approach to solving problems • May suffer from “analysis paralysis” 	Ideator <ul style="list-style-type: none"> • Likes to look at the big picture • Struggles playing with ideas and possibilities • Likes to stretch his or her imagination • Enjoys thinking in more global and abstract terms • Takes an intuitive approach to innovation • May overlook details
Developer <ul style="list-style-type: none"> • Enjoys putting together workable solutions • Likes to examine the pluses and minuses of an idea • Likes to compare competing solutions • Enjoys analyzing potential solutions • Struggles planning the steps to implement an idea • May get stuck in developing the perfect solution 	Implementer <ul style="list-style-type: none"> • Likes to see things happen • Struggles getting others to focus on their business’s reality • Enjoys seeing ideas come to fruition • Likes to focus on “workable” ideas and solutions • Takes the “like” approach to innovation (i.e., “Can I do it?”) • May take to action too quickly



- "When you started demonstrating how to communicate with different generations, my leaders lit up. There's a real need for skills in leading the different generations. It's one of the greatest needs I see in public services". Chief Scott Sanford, Palm Harbor Fire & Rescue
- “Through his experiences and taking an intellectual dive into my leadership style, Greg showed me how to better deal with staff. For staff members who are a little more troubled he provides tools to influence them as well.” Eric Juckett, Director, Village of Wellington.
- "Understanding my FourSight™ preference helped pinpoint areas of frustration. I realize people aren't asking questions because they doubt our direction or leadership. They just approach problem-solving differently!" Cynthia Grizzle, Pres., Pritchett Steinbeck Group, Inc.
- “As a Millennial who has reported to Gen X and Boomer bosses, I wish I had this book sooner. Its concepts and truths help communicate across the generational divide. Communication and knowing your audience are vital in becoming an effective leader. Greg empowers you to do just that. Jenna Lewis de Ruibal, Project Manager, Feld Entertainment.

More About Debbie and Dr. Greg:

Debbie Buschman, MPA, CDO has been a community leader in Pinellas County for over 20 years. She has served her community as an elected official as a Special District Commissioner, worked in the Public Defender’s office, and as the Director of Mentorship programs for Pinellas County Schools.

Dr. Greg Buschman, Ph.D., spent 30 years in corporate management where he gained a reputation for revitalizing underperforming employees, teams, and divisions. He created high-performance in-office and remote teams rewarded by national top performance awards, president’s and diamond club memberships, and presentations on business development to global business leaders.

Greg’s book, “I Think, You Think, We All Think Differently: Leadership Skills for Millennials and Gen Z”, was an Amazon #1 new release for business management and recently ranked the #8 must-read for leaders by the Nonprofit Leadership Center of Tampa Bay.

Their highly interactive courses, seminars, and workshops blend professional experience with academic research to create KSAs and KPIs based on applied theory and practice. These knowledge, skills, and abilities improve leadership effectiveness, employee satisfaction, team performance, and talent retention, innovation, and diversity.

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