



ECD Have A Play Workshop Syllabus



Designed by
riders&elephants



ECD Have A Play Workshop

This half-day event is a must-have addition to your leadership development portfolio that you can use straight away and literally 'out of the box'.

Come and have a play with The Emotional Culture Deck in this highly interactive and hands-on workshop where you will learn four simple but profound ways to use The ECD.

It's a 'sandpit environment' where you get your hands on the deck and experiment and learn together.

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Workshop overview

The ECD Have a Play Workshop is:

- An introduction for leaders to The Emotional Culture Deck
- Practical, hands-on and interactive learning that will allow you to understand how you can level up your leadership by embracing the insight of emotions
- A lesson in the four simple ways to use the game as a leader to get you started
- The quickest path to gaining confidence to go and play the game with your team, stakeholders and customers
- A great complement to the ECD Masterclass and learning pathway.

The ECD Have a Play Workshop is NOT:

- Pathway to certification or accreditation in The Emotional Culture Deck
- Teaching you how to run ECD team workshops or how to use the game as part of culture change
- Lecture on the theory of emotional culture
- Presentation of case studies (although Certified Consultants are encouraged to share anecdotes and informal stories throughout the workshop about how they've used the activities being taught in the workshop.



Planning for a successful learning experience

Learn by Doing is riders&elephant's teaching philosophy. To learn about our games, we believe that you should first participate in them. Then, learn retrospectively about the techniques and rationales behind our tools and experiences. By doing so, you build empathy for those you will be sharing your knowledge and skills in the future.

Our learning experience centres on three key ways of engaging, designed to help you understand and retain new knowledge: **See, Play & Share**.

In our ECD Have a Play Workshop, you have the opportunity to: see how an expert ECD Certified Consultant facilitates ECD conversations; play with The ECD, and share your reflections, learnings and ideas with others in the room.

This is an interactive experience. Plan to play with the game, practice your new skills with others in real-world settings and engage with your fellow learners.





Workshop syllabus

In this interactive and hands-on workshop, you'll learn how to use the Emotional Culture Deck in four key areas we believe are essential to human leadership:

- Effective Team Check-ins
- Emotional Leadership Development
- Impact of Emotions on Change
- Stakeholder Relationships

INTRODUCTION

Welcome & Warm up

Learn about the four key areas of the workshop and have a play with The ECD

SECTION 1:

Team Check-ins

Learn the three simplest ways to use the game with teams to run impactful and meaningful team check-ins

SECTION 2:

Leadership Development

Learn how to use the game to guide how we lead our teams and the environments we create as leaders.

SECTION 3:

Change Leadership

Learn about the impact of emotions on change and how to lead a team through change using The ECD,

SECTION 4:

Stakeholder Relationships

Learn how to use The ECD to get to the heart of your stakeholder relationships and better serve your stakeholders.

WRAP UP

Finish the workshop with personal reflections and summary of your key takeaways.

INTRODUCTION



OVERVIEW

What does Emotional Culture look like in your team? How do you lead effective team check-ins? How do you want your people to feel or not feel? We want to explore these questions and more with you in this workshop. To begin, let's start with an ECD warm-up activity.

ACTIVITY

There's a lot to explore in the Emotional Culture Deck universe. We'll start with an ECD Weekly retro



SECTION 1:

TEAM CHECK-IN'S

LEARNING GOAL

Learn THREE simple and powerful ways to instantly engage with teams to create vulnerability and build trust.

ACTIVITY #1

Time to explore the power of Intention Setting with your team. What is your team's desired state? How might they experience this? What support do they need? We'll dive into The ECD Intention Setting Guide that will help set up your team conversations for success

ACTIVITY #2

What are moments that matter for your team? How do you learn how your team members are feeling? What improvements and experiments can you test together? Let's find out through the ECD Quarterly Retro.

ACTIVITY #3

Lead effectively and support your team by understanding their current state. Are you aware of how your team are feeling right now? Let's find out how to check in and nudge self-reflection, self awareness and vulnerability.

REFLECT & CHALLENGE

Take time to reflect on how your team are doing. How could one of these simple exercises transform your connection? Post workshop, pick one activity to experiment with your team.



SECTION 2: LEADERSHIP DEVELOPMENT

LEARNING GOAL

In this lesson, you will learn how to use the game to guide your leadership approach and the environments you create. Learn how to lead your people through the lens of emotions at work.

ACTIVITY

How do you want your people to feel and not feel at work? How do you need to act as leaders to help your people experience and avoid those desired and undesired feelings? Let's play together to map this out.

This activity nudges you to take what you've learned to promote the desired and manage the undesired feelings through your leadership behaviours.

REFLECT & CHALLENGE

What's the biggest surprise for you so far? What has challenged your thinking and existing beliefs the most?

Post-workshop your challenge is to find one leader on your team to test out your new emotional leadership approach.



SECTION 3:

CHANGE LEADERSHIP

LEARNING GOAL

Learn about the impact of emotions during change and how to support our people through change using The ECD.

ACTIVITY

At the heart of effective organisational change is emotionally self-aware leadership. In this activity, we'll reflect on a period of change you've experienced in the past. When did you last go through a period of change? How did you feel? What did you learn about yourself?

Then we'll teach you how you can craft an emotional culture for your team to support your people through any period of change. Let's find out how to do this through the ECD Change Leadership Canvas.

REFLECT & CHALLENGE

Tell us what you're looking forward to changing when leading change with your team and why? What uncertainties and anxieties do you have? Post-workshop your challenge is to fill out your ECD Change Leadership Canvas to dive deeper into your own change leadership journey.



SECTION 4: STAKEHOLDER RELATIONSHIPS

LEARNING GOAL

To learn how to use The ECD to facilitate a conversation about designing more human stakeholder relationships in a way that gains buy-in from your people and helps them better serve your stakeholders.

ACTIVITY

Who are your most important stakeholders? How do you want them to feel? How can you create an environment that helps the people you serve? We'll explore the ECD Stakeholder Relationships Canvas and how you can lead this with your teams.

REFLECT & CHALLENGE

How will you take what you learned and use it to help your team build better stakeholder relationships? What three things stand out to you the most and why? Post-workshop take time to complete your ECD Stakeholder Relationship Canvas so you can understand about the people you serve.



WRAP UP

ACTIVITY

You're almost there. Time to wrap up the workshop with an ECD Check Out Activity.

REFLECT

How confident do you feel to start using The ECD with your teams straight away? What was the most revealing moment for you in the workshop? The "a-ha" moment.



Meet Your Workshop Instructors

The ECD Have a Play Workshop is delivered by ECD Certified Consultants.

ECD Certified Consultants are the only people in the world licensed to conduct ECD Have a Play Workshops.

riders&elephants have trained all ECD Certified Consultants in the art of ECD conversations. You will be expertly guided through your workshop and learn directly from an experienced ECD Consultant and change maker.



What are ECD Certified Consultants?

ECD Certified Consultants are riders&elephants official partners.

They are trained by R&E in the art of Emotional Culture Deck conversations and ready and able to help others develop better leaders and cultures at organisational and team levels.

There are over 30 ECD Certified Consultants across 20+ countries around the world.





ECD Have A Play Workshop FAQs

What does the ECD Have A Play Workshop Cost?

The cost of the ECD Online Masterclass is 249 USD. Plus you'll receive an Emotional Culture Deck Duo Pack (value 149 USD) and The ECD Have A Play Toolkit.

Who is this workshop for?

Anyone who leads a team of people in the place they work.

Who hosts and facilitates ECD Have a Play Workshops?

ECD Have a Play Workshops are hosted by independent ECD Certified Consultant Partners. These partners are the only ones licensed to conduct these workshops.

The ECD Have a Play Workshop was designed by riders&elephants (they created the Emotional Culture Deck). Plus R&E has trained all ECD Certified Consultant Partners in the art of ECD conversations. This means you learn from an experienced ECD Consultant and change maker.

What's the difference between this 'ECD Have a Play Workshop' and The ECD Online Masterclass Course?

During this workshop, you will learn the four practical ways to use the ECD game as a leader: with your teams, with your people leaders, to navigate change and for your stakeholder relationships. You will be equipped to go out straight away in these specific areas and start using The Emotional Culture Deck and the activities you learn.

For a deeper and wider understanding of The ECD game and how to use it effectively for culture change, you need to complete The ECD Online Masterclass. The Masterclass teaches you how to run full-team ECD workshops for culture change using the concept of emotional culture. The ECD Have a Play Workshop is in person and the ECD Online Masterclass Course is a self-paced online learning experience.

The ECD Have and Play workshops, and ECD Online Masterclass are designed to complement each other beautifully.

If you have done the Masterclass this is a great addition. Likewise, if you have done the ECD Have a Play Workshop then the ECD Online Masterclass is the natural next step if you want to go deeper and learn even more.

There is a final difference - Jeremy Dean, founder of riders&elephants and creator of The ECD. Jeremy teaches the ECD Online Masterclass. The facilitators of the ECD Have a Play Workshop are ECD Certified Consultant Partners of The ECD.



ECD Have A Play Workshop FAQs

How long is the ECD Have a Play Workshop?

The workshop is four hours. Come ready to play and be an active participant. This is not an event where you sit back and listen as someone lectures you about a topic.

Can I attend the ECD Have a Play Workshop if I have already completed The ECD Online Masterclass?

Yes, it is possible to attend this workshop if you've already completed the ECD Online Masterclass. It will allow you to continue to practice with others who are also learning the art of emotional culture conversations (if you have not had the opportunity already) and also give extra skills, ideas and tips on how to use the deck in ways that you don't learn in the ECD Masterclass.

Do you run virtual or remote ECD Have a Play Workshops?

No. These are live, in-person workshops only.

Do I gain a certificate or become accredited by completing this ECD Have a Play Workshop?

No. Obtaining the ECD Practitioner certification is done through completing the ECD Online Masterclass only.

What's the cost difference between the ECD Have a Play Workshop and The ECD Online Masterclass Course?

The ECD Have a Play Workshop is 249 USD. And the ECD Online Masterclass is 389 USD. This is subject to change in the future.

Should I do the ECD Have a Play Workshop and The ECD Masterclass?

We think so. But the choice is yours. It depends on how committed you are to continue your learning journey and practice the art of emotional culture conversations. But we believe attending the ECD Have a Play Workshop will make you an even more effective ECD Practitioner and leader.

Do I get a physical Emotional Culture Deck as part of this Workshop?

Oh yeah. As part of your ticket, you'll get two ECDs (value 149 USD).



"People will forget what you said, people will forget what you did, but people will never forget how you made them feel"