

# Taste 4 Success



## Masterclass Series 2022

### Masterclass 1

#### A Framework for Sustainable Workplace Wellbeing

**Date & Time:** 27 October 2022, 10-1pm

### Masterclass 2

#### Diversity and Unconscious Bias

**Date & Time:** 9 November 2022, 10-1pm

### Masterclass 3 & 4

#### Emotional Intelligence for Leaders

**Date & Time:** 16 & 23 November 2022, 10-1pm

### Masterclass 5

#### Team Dynamics

**Date & Time:** 30 November 2022, 10-1pm

**Register:**

[tinyurl.com/T4S-TangentMasterclass22](https://tinyurl.com/T4S-TangentMasterclass22)

**Tangent** Trinity's Ideas  
Workspace



**Trinity College Dublin**  
Coláiste na Tríonóide, Baile Átha Cliath  
The University of Dublin

[taste4successskillnet.ie](https://taste4successskillnet.ie)

# Masterclass Series

## Leading Innovation

through empathetic, inclusive and collaborative practices



### Why a Leading People Innovation series?

Innovation is the currency of the future. It can help organisations stay agile, take risks and maintain competitive advantage. A culture of innovation is one where fresh perspective is encouraged, where it is permitted to challenge the status quo and where new insights are celebrated and rewarded. Innovation processes are most effective when carried out by remaining competitive in a post-pandemic world. This programme supports people managers to lay the foundations of an innovation culture within their organisations.

Innovation can be messy and can require a degree of comfort with ambiguity. There are tools, processes and frameworks to guide us, but the most important element of any innovation is the people that drive it. Innovation comes about through the cross fertilisation of disciplines, talent and experience. This environment should be conducive to teams synthesizing diverse and sometimes competing ideas and articulating these in engaging and meaningful ways. On this programme, leaders will learn to create the environment for this to happen in a productive and positive manner.

### Who is this series for?

This programme is designed for mid-senior leaders who have an ambition or remit to become innovation ambassadors within their organisation. It is particularly suited to those wishing to provide space for new ideas through empathetic, inclusive and collaborative leadership practices. The programme does not assume any prior knowledge or training in the subject areas.

### How is this series unique?

This programme recognises that Innovation is not just about the tools and processes, it focuses on people, talent, and it starts with you. There is a maximum of 20 places.

### Location

Masterclasses shall take place in-person in Tangent, Trinity College Dublin. Online attendance will be an option for those with that preference.

### Eligibility Criteria:

- Member Company must be registered and based in the Republic of Ireland
- Member Company must be a member of Taste 4 Success Skillnet
- Employees attending the series must be resident/living in the Republic of Ireland and must be employed by a Member Company

Participants will receive a certificate of completion and become professional alumni of Tangent, Trinity's Ideas Workspace.

For further information, please email [info@taste4success.ie](mailto:info@taste4success.ie)

# Masterclass 1

## A Framework for Sustainable Workplace Wellbeing

It is well established that a healthy workforce is a happier one, with low levels of absenteeism and greater productivity. Never has this been more relevant than in the wake of the Covid-19 pandemic. Employers across the public and private sector are developing 'healthy workplace' policies to support the health and well-being of their employees.

<b>Workshop title</b>	Framework for Sustainable Workplace Wellbeing
<b>Date</b>	27 October 2022
<b>Time</b>	10 - 1pm
<b>Location</b>	Tangent, Trinity's Ideas Workspace
<b>Co-ordinator</b>	Tangent co-ordinator

### Learning objectives

On completion of the Masterclass, you will be able to:

- Recognise the difference between a sustainable wellbeing programme and random acts of wellness;
- Apply a structured framework for embedding a culture of health in the workplace;
- Grow leadership support and buy in over time for the wellbeing agenda;
- Identify the data required and the measurement tools needed to inform your wellbeing decision making.

### Aims

This session will introduce an evidence based 8-step framework for designing, implementing, improving, and sustaining a workplace well-being programme. Many Irish organisations have an annual programme of 'random acts of wellness' in place, which cannot be measured and lead to no tangible benefits for employees or the organisation. This masterclass will highlight what constitutes an effective well-being programme and how a properly crafted programme can boost not only the health of your colleagues, but also your organisation's bottom line.

# Masterclass 2

## Diversity and Unconscious Bias

Unconscious bias at work can have an impact on recruitment, promotion, staff development and even staff retention. It can lead to a less diverse and inclusive workforce. In order to promote diverse and inclusive workplaces, it is essential that employees understand how unconscious bias can impact decision making at an individual and organisational level. In this session you will explore what diversity means in a modern work environment. You will examine evidence that highlights the impact of unconscious bias in order to build a more inclusive organisation. You will explore inclusive decision-making and learn how to mitigate the harmful impact of unconscious bias.

<b>Workshop title</b>	Diversity and Unconscious Bias
<b>Date</b>	9 November 2022
<b>Time</b>	10 - 1pm
<b>Location</b>	Trinity's Ideas Workspace
<b>Co-ordinator</b>	Tangent co-ordinator

### Learning objectives

On completion of the Masterclass, you will be able to:

- Identify bias in your own thinking and decision-making and develop strategies for managing it;
- Recognise the role that unconscious bias plays in modern work environments;
- Apply tools and techniques to help alleviate bias and lessen its influence on individuals and teams;
- Develop a more inclusive and diverse workplace culture that ensures equitable access to resources and opportunities for all.

### Aims

This session provides a comprehensive understanding of Unconscious Bias, Diversity and Inclusion. It explores these concepts from a range of perspectives and contexts. It introduces tools and techniques to help identify bias in decision-making and the impact on individuals, teams and organisations.

# Masterclass 3 & 4

## Emotional Intelligence for Leaders

Being a successful leader requires us to be self-aware. This means having the ability to recognise our emotions and the effect they have on us, our team and our team's performance.

In a world of constant change, where agility is required of our organisations and of ourselves, Emotional Intelligence can be the key difference between struggling and thriving.

<b>Workshop title</b>	Emotional Intelligence for Leaders
<b>Date</b>	16 & 23 November 2022
<b>Time</b>	10 - 1pm
<b>Location</b>	Trinity's Ideas Workspace
<b>Co-ordinator</b>	Tangent co-ordinator

### Learning objectives

On completion of the Masterclass, you will be able to:

- Understand how Emotional Intelligence is developed;
- Develop effective communication and influencing strategies;
- Build effective working relationships by tuning into your emotional strengths and needs and helping others do the same;
- Apply the tools and strategies of Emotional Intelligence to help yourself and others through change and uncertainty.

### Aims

This session will help you to understand and develop your Emotional Intelligence. It will help you recognise your strengths and weaknesses, as well as increasing your self-awareness about your own preferences, values and biases.

It will provide you with tools to increase your resilience, supporting you to cope with more emotionally challenging situations at work. You will gain an understanding of the importance of empathy in developing social awareness and navigating more difficult interpersonal dynamics like conflict and relationship repair.

# Masterclass 5

## Team Dynamics

In a professional team-based environment, we each bring a unique combination of strengths, weaknesses, expertise, skills, interests, experience, personality, and prejudice to a given project or activity. The way team members interact can have a significant impact on team performance and cohesion.

A high-performing team will always strive for something greater than its members could achieve individually and such a team is characterised by specific factors and behaviours. Facilitating, encouraging and rewarding these behaviours increases the likelihood of a successful project outcome.

Understanding and managing team dynamics can help to explain why some teams perform while others fail.

<b>Workshop title</b>	Team Dynamics
<b>Date</b>	30 November 2022
<b>Time</b>	10 - 1pm
<b>Location</b>	Trinity's Ideas Workspace
<b>Co-ordinator</b>	Tangent co-ordinator

### Learning objectives

On completion of the Masterclass, you will be able to:

- Recognise the importance of positive team dynamics in creating synergetic and successful teams;
- Analyse the role that trust and purpose play in high-performing teams;
- Apply tools and strategies to help identify and alleviate team dysfunction.

### Aims

This session will develop your understanding of team roles and the characteristics of high-performance teams. You will focus on two specific team dynamics - team trust and team purpose and identify ways to enhance both. You will learn the critical success factors in high-performing team formation and development and learn how to identify and alleviate team dysfunction.



For further information visit [www.taste4success.ie](http://www.taste4success.ie) or email  
Breda Barber at [info@taste4success.ie](mailto:info@taste4success.ie).

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An Roinn Breisoideachais agus Ardoideachais,  
Taighde, Nuálaíochta agus Eolaíochta  
Department of Further and Higher Education,  
Research, Innovation and Science

