



PIQ Strategies Presents:

Orgs in Motion

Program Overview: *Orgs in Motion* is a people-first leadership and team development program designed for organizations experiencing growth, transition, or shifting expectations. Built on the internationally used GiANT framework (trusted by Nike, Pfizer, Delta Airlines, Chick-fil-A, and the U.S. Air Force), the program strengthens the human and communication foundations teams need to operate effectively during movement.

A core focus of *Orgs in Motion* is improving communication—both the way leaders transmit information and the structures that ensure it is received clearly. In seasons of change, communication is the primary leadership responsibility and the first area where teams experience misalignment. **This program provides the shared language, expectations, and communication habits** needed to reduce friction and maintain clarity as roles, priorities, and pressures evolve.

The program is facilitated by Josh Hugo, **a certified GiANT coach** with nearly 20 years of experience leading people in high-growth environments, including supporting DSST Public Schools through expansion from 2 to 16 schools and nearly 1,000 staff members. His experience demonstrates that organizations move as well as their people communicate, and this series equips teams with the tools to do exactly that.

Program delivery is generally over a 6 or 12-month window, in person or virtual, with optional small group coaching (CORE Groups) in between team training sessions. Prices available upon request.

Workshop One: Discover Your Leadership Voice

Purpose: Build foundational self-awareness so every team member understands how they naturally show up and contribute during movement.



Problem It Solves: When organizations move quickly, misunderstood communication patterns and unheard voices slow momentum and create friction. Most teams underperform because they don't understand the diverse "voices" in the room

How This Supports Orgs in Motion: Movement amplifies differences. This session gives teams a shared language to understand themselves and others, reducing miscommunication and increasing alignment during times of change.

What Participants Walk Away With: Clarity about their leadership voice, insight into their strengths and blind spots, and a shared framework for communicating more effectively as the organization evolves.

Workshop Two: Team Superpowers

Purpose: Help teams recognize and leverage the unique strengths of each leadership voice—and anticipate how stress impacts behavior during fast-moving seasons.

Problem It Solves: In motion, teams often misinterpret each other's stress responses, leading to conflict, withdrawal, over-assertion, or loss of trust.

How This Supports Orgs in Motion: Change accelerates stress—this session teaches teams to anticipate stress behaviors, prevent negative patterns, and *knowing yourself to lead yourself*, and an action-oriented CORE framework.

What Participants Walk Away With: A deeper understanding of how each voice contributes, what happens under pressure, and how to respond intentionally rather than reactively when the pace picks up.

Workshop Three: Relational Dynamics

Purpose: Strengthen trust, influence, and interpersonal clarity—the bedrock of collaboration during organizational transition.



Problem It Solves: Movement creates uncertainty, and uncertainty activates self-preservation. Without strong relational dynamics, teams fall into defensiveness, mistrust, and misalignment.

How This Supports Orgs in Motion: When things are shifting, trust becomes the stabilizer. This session teaches leaders how to lower self-preservation walls, build influence, and maintain relational steadiness as expectations and structures evolve.

What Participants Walk Away With: Awareness of how they build (or erode) trust, insights into how to lead others through movement, and practical ways to strengthen influence during change.

Workshop Four: The Art of Collaboration

Purpose: Create clear communication norms, expectations, and collaborative habits so teams stay aligned as responsibilities shift.

Problem It Solves: In seasons of motion, misaligned expectations, unclear communication, and inconsistent collaboration slow progress and create avoidable conflict.

How This Supports Orgs in Motion: As an organization moves, collaboration must become more explicit—not assumed. This session gives the team shared rules of engagement and a communication playbook that keeps everyone moving in the same direction.

What Participants Walk Away With: Clear communication codes, active listening skills, personalized collaboration strategies, and practical team agreements that support smoother collaboration and faster alignment.

Workshop Five: Optimizing Team Performance

Purpose: Build the personal health, presence, and aligned contribution required for sustained performance—especially when organizational demands increase.



Problem It Solves: Growth often leads to burnout, reactive behavior, or misaligned priorities. Without intentional habits, performance declines just when the organization needs it most.

How This Supports Orgs in Motion: Movement requires leaders who can stay centered and teams who can maintain both productivity and connection. This session teaches the rhythms, habits, and mindsets that support high performance in fast-changing environments.

What Participants Walk Away With: Strategies to balance capacity and presence, tools for calibrating personal well-being, and ways to harness all voices in decision-making to maintain high performance during movement.

Workshop Six: Team Kryptonite

Purpose: Identify and eliminate the hidden behaviors that quietly undermine culture, trust, and performance during transition.

Problem It Solves: Gossip, unclear communication, missing voices, impulsive reactions, and accidental leadership behaviors stall momentum and destabilize teams.

How This Supports Orgs in Motion: Movement magnifies kryptonite. This session shows teams how to recognize and address damaging patterns before they spread, ensuring cultural and relational stability as the organization evolves.

What Participants Walk Away With: A clear understanding of their personal and team kryptonite, frameworks for direct and healthy communication, and tools to sustain progress and protect culture as the organization continues to move.