

Tobias

RODRIGUES

FROM BUMMER TO BOOSTER EFFECTIVE TEAM-PLAYING TO ACHIEVE YOUR GOALS

Positively transform the way you manage relationships, and approach challenges in the workplace.

In just two days, you will become enthusiastic about building positive relationships at work and addressing workplace challenges.

The way you think, feel, move, listen and talk will be transformed; enabling you to be effective in solving conflicts.

Built for those who work in a multicultural, multilingual, and multi-worldview environments in which excellence and thoroughness play crucial roles.

The continuous positive and constructive feedback you receive from the group will boost your transformation.

On day one, you receive practical tips and tools to manage challenges in a rewarding way.

On day two, you apply these skills and we create personalized and tailored action plan to suit your needs.

Prep work: A quick questionnaire

Group size: From 6 to 9 participants

Languages: English, Spanish and Portuguese



Understanding what makes people get along has always been a passion of mine. This led me not only to work with people in extreme life circumstances, such as prisoners and terminal patients, but also to complete a master's in Conflict Resolution. Life is also a great teacher, and I have lovingly learned many valuable lessons about resolving conflicts through my interactions with my young daughter, Irene. Throughout these experiences, I could not help but notice the universal truths that motivate people to get along. I utilize these truths to increase team effectiveness and personal wellbeing for people and companies.

I am a communication coach at IESE Business School. I also offer effective team-playing workshops, leadership coaching, keynote speeches, and event facilitation in English, Spanish and Portuguese to international brands including; eBay, Henkel, HP, King and PayPal.

More at tobiasrodrigues.com.

When solutions are not the best, when teams do not deliver all that we expect, that's when Tobias comes in. A new language, a new approach for the leaders of today and tomorrow.

Roberto Medeiros
NAV Air Traffic Control Supv.

A mental spa with a long term scent of self awareness and empowerment. An unconventional approach that reminds us of the potential we have to be a better individual and leader.

Winkie Choi
eBay Board Member

The most talented trainer I've worked with. What impresses me most is his relentless desire to drive team and personal effectiveness even if the conversations are deeply challenging.

Leila Araghi
KING HR Portfolio Manager

Tobias

RODRIGUES

THE GIFT OF GROWTH

360-DEGREE TEAM FEEDBACK

This two-day workshop creates a safe environment of trust for teams to communicate with transparency.

It explores the ground principles of constructive feedback. The exchange of information, mutual understanding and learning within your team will increase.

Positive feedback gives us the determination and skill set to continue to grow.

Without constructive feedback and an understanding of what to improve— we cannot see the growth potential.

Give feedback without causing resistance and you'll receive it without getting defensive.

Each team member will create an individual action plan to implement the feedback they've received.

Learn and implement a powerful new model that allows your team to excel at feedback.

Prep work: Written feedback for each team member

Group size: From 6 to 9 participants

Languages: English, Spanish and Portuguese



I found my love for words when I did my first master's in Philology, the science of language. As a priest, I dedicated a multitude of hours to communication optimization with others. This allowed me to identify specific patterns in order to determine what people want and need to hear in the most effective manner possible. Today, I use my expertise to train teams to implement and integrate these effective patterns that enable them to give and take straight-up feedback.

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A true inspiration! Tobias facilitated the training with super-high energy, a great attitude and fun. And he managed to challenge us quite a bit! We left with concrete personal action plans!

Stefan Benndorf
APPLIFT COO

Tobias has the ability to truly understand the needs of people around him. And thanks to his energy, enthusiasm and professionalism, he quickly adapts to become part of the team.

Alvaro Duarte
KING VP, Head of Studio

I recommend Tobias to anyone who wants to get people talking transparently with one another or boost collaboration in their team. Thanks, Tobias, for helping us be open and direct.

Lynsey Douglas
PAYPAL Head of Talent Acquisition



THE GRAVITY EFFECT BUILD A TEAM IN 48 HOURS

Does a happy group of professionals that work on a project and socialize together on Friday night after work make a team?

No. It takes more.

Anticipation is power. Bypass the feelings of uncertainty and guardedness that create stress and discomfort.

Accelerate and sidestep numerous meetings, endless discussions and unproductive conflicts.

Whether you are a part of a new team or a team taking on a new project, this two-day workshop will set you up for success.

Built to motivate teams to launch projects with a common mission, align expectations, clarify roles, and boost trust.

By increasing sync between members, this session has an immediate impact on team communication, motivation and unity.

Members of a newly empowered team walk away with a renewed sense of purpose and determination.

We immortalize the workshop with a *Team Manifesto* that includes vision, values, behaviors and more.

Languages: English, Spanish and Portuguese



I am fortunate to have led teams in many different settings, learning a kaleidoscope of outcomes along the way. I have presided over executive teams, religious communities, groups of prisoners, charity organizations, at-risk youth and more. On my journey I have isolated the key components that help to build effective teams and now I help companies build their dream teams.

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He captured the attention of our multinational team and brilliantly responded to the needs of people from very different countries. We all had the same impression: "Excellent!"

Ignacio Sala Amat
ATRAPALO Cofounder

Tobias rapidly builds strong rapport, and pushes participants to fully engage. He delivers powerful learning with wonderful stories from his rich experience. They love working with him!

Conor Neill
VISTAGE SPAIN President

With a fresh and insightful style, what stands out is his intelligent and flexible approach to engaging with everyone, which wasn't an easy task given the diverse backgrounds in our firm!

Peter Rindfleisch
True North Partners LLP Partner



WORTHWHILE WORKSHOPS

DESIGN A FULL-FLEDGED ROCKSTAR WORKSHOP

All great trainers use tricks, mostly, the same tricks.

During this two-day session you'll learn a tested structure that ensures workshops are always relevant and fun.

Learn to incorporate delivery techniques that ensure participants are engaged throughout the process and remain committed when everyone is back at the office.

You have the opportunity to showcase your workshop and receive group feedback.

Built for facilitators who want to up their game and deliver Rockstar workshops every time.

After completing the session you will be confident, energized and ready to deliver your workshop from beginning to end!

Your workshop will be a success and your attendees will love it.

Prep work: Create your own outline of a 7-hour workshop

Group size: 6 participants

Languages: English, Spanish and Portuguese



From workshops in companies, convents and jails to bespoke trainings across an array of industries, from kindergarten to university; from board meetings to spiritual retreats; for the young and the wise; the eager and the sceptic, I have delivered to all. I use my proven principles to train facilitators to make their workshops a success.

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Tobias' energy, positiveness, focused mind and structured method helped us extract the most of the time and energy we invested in our sessions. And on top of everything, we had a lot of fun!

Carlota Pi Amoros
HOLALUZ.COM Cofounder

I reached out to Tobias for support on many training interventions. The participant response was always positive, confirming the value the learnings brought to their work and personal development.

Leila Araghi
KING HR Business Partner

Throughout the planning process, Tobias quickly understood my objectives, translated my needs and simplified the messages. I had never felt so comfortable and in charge of such a strategic meeting.

Zsuzsanna Ferenczi
HP Enterprise Marketing Dir.