

VIRTUAL TRAIN-THE-TRAINER & CERTIFICATION
OVERVIEW FOR ORGANIZATIONS

The
HAPPINESS ADVANTAGE
 **RANGE Frog**
VIRTUAL Workshop™

A proven approach to helping people see beyond challenges, seek solutions, engage with their best brains, build resilience, and mobilize an optimistic mindset wherever they are.

Getting the environment and culture right makes everything else possible.



WHEREVER YOU ARE, WE'RE WITH YOU!

Our flagship, award-winning Happiness Advantage | Orange Frog Workshop, train-the-trainer certification program and other resources are available in person and now online in our new virtual formats.

About: The Happiness Advantage | Orange Frog Workshop provides a blueprint for increasing employee engagement and tapping into people's intrinsic motivations, improving performance, and maximizing potential in the workplace and our personal lives.



Based on the works of positive psychology researcher, Shawn Achor and taught in Harvard's famed happiness course and to companies worldwide, this experiential workshop teaches the science of peak performance based on the seven actionable principles from *The Happiness Advantage* and provides an engaging sustainable approach to enhancing productivity at the individual, team and organization level.

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Utilizing a decade of applied research in positive psychology led by Shawn Achor, we provide proven solutions, helping individuals and organizations to overcome both the mental and physical barriers to change, leading to more positive cultures and better business outcomes.

The Happiness Advantage | Orange Frog Workshop has become the largest and most successful positive psychology training program for organizations in the world. The only evidence-based offering which started in the classroom at Harvard, and whose research has now extended to over 50 countries.

The program impacts every dimension of human potential - performance, intelligence, creativity, leadership ability and health – in an increasingly interconnected world where our biggest potential lies in our ability positivity to influence others.

For more information on the workshop and related resources, go to [Orange Frog Organizations \(orangefrogenterprise.com\)](https://orangefrogenterprise.com).



And now access our workshops and resources virtually. Our flagship Happiness Advantage | Orange Frog Workshop™, and everything we do on-site, in-house from coaching to certification is now available *in your own house* with live group and video-based virtual training as well as self-study programs. Participants enjoy highly engaging, best-in-class

experiential learning leading to increase levels of optimism, new positive habits, and the foundation for lasting behavioral change.

We've also created tools and resources for families to help them come back into psychological and emotional balance. We're working to help people mobilize their optimism, to see solutions and engage with their best brains.

About: Train-the-Trainer Certification

The benefits in terms of return on engagement, adaptability, resilience, and positive change readiness are substantial. The Happiness Advantage | Orange Frog Workshop™ takes a fun and fresh attitude to Shawn Achor's leading research on the impact of positive psychology in the workplace and translates it into a powerful tool for creating sustainable organizational transformation.

CERTIFIED FACILITATORS HAVE ACCESS TO:

- Professional materials from an internationally renowned author and a leading expert on the connection between happiness and success
- A globally recognized process for increasing productivity, adaptability, resilience, and optimism in the workplace.
- Cost effective training with no development costs and minimal initial commitment to developing training capability.
- Experiential, interactive, and application-oriented training
- Workshops that can be conducted at times and locations suited to your organization's needs.
- Workshops that are simple to launch and implement.

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- An engaging way to develop a common language as training is rolled out across the organization.
- A process for initiating positive performance that has been proven across continents and valued by managers and employees alike.

Join other successful companies right now who are utilizing The Happiness Advantage | Orange Frog Workshop™ for all their employees. Add your own strategic initiatives into the framework and watch the impact of higher engagement and increased productivity on desired business outcomes.



Introducing: The Virtual Experience & Facilitation

After conducting hundreds of virtual workshops with thousands of participants from countries across the globe in 2020, we are proud (and happy!) to introduce our train-the-trainer and certification offering for The Happiness Advantage | Orange Frog Virtual Workshop. Our up-front guarantee is that the workshop meets the high-quality brand standards established by Shawn Achor and International Thought Leader Network, co-owner, and exclusive distributor of The Happiness Advantage | Orange Frog workshop and resources.

A little about the virtual workshop: It is not a light-weight version of our flagship, facilitated program. Through design and execution, the virtual workshop experience provokes activating positive emotions in an immersive, engaging learning environment, creating impactful social connection while allowing participants to individually choose happiness as well as adopt the belief system necessary to understand what they think and do matters inside their organization. New, positive social scripts are created, and proven habits are established to begin and sustain positive change, together, in any environment.

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And as the successful production and facilitation of the workshop experience requires more demonstrated skills than our in-person workshop — think broadcasting a live, action-packed performance to script with remote actors vs. being on a small theatre stage, in person, rehearsing, reacting, and engaging with your audience all seated together in the front row — certification requirements involve competency in a few more necessary elements to create the desired effect and impact for participants.

Those elements that are incorporated into the virtual workshop, and that you'll wish to manage and/or master, include:

Producer

Good production skills encompass technology, as well as, program knowledge, the ability to flex when necessary, knowing when and how to communicate with teams in breakout sessions, and a good rapport with both audience and facilitator.

Technical Competence

It is true; a good presentation should not be overly tech-centric, or you risk losing members of your audience. That said, prudent use of tech features can make your presentation more effective. The use of tech and the ability to use tech [with your audience] are constantly balanced.

Teams Helping Teams

At some point a facilitator needs to be able to discern when it makes sense to help a participant figure something out, or when it's an opportunity to have a team member step in. Our experience suggests that equipping teams, and team members, to help one another provides not only an efficient way to optimize the class experience, often it provides a valuable social interaction supporting ways to bring forth shared positive emotions.

Virtual Flipcharts

Virtual Flipcharts are designed to increase collaboration in breakout sessions while providing the facilitator and producer with insight into the real-time activity of teams that are "out of the main room."

Virtual Flipcharts are also used as a platform for aggregating and memorializing collective best insights and applications generated by the teams. Built on the SharePoint platform and uniform across computer operating systems, flipcharts are custom delivered to each team in a class.

Island Guides

A key difference between assigning team table activities while facilitating a large in-person group and facilitating a large group virtually and sending teams into break out rooms – is that the facilitator no longer has the ability to wander between tables, make eye contact with participants, and respond to facial expressions and other non-verbal cues.

For this reason, we deploy Island Guides. The guides act as team captains and are briefed prior to the workshop on the instructions for each activity. In addition to receiving concise training on how to facilitate group participation and collaboration, Island Guides also learn to use and effectively facilitate Virtual Flipcharts to completion.

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Music

For most humans, music enhances mood and sensory awareness which creating a sense of connection. We incorporate and recommend the use of music in virtual trainings as a strategy to create induce fun and connection while also driving team collaboration. In the new world of virtual delivery, the role of facilitator as DJ has arrived.

In-Class Social Experimentation

Orange Frog workshops are effective because they harness small group social experimentation to access the social and emotional learning centers in the brain. In the safety of small groups conducting “socially endorsed” experiments, participants learn that they can make social choices which enhance their happiness – furthermore they learn to confront potentially limiting social scripts and rewrite them to their advantage.

Out-of-Class Social Experimentation

Sometimes workshop participants leave believing that the social acceptance and positive breakthroughs they experienced happened only because of the norms established with others during the workshop. To overcome this misperception, workshop participants also engage with others outside of class as part of their experience. This social proof services to affirm and reinforce that the new skills learned, and beliefs adopted, are easily effective when used with others everywhere.

Additionally, because these connections and “social experiments” are conducted over tech-comm platforms, the perceived “Zoom barrier” to effectively delivering happiness is removed. Participants learn that happiness is contagious regardless of the medium.

What: Participants Say

“I just finished the Orange Frog class online and had a blast! It was interactive and highly engaging. The importance of a positive attitude upon every aspect of our lives cannot be overstated and the class provided many very practical and easy to implement best practices to help grow and maintain that positive energy.”

“The group breakout sessions were great!”

“The ability to enhance our productivity, adaptability and performance begins with the person standing in the mirror. Thanks to Orange Frog, I feel I can better adapt to situations whatever the new normal is going to be.”

“I love this format, user-friendly. Best online professional development yet.”

“Love all the positive conversations in breakout rooms! And of course you guys making this possible and your positive lingo! Definitely needed this!”

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Which Workshop, In-Person or Virtual is a Better Choice for Your Organization and Teams?



The answer is “it depends.” Many participants have told us that the virtual workshop is better than the award-winning in-person experience. What is clear is that both options offer rich opportunities for personal and socially connected behavior change leading to a sustainable happiness advantage. This happiness advantage includes higher engagement levels, increased levels of optimism and well-being, greater productivity, and reduced levels of stress, supporting desired business results and educational outcomes.

About: Virtual Certification Requirements

To maintain the quality requirements and impact of The Happiness Advantage | Orange Frog Workshop in a virtual format we seek to demonstrate, teach and verify competency in our certification process those elements noted above that are, in combination, uniquely essential to deliver the virtual experience at the highest level.

To complete certification, facilitators participate and demonstrate competency through the following trainer-the-trainer activities:

- Experiencing the Happiness Advantage | Orange Frog Virtual Workshop (v-HA|OF) as both a Participant -- and Island Guide.
- Producing a (v-HA|OF) session.
- Receiving online instruction and coaching as deemed necessary (Zoom-based).
- Being observed facilitating two (v-HA|OF) sessions (sessions may be co-facilitated so that two trainers may be observed together over two workshops).