



Videos are short 2-5 minutes with the exception of Trainings marked with ** These are longer trainings with multiple chapters.

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Title	Description	Learning Categories
Adding Too Much Value (Marshall Goldsmith)	<p>True story written by executive coach Marshall Goldsmith: Driving home from work one day, a telecom CEO sees a phone booth on the corner where he lives. The next day, he walks up to an engineer and asks, nonchalantly, "I wonder why we have a phone booth on the corner of 'x and y.' Do you know?"</p> <p>Various layers of management in the company get involved; studying, researching, analyzing and then write up a detailed analysis and present it to the CEO. By the time they were finished with the research, it cost the company \$1 million!!!</p> <p>"When the boss asks a question, it becomes an order. Even suggestions become orders." says organization development coach Marshall Goldsmith. And those "suggestions" rob people of their commitment. Goldsmith explains how to engage your team and ramp up their commitment."</p>	Leadership, Communication Skills, Management, Supervisory
Attitude,Attitude,Attitude!	<p>America's Cup Winner Dennis Conner, who has assembled many great sailing teams, says he hires based on positive attitude. He says leaders who are managing high-stress conditions have to be very careful not to blow the team's enthusiasm.</p>	Leadership,Communication Skills, Interviewing & Hiring, Coaching Training Videos, Positive Attitude
Avoid Favoritism & Blind Spots	<p>Marshall Goldsmith, who coaches Fortune 100 CEOs, says leaders are often blind to how they're playing favorites.</p> <p>Favoritism can kill innovation, problem-solving and effective decision-making. It can also lead to a talent drain since one of the biggest drivers of motivation is contribution. When an employee feels s/he can't contribute, morale goes down and the search for a new job begins.</p> <p>Goldsmith discusses how leaders can avoid this problem, even when they're in denial.</p>	Leadership, Management,Coaching, Hiring and Interviewing
Back-Time to What Matters Most with Stephen Covey	<p>Stephen Covey, author of "The Seven Habits of Highly Effective people, says in Habit #2: Begin with the End in Mind, that you can direct how you want your career and life to unfold by looking, well, at the end of your life and career. Throw yourself forward 10,20,30 years. How do you want your career to end? What do you want your legacy to be? How do you want to be remembered by those you care about?</p> <p>Stephen Covey says this question is sobering but also lets you peer into the future to see what's most important to you. Then, you can "back-time" to the present and take action to fulfill on your end goals. You'll also become more aware of opportunities that align with those goals as they present themselves.</p>	Personal Effectiveness, Time Management And Productivity, Management: Time Management
Ben & Jerry Innovation and Teams	<p>The story of the ice-cream team of Ben Cohen & Jerry Greenfield has so many lessons to it. First and foremost, it's about looking at an obstacle or failure as an opportunity. There were several points in their lives that Ben & Jerry could have thrown in the towel. They wanted other careers. They wanted a bagel store. They hated big business. They even launched an ice cream empire in Vermont -- one of the coldest states in the Union!</p> <p>Ben's so called "weakness" was that he had virtually no sense of smell. Instead of letting that stop them or, worse, creating conflict between them, they laughed and used his deficiency to make a superior product; ice-cream full of chunks and original, strong flavors.</p> <p>Another important lesson from Ben & Jerry is the concept of caring for one another, their workers and the community while having fun. That connection and friendship made them better able to listen to each other and tackle obstacles and create opportunities together. They broadened their concept of "friendship" to include their staff and the whole state of Vermont. When they went public, original shareholders had to legally reside in the Green Mountain state. The Ben & Jerry's brand became known for supporting social causes and the environment. And, in the process they created brand identity, loyalty and a thriving business. In 2000, they sold the company to Unilever for over \$300 million.</p>	Creativity & Innovation, Teams, Leadership, Management

Conflict, Collaboration and Communication	Are you aware of how you're communicating with others? Are you reactive? Do you snap back when you are stressed? Do you hold back out of fear of speaking? Can you control your responses? Theologian and author of <i>The Reinvention of Work</i> , Mathew Fox explains how if we are conscious of our reactions, we can choose better responses. In this video, he explains how our brains control how we communicate.	Communication Skills, Management, Personal Effectiveness, Conflict Resolution
Bring Out Positive Attitude	This video and the articles explore the hidden rules and agendas we all have and how to bring our biases to the surface. By exploring our self-awareness, we get off auto-pilot and engage. We can then contribute our creativity and solve business problems. Matthew Fox is a religious, spiritual theologian who has written 30 books about consciousness. He is referenced in this video about self-awareness. Ralph Kilmann, an organizational development expert and author on conflict management and change management, gets to the heart of what we should be asking ourselves to ignite our engagement at work.	Management, Performance Management, Teams, Motivation, Positive Attitude
Confront Values with Marshall Goldsmith	Marshall Goldsmith has worked with nearly 100 Fortune 500 CEOs and their teams on behavior change. He coaches change needed to reach their goals. He says, "If we can listen and think about what others see in us, we can compare the self that we want to be with the self that we are presenting and begin to make the real changes that are needed to align our stated values with our actual behavior."	Leadership, Management, Personal Effectiveness, Supervisory
Creating Team with Bill Bradley	Performance is not just about you alone, according to former U.S. Senator Bill Bradley. You may remember Bill Bradley from when he ran for President or, from when he represented New Jersey, as a US Senator. Senator Bradley, however, got this start and notoriety from being a star NBA basketball player. He has a very clear idea of the importance of team.	Teams, Personal Effectiveness, Performance Management, Orientation
Communicate to Influence	Want to know how to get through to people who think differently than you? When listening or talking we need to be aware of how the other person hears us; the filters through which they listen are based on how they operate in life. Some people operate by how they feel. These are the people who want to talk about their weekend before diving into a project. They're very relationship focused. Others are creative and all about the 'juice' of an idea. Then, there are those who are results-oriented. They have little tolerance for small talk and want to dive into the project at hand. We all have a mixture of these but if you first understand where a person is most comfortable, you'll have the opportunity to approach that person on their turf and move a relationship forward with greater productivity. This is a powerful effective communication concept. Executive coach Stuart Gelles explains in this video.	Communication Skills, Personal Effectiveness, Conflict Resolution, Performance Management
Destructive Comments with Marshall Goldsmith	"A classic problem that many of us have is this business of destructive comments; those unnecessary, nasty, little shots about our co-workers. Every company says we want to create synergy across the organization. We want to build teamwork. We want people to reach out to their co-workers and have positive, win/win relationships. What happens to these positive relationships when we stab our co-workers in the back in front of other people? This is a bad habit." Marshall Goldsmith In this funny video, Goldsmith show how he broke his bad habit of destructive comments.	Leadership, Management, Communication Skills, Teams
Endurance & Communication -Polar Explorers Liv Arnesen and Ann Bancroft	For polar explorers Liv Arnesen and Ann Bancroft, self-management was critical to their survival when they attempted to cross Antarctica in 2000. We're not talking about what they ate or how they trained. They said it was more about overcoming negative thinking and keeping a positive morale so they didn't bring themselves or their team down.	Personal Effectiveness, Communication Skills, Teams, Performance Management, Positive Attitude

Elearning Descriptions

Expanding Options with Stephen Covey	<p>Stephen Covey, the author of "The 7 Habits of Highly Effective People", says you can expand your options by becoming sharply aware of your values and controlling your responses. It's a powerful concept and one that can influence the quality of your life.</p> <p>Covey says he is often asked, "Are you a product of nature or nurture?" He says "It's neither. It's a product of choice because you can choose your response to both nature and nurture." By this he means you can expand your options, the people you meet and the opportunities you're given, by your choices regardless of your circumstances.</p>	Personal Effectiveness, Communication Skills, Teams
Howard Schultz Leadership	<p>Howard Schultz on leadership, persistence and serving customers.</p> <p>Schultz was rejected for a job from Starbucks for a year. When he did get a job, his marketing savvy and vision for coffee bars and creating community didn't sit well with the original owners who believed their business was just about "the beans." Schultz won out and says he succeeded because he believed in his vision and because of persistence.</p>	Leadership, Innovation & Creativity, Personal Effectiveness, Motivation
Jack Welch on Teams	<p>Jack Welch led GE for nearly 20 years. He is considered to be one of the best businessmen of the 20th century. His philosophy: take care of the best performing managers and fire the bottom 10%. That strategy was repeated down the line at GE to include all workers.</p> <p>Many people thought Welch was too tough. But, he compares running a business to running a baseball team and differentiating between each person's performance.</p>	Teams, Leadership, Performance Management, Motivation
Lead Through Uncontrollable Change	<p>There will be times when events, good or bad, will occur that are totally uncontrollable: natural disasters such as hurricanes, earthquakes or tornadoes, a global recession or stock market boom.</p> <p>AOL founder Steve Case talks about how to lead teams in good and bad times so they can stay focused.</p>	Leadership, Change Management, Communication Skills, Management
Leading Engagement with Howard Schultz	<p>Howard Schultz, founder of Starbucks, feels strongly about leadership and the role of human resources. He has been applauded for giving part-time workers health benefits and stock options. In a NY Times' interview, he said HR is the most important function when setting up the kind of culture and values that are going to endure.</p> <p>Schultz also believes leaders should take responsibility for their failures as well as be willing to show their vulnerability. He says many leaders make the mistake of believing they have to be in total control, and can never show a weakness: "One of the underlying strengths of a great leader and a great C.E.O. - not all the time but when appropriate - is to demonstrate vulnerability, because that will bring people closer to you and show people the human side of you.</p>	Leadership, Communication Skills, Management, Employee Retention
Leading through Change with Intel's Andy Grove	<p>Intel co-founder and then CEO, Andy Grove, shows how to lead through enormous change. He could have been complacent with growing revenues but he sensed a shift in the computer industry, from large mainframe computers to small PCs.</p> <p>He met the change head-on and profited from it. How did he know of the change? By actively listening to others and seeking input.</p>	Change Management, Leadership, Creativity & Innovation, Communication Skills
Leading Through High Stress with Polar Explorer Ernest Shackleton	<p>How do you manage and lead during times of great change or persistent stress? How do you lead your team toward your True North when circumstances and obstacles change every day?</p> <p>The leadership lessons of Polar explorer Ernest Shackleton is the subject of one of the most popular Harvard courses on leadership. Faced with life threatening setbacks (28 men and a ship that sank in the ice) and his own mistakes (Sailing too fast in the ice flows), Shackleton committed to saving his team of 27 men. He did it through optimism, showing up as his best self, shifting his strategy when it failed, as well as constantly communicating and challenging the men to contribute to everyone's survival.</p>	Leadership, Communication Skills, Management, Motivation, Teams
Lower Stress to Become More Effective	<p>Best-selling author and integrative medicine founder, Andrew Weil, believes strongly in meditation to help you focus and restructure your mind to what's important. While this can sound New Age, meditation can actually help you operate from a position of strength. You slow down your racing mind and actually take a few moments to not think of your "to do" list. You gain perspective and then can be more effective. At the worst, you've lowered your blood pressure!</p>	Stress Management And Well-being, Time Management And Productivity, Personal Effectiveness, Conflict Resolution
Making a Difference	<p>Let's say you decide you want to be an agent of change to make the world better. You're not ready to quit your job but you do want to contribute to your community or environment. You may be part of a non-profit that has the will but lacks the resources you need to make change.</p> <p>Here's how one Microsoft executive got creative. John Wood saw the need for children in Nepal to learn to read. He put together volunteers who also wanted to make a difference.</p>	Personal Effectiveness, Change Management, Motivation, Meeting Openers

Marshall Goldsmith: Feedback	<p>Communication is the driver in how we are perceived by others. We can assume we're being clear or getting our point across but often we can leave pearls on the table by not asking for input or, worst, turning off those around us by the way we communicate.</p> <p>One way to avoid this is to ask for feedback. Marshall Goldsmith, a pioneer in 360 degree feedback explains how to do this and why it's so important for anyone who wants to succeed.</p>	<p>Communication Skills, Human Resources: Management, Human Resources: Leadership, Human Resources: Personal Effectiveness</p>
Personal Responsibility to Change the World	<p>Leadership skills can often be developed by building teams around social responsibility, which can align with an organization's efforts to give back to the community. In this video, you'll see former Microsoft executive, John Wood, who started Books for Nepal, to provide books and equality of education for children in Nepal, especially young girls. His organization, now called Room to Read has a mission to transform the lives of millions of children in developing countries by focusing on literacy and gender equality in education.</p>	<p>Change Management, Employee Retention, Personal Effectiveness</p>
Self-Awareness and Change	<p>This is a story about how frustration and anger can signal a need for a change in behavior.</p> <p>Technology billionaire Jim Clark, founder of Netscape, wasn't always successful. He had to change his behavior when he despaired of how his life was going. His first step was self-awareness. Next, he took responsibility for his life and relationships.</p>	<p>Personal Effectiveness, Change Management, Leadership, Stress Management And Well-being</p>
Self-Awareness and Engagement at Work	<p>Knowing our own uniqueness and who we are is the first step to finding happiness at work and in life. Ralph Kilmann, an organizational development expert and author on conflict management and change management, gets to the heart of what we should be asking ourselves to ignite our engagement at work.</p>	<p>Personal Effectiveness, Creativity & Innovation, Hman Resources: Time Management And Productivity, Human</p>
Succeeding with Change: Stephen Covey	<p>Stephen Covey, author of "The 7 Habits of Highly Effective People", provides concrete examples on how to get control of your reactions to change. He says keeping a journal, meditating, and literally counting to ten as ways to help you to control your reactions and make wiser choices, especially under pressure.</p>	<p>Change Management, Personal Effectiveness, Time Management And Productivity, Leadership</p>
Success Is An Attitude!	<p>This meeting opener video, Success Is an Attitude! explores six concepts of success and how they relate to you and your organization. Each famous person exemplifies and explains one of the six learning concepts presented in the video:</p> <p>Character (Stephen Covey) Joy (Deepak Chopra) Passion (Anita Roddick) Team (Bill Bradley) Motivation (Jack Welch) Optimism (Marshall Goldsmith)</p>	<p>Meeting Openers, Motivation, Leadership, Personal Effectiveness, Motivation, Positive attitude</p>
Team Building without Time Wasting: Marshall Goldsmith	<p>Marshall Goldsmith is an executive leadership coach and best-selling author who has taught Fortune 500 executives how to make behavioral change that leads to success. Knowing so many executives are busy and don't have extra time, he came up with a great feedback exercise to help executives be productive without wasting time. Participants learn to communicate well with each other, build great teams and effectively manage their time toward improving their behavior.</p>	<p>Management, Leadership, Performance Management, Motivation</p>
The Benefit of Behavior Change	<p>Sometimes, change is required at a more fundamental level--in our own behavior, to succeed. We might be putting off our peers, subordinates or bosses. This takes a tough look at ourselves, a self-awareness, that is anything but "a soft skill."</p> <p>Executive coach and best-selling author, Marshall Goldsmith, explains.</p>	<p>Personal Effectiveness, Leadership, Coaching Training Videos, Management</p>
The BenThe Benefit of Visualizing Change	<p>When you know you have to make a change but you're stumped in getting started, you might want to stop and actually visualize the results of the change. Many experts say you have to actually feel the change and one way to do that is to visualize it.</p> <p>How good will it feel to be more productive? Will your relationships improve with a change in your behavior? How would that feel? What will it feel like to have a team that functions well? Stop procrastinating and feel the change!</p>	<p>Change Management, Personal Effectiveness, Performance Management, Motivation</p>

Time Effective Stress Relief Exercises	<p>Time pressure is tough. You have a pile of work to do and not enough time to do it in. On top of that, you have to travel, you're short on sleep and the stress is building. Here are some short time effective stress releasing exercises you can do at your desk or sitting anywhere in less than five minutes. (Facilitators: You can end your training on time management with this video or the Andrew Weil video below. Actually, consider ending any of your training's with these videos!)</p>	<p>Stress Management And Well-being, Personal Effectiveness</p>
Time Equals Energy and Attention	<p>Time = energy and attention. When you think of the expenditure of time this way, it makes you think about how you're focusing your attention and your efforts. Do you spend 30, 50, or 60 percent of your time avoiding unpleasant tasks you know you need to complete? Are you procrastinating and then finding you're panicked because you don't have enough time to complete a project? Is your team doing this? Is this derailing your career or preventing the momentum needed for your organization's success?</p> <p>Executive coach and former Harvard Medical school psychologist, Sharon Melnick, says time management really is about self management. It's about unearthing the hidden motivators that make us derail our goals.</p>	<p>Personal Effectiveness, Time Management And Productivity, Stress Management And Well-being, Performance Management</p>
What Is Success?	<p>Positive attitude emanates from having a sense of purpose and direction. When you're having a bad day and wondering if it's all worth it, this video will get you to reframe and see your work and life from a different perspective.</p> <p>Deepak Chopra and others explain what success means to them. Hint: it's not about money and buying shiny new things. It's about appreciation and knowing what makes you happy and serving others.</p>	<p>Personal Effectiveness, Motivation, Stress Management And Well-being, Positive attitude</p>
Marshall Goldsmith: Winning Too Much	<p>"What is the number one problem of the successful leaders you work with? Answer: Winning too much. What does that mean? If it is important, we want to win. Meaningful? We want to win. Critical? We want to win. Trivial? We want to win. Not worth it? We want to win anyway. We like winning.</p> <p>Well, before you start winning too much, take a deep breath and ask yourself the important question, is it worth it? And, a lot of times you know what you're going to realize? Am I right? Maybe. Is it worth it? No." Marshall Goldsmith</p>	<p>Conflict Resolution, Communication Skills, Leadership, Personal Effectiveness</p>

Longer Trainings or Bundles:

****Integrating the 7 Habits with Stephen Covey ** Longer Training with 6 chapters** **Stephen Covey**, who wrote the best-seller, *The 7 habits of Highly Effective People*, discusses each of the powerful seven habits in this video and how they can make us more effective and influential. Personal Effectiveness, Time Management And Productivity, Communication Skills, Change Management

He is joined by Dr. Andrew Weil who teaches well-being through meditation.

This E-Learning Course includes:
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****The Wisdom of Caring Leaders** Longer Training with 5 Chapters**

Five Learning Concepts and Successful Leaders:

*Choose

Leadership, Management, Communication Skills, Change Management, Personal Effectiveness, Teams

Successful Behavior (Stephen Covey)
 *Encourage Courage and Compassion (Jack Welch)
 *Benefit from Different Perspectives (Pierre Omidyar)
 *Unleash Passion/Vision in Turbulent Times (Anita Roddick)
 *Manage Risk and Find Opportunities (Richard Branson)

This training is great for onboarding new leaders. Video of five great leaders support your leadership business goals by showing key effective leadership skills. This leadership development training helps you develop and engage your key talent and jumpstart your effective leadership skills trainings.

This E-Learning Course includes:
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 *15:22 minute video
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 *Leader's Guide, PowerPoint, Transcript and Activities can be sent electronically to trainers.

****The Wisdom of Winning Teams** Longer Training with 5 Chapters**

Five Team Building Learning Concepts and Videos of Six Successful Leaders:

Teams, Leadership, Performance Management, Management

*Commitment to the Team (Dennis Conner)
 *Competition (Bill Bradley)
 *Consistency & Change (Steve Case)
 *Joy of Invention (Ben & Jerry)
 *Energizing the Team (Jack Welch)

Need to build a high performance team that can innovate and produce during times of change? Is your team productive or is infighting and inertia getting in the way?

This E-Learning Course includes:
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