



THINK
TWICE
LABS

THINKTWICELABS.COM

THINK TWICE LABS

CLAIMING SPACE FOR INNOVATION + COLLABORATION + GROWTH

Think Twice Labs takes a fresh approach to building emotional intelligence and improving communication across differences with immersive sessions that empower diverse teams to better navigate conflicts and become more resilient, collaborative, and productive

introspective acting and improvisational techniques



decades of thoughtful management insights



a unique opportunity to harness the power of diverse perspectives, learn practical face-to-face and hybrid collaboration strategies, and foster a sense of belonging in an energetic and engaging setting



This welcome book is warm, funny, and genuinely edifying resource which combines big ideas with real-world strategies. VanCort seamlessly emphasizes both transformative individual growth and the power of intersectional engagement.

PROFESSOR ANDREW CHIGNELL
PRINCETON UNIVERSITY

Think Twice Labs builds on the inspiring personal empowerment lessons featured in Eliza VanCort's bestseller by adding C-suite perspectives from business strategist – and foreword writer – Alma Derricks. In the most unlikely coast-to-coast Covid collaboration, they joined forces to spark the #ClaimSpace movement before they ever met in person.

ELIZA VANCORT  

Author and TEDx speaker Eliza VanCort uses her academic expertise and training as an acting instructor to empower audiences and share practical tools and tips for transforming their lives. Her powerful method of engaging audiences in any forum has been described as “invaluable” and “thrilling,” making her one of the most sought-after thought leaders in the industry.

ALMA DERRICKS  

Drawing on decades of experience with Deloitte, HBO, Paramount, Cirque du Soleil and many other adventurous organizations, Alma Derricks is an accomplished executive and senior advisor to Fortune 50 leadership teams. She is a Senior Client Partner at Korn Ferry and has spoken internationally on innovation, cultural nuances, and bridging business and creativity.



THINK TWICE LABS

“ Eliza cuts to the core with her identification of common barriers and helpful tools to overcome them. I have a trans-national team and it's great to know they got a lot out of the Claiming Space practices.

DANIEL FIELDS
ASIA PACIFIC EXECUTIVE DIRECTOR OF SERVICES
LENOVO

Eliza's reception as an individual coach, seminar leader, and speaker has been universally positive and, in many cases, transformative. She teaches with a level of precision, clarity and effectiveness that I have not previously seen.

JOHN SILICIANO
DEPUTY PROVOST
CORNELL UNIVERSITY

Eliza's work transformed our Hong Kong leadership team. The two-day retreat she led received glowingly positive reviews. She pushed people hard, but was able to make it fun, while stressing the importance of understanding your own emotional life in order to better understand our international team's vast cultural differences. Eliza's work with us made a big difference, and was well worth the investment.

MICHAEL REICHEL
DEAN
JOCKEY CLUB COLLEGE OF VETERINARY MEDICINE AND
LIFE SCIENCES AT CITY UNIVERSITY HONG KONG



“ Alma's intellect is without peer. Her style and grace make even the most complex strategy appear effortless. Rarely have I met a professional who can thoroughly distill abstract concepts and create actionable strategies.

CHRISTOPHER KARWOWSKI
FOUNDER
CGK.INK

Alma brings deep knowledge coupled with an ability to communicate in a straight forward manner as well as fantastic positive energy.

AMANDA WANG VALENTINE
CO-FOUNDER
SMARTSPARK INC.

Alma's vision, strategy, and skills don't make a difference, they ARE the difference with our teams, customers, and their customer's customers!

JEFF DAY
MANAGING PARTNER
CONTRAVENT


mind the gap: emotional intelligence for intelligent collaboration

The most effective training does more than increase awareness of bias and its impact. It gives participants information that contradicts stereotypes and allows them to connect with people whose experiences are different from theirs. It gives people concrete tools for changing their behavior. It helps them better understand others' experiences, and feel more motivated to be inclusive.

– UNCONSCIOUS BIAS TRAINING THAT WORKS, Harvard Business Review, September-October 2021



PARTICIPANTS 15-20 FORMAT LIVE LENGTH 3-6 HOURS



MIND THE GAP: EMOTIONAL INTELLIGENCE FOR INTELLIGENT COLLABORATION is purpose-built to help leadership teams uncover, understand, and counteract unconscious assumptions by working thoughtfully from the inside out. This fast-paced and highly interactive session (1) leverages acting and improvisational techniques to explore human behavior and experience the transformative power of freely accepting others' contributions while seamlessly expanding on their line of thinking, (2) encourages multidimensional personal reflection, and (3) highlights practical workplace applications designed to enhance team collaboration and communication.

FEEL focuses on **understanding the difference between what you see and what you perceive**. Using acting principles developed by Eliza VanCort and inspired by the Stanford Meisner Technique, participants are guided through exercises designed to reveal underlying emotions and, by extension, gain insights into the nuances of human behavior in others.

THINK provides participants with an **opportunity to reflect** on their discoveries, learn new strategies to minimize reactive thinking, and develop more effective verbal and non-verbal communication styles. The discussion includes a review of the team's Basadur Profile results to provide a snapshot of participants' dominant problem solving styles.

ACT is all about **putting insights to work** with actionable tools, frameworks, and strategies to improve the effectiveness of brainstorming activities, project management, interpersonal communication, and performance feedback processes.

To allow for additional reflection and conversation, an optional Q&A or informal reception can be convened at the end of the session

mind the gap: emotional intelligence for intelligent collaboration

Combining insights into human motivations with actionable teamwork strategies, MIND THE GAP: EMOTIONAL INTELLIGENCE FOR INTELLIGENT COLLABORATION empowers organizations to better understand and harness the power of divergent thinking

PARTICIPANTS 15+ FORMAT LIVE OR VIRTUAL LENGTH 60-90 MINUTES

As a fireside chat, MIND THE GAP: EMOTIONAL INTELLIGENCE FOR INTELLIGENT COLLABORATION addresses key elements in an interview format. Potential themes and questions include:

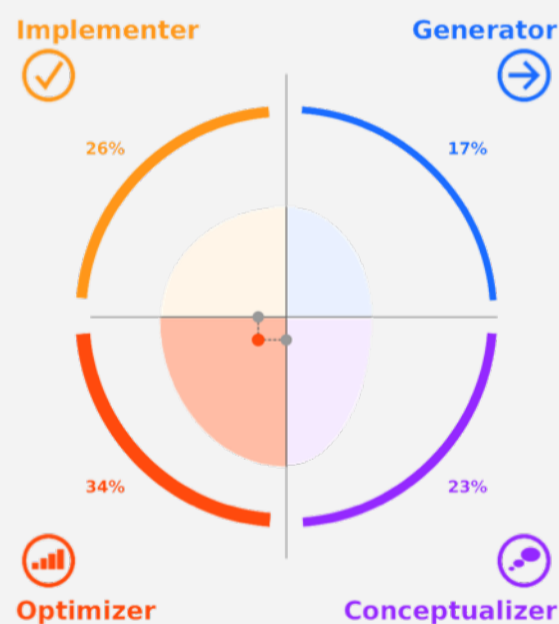
- INTRO** • Background on the collaboration process – merging Eliza’s theater and training background and Alma’s corporate leadership experience – and the genesis of Think Twice Labs
 - What are the primary goals of Think Twice Lab’s work? Given the earlier collaboration on A WOMAN’S GUIDE TO CLAIMING SPACE, is the work designed just for women?
 - Describe the importance of combining the three elements – FEEL, THINK, ACT – to build emotional intelligence and improve team interactions?
- FEEL** • Why is FEELing such an important and useful starting point?
 - What are the most important principles to remember?
- THINK** • How are FEELing and THINKing different?
 - How does THINKing help individuals short-circuit reactionary thinking?
 - What are the most important take-aways from the audience’s Basadur Profile results? How can the Basadur Profile be put to best use in team settings?
- ACT** • How can the insights from FEEL and THINK be ACTivated in day-to-day business settings?
 - Can you expand on the differences between “theater business” and “business theater” that underlie each of your experience sets?

Ideally, each fireside chat ends with an open Q&A session (with accommodations to include anonymous questions via a secure platform) and could be followed by an optional meet & greet or informal reception.

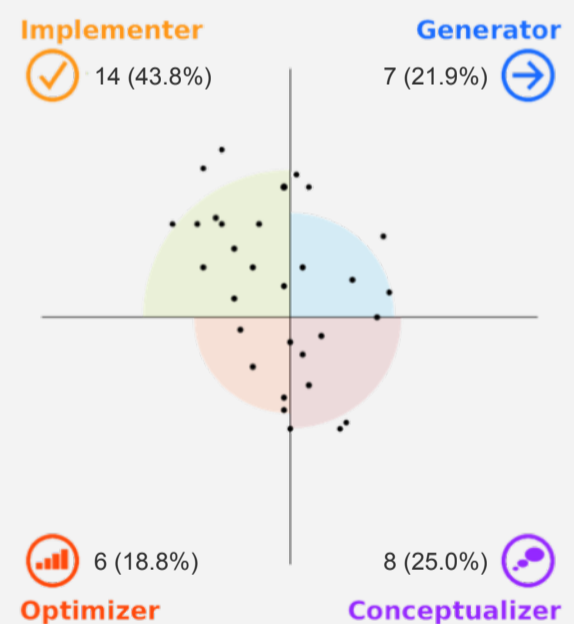
The Basadur Profile assesses how individuals approach problem solving and empowers teams to better understand diverse thinking, leverage innate strengths, and improve collaboration. Based on 40 years of organizational psychological research by innovation expert Min Basadur, PhD., the methodology has been enlisted by an array of organizations and Fortune 100 companies including Procter & Gamble, Ford, and Pepsico and completed by over 150,000 people to date.

PARTICIPANTS 15+ FORMAT LIVE OR VIRTUAL LENGTH 15 MIN PRE-WORK + 45 MIN READOUT

Designed to measure “states, not traits”, the Basadur Profile uncovers each individual’s unique blend of problem solving preferences relative to the four stages of the innovation process: generating, conceptualizing, optimizing, implementing. While each style of problem solving is vital and contributes uniquely to a project’s overall success, misunderstandings about differences in approach can create friction in teams and frustration in individuals.



INDIVIDUAL PROFILES identify problem solving strengths and highlight development opportunities



TEAM COMPOSITES combine multiple profiles into a single view to illuminate synergies and potential conflicts

By providing a common language and framework to describe and appreciate diverse capabilities, Basadur Profile insights can prompt breakthrough conversations that increase team productivity and enhance day-to-day collaboration.



ELIZA VANCORT

SHE.HER

After enduring traumatic kidnappings as a child and then surviving a life-altering biking accident as an adult, Eliza VanCort has become a renowned empowerment advocate. Her work sits at the intersection of her background in political science and the performing arts, which informs her innovative approach to communication and personal empowerment.

In her popular presentations and workshops, the acclaimed speaker and best-selling author of *A WOMAN'S GUIDE TO CLAIMING SPACE* uses her academic expertise and training as an acting instructor to guide her audience using practical tools and tips for transforming their lives. On TikTok, she's become a viral sensation for her candid, thought-provoking commentary on current hot topics. Her powerful method of engaging her guests in any forum has been described as "invaluable" and "thrilling," making her one of the most sought-after speakers in the industry today.

In 2016, MIT's Office of Minority Education commissioned a talk on communication and unconscious bias for the university's faculty and staff. Since then, she has delivered DEI talks and workshops around the world and helped countless organizations to improve their ability to communicate across differences.

Eliza founded a popular acting studio that thrived for over twenty years and produced successful TV and film actors. She is a Cook House Fellow at Cornell University, a Govern for America League of Innovators, and on the faculty at Antioch College; TV news outlets often seek her expertise, and she has written for varied publications from *FORBES* to *SCARY MOMMY* to *THE EDUCATION REPORT*, and recently *Claiming Space* was endorsed by Maria Shriver's *SUNDAY PAPER* as the Book of the Week to close out Woman's History Month.



ALMA DERRICKS

SHE.HER

Alma Derricks is an accomplished executive, strategist, and serial intrapreneur with over 25 years of experience building innovative new ventures at the edges of established media, entertainment, technology, hospitality, and consumer products companies. Known for her shrewd cultural insights and engaging bedside manner, she is a Senior Client Partner in the Consumer and Culture, Change, and Communications (C3) practices at Korn Ferry and the Founder and Managing Partner of REV, a Brand Entrepreneurship™ consultancy that partners with creators, founders, leadership teams, and boards of directors to navigate competitive inflection points, sharpen brand storytelling, and launch distinctive new businesses and service lines.

She has been a strategic advisor to Fortune 50 leadership teams; created new businesses and customer strategies for an array of adventurous companies including Verizon, NBCU, Fox, Redbox, Blue Man Group, Mattel, Amazon, and Southwest Airlines; launched ground-breaking digital networks for STAR TREK, PEANUTS, and DILBERT; and held senior management positions at HBO, Paramount, El Rey Network, Deloitte, and Cirque du Soleil.

Alma is an NACD Directorship Certified® board advisor and currently serves co-chair of the American Ballet Theatre RISE Advisory Council. She holds a bachelor's degree in International Relations from Stanford University and is a past president of the Stanford National Black Alumni Association (SNBAA) board. She also holds an MBA from Georgetown University where she was both an NBC Fellow and Dean's Scholar.

