

THE WORKSHOP · CORPORATE · 2-3 HOURS · INTERACTIVE

THE READINESS REWIRE



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Why your new hires struggle — and the workshop that closes the gap.

THE INSIGHT

Every year, organizations hire talented, credentialed young professionals — and watch them flounder. **The problem isn't who you hired. It's the gap between the system that trained them and the one you're asking them to operate in.** Awareness alone doesn't close that gap. This workshop does — a hands-on working session tailored for early-career employees, their managers, or both together.

THE APPROACH

The Readiness Rewire opens with a focused keynote that names the gap and creates a shared language for the team. From there the session moves into **interactive exercises and assessments drawn directly from the book, structured conversations, and applied practice** — giving participants the frameworks, self-awareness, and concrete tools to show up differently starting day one.

SESSION OVERVIEW

FIVE-BLOCK PROGRESSION · INTERACTIVE

- 01 THE GREAT TRANSITION**
The habits that derail early-career professionals are the natural result of a system built for academics, not work. Understanding them is the first step to changing them.
- 02 KNOW YOURSELF**
Self-awareness as competitive advantage. How to identify strengths, own blind spots, and build the reflective habits that separate the people who thrive from the ones who stall.
- 03 WORK WITH OTHERS**
Building relationships that work — up, down, and sideways. Navigating office dynamics without becoming political. Why being right is not the same as being effective.
- 04 PROFESSIONAL EFFECTIVENESS**
How to be seen as an owner, not a renter. Why effort alone doesn't get rewarded — delivering value does. Building visibility without self-promotion.
- 05 THE LONG GAME**
Resilience as practice, not personality. Mentorship, burnout, and what it actually means to build a career — and a team — worth having.

WHAT PARTICIPANTS WALK AWAY WITH

- 01 A PERSONAL PLAYBOOK**
Every participant leaves with an assessment and a personal action plan — a concrete picture of where they're strong, where to build, and exactly what to do about it.
- 02 A SHARED LANGUAGE**
The frameworks and vocabulary that let early-career professionals and their managers finally talk about the same issues in the same way — reducing friction, accelerating development, and making feedback land.
- 03 A CLEAR NEXT STEP**
The workshop doesn't end when the session does. Every participant and manager leaves with specific, immediately actionable next steps — so the work and momentum continues.

BEST FOR

- Company offsites & retreats
- New hire orientation
- All-hands events
- L&D conferences
- Early-career program launches
- Manager development series

ABOUT KEVIN & BRYAN

Kevin Gosa and Bryan Horvath have spent a combined **45+ years** advising Fortune 100 companies, Forbes top 25 nonprofits, and government agencies on leadership, strategy, and organizational effectiveness. They've facilitated hundreds of high-stakes leadership retreats and strategic offsites — and watched the same early-career dynamics play out across every sector and generation. *Welcome to Work* is their distillation of everything they've learned about why talented people struggle with problems that didn't need to be that hard.



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"I wish every intern and new hire had read this before they started. — Matt Kirkland, Co-Founder, Brand New Box"

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