PROGRAM SUMMARY

Turn the ideas in the book into a shared way of working.

Fierce Conversations training starts with Fierce Foundations: one common language for the conversations that shape decisions, relationships and results, and the base for every other Fierce model.

IN THE MEETING
People talk around the real issue, then about it afterward.

AFTER THE 1:1
Two people leave the same conversation with different priorities.

LEFT UNSAID
A tough challenge stays unspoken because it feels uncomfortable.

THE LEADER'S WAKE
Leaders mean well, but people leave confused, dismissed or guarded.

The quality of the conversation shapes what happens next. Susan Scott's *Fierce Conversations* sold more than a million copies. **Fierce Foundations** turns its mindset and principles into practice, so people address what matters, test assumptions, listen more deeply and strengthen relationships while getting results.

Is this the challenge your organization needs to solve?

For HR, L&D and business leaders who want one way of talking about what matters, before missed conversations turn into stalled work, damaged trust or recurring problems.

- Important issues stay hidden or get raised too late
- People act on assumptions instead of testing what is true
- Leaders need one common language for honest, effective conversations

What participants practice

1
Interrogate reality
Notice assumptions, seek other perspectives and get curious about what is actually true, rather than about being right.

2
Make the conversation real
Show up authentically, stay present, tackle the issue that matters and listen so both people learn.

3
Own your impact
Pay attention to your emotional wake, use silence with intention and leave the relationship stronger.

The shared foundation for every Fierce model

Participants explore the 3 Transformational Ideas, 4 Objectives and 7 Principles: the why, what and how of a Fierce Conversation. Later workshops add models for feedback, conflict, accountability, delegation, coaching and team decisions.

See the training and plan your organization's program →

2.5M+
people trained

100+
countries

Top 20
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Start with one conversation.
Change how you show up in it.

Before a conversation you know you need to have	TRY IT TODAY
The conversation What needs to be talked about?	
The result I want What would a useful outcome look like?	
My current context What am I assuming or telling myself?	
What I am noticing What evidence am I focusing on?	
How that affects me What emotions or reactions show up?	
How I tend to behave What do I do when I hold this context?	
An expanded context What else might be true?	

INSTEAD OF

"There is no point talking to them. They won't listen."

TRY

"What am I assuming, and how could I show up differently to get the result I want?"

Your context shapes what you notice, feel and do. This is a reflection exercise, not the complete Fierce Foundations experience.

What to look for after training

- [ ] Important issues raised earlier and more directly
- [ ] More curiosity before conclusions
- [ ] More presence and listening in meetings and 1:1s
- [ ] Leaders more aware of the impact they leave
- [ ] One shared language for the conversations that matter

How it fits your organization

Foundations workshop · 2 hours
Instructor-led introduction to the Fierce mindset and principles

In person
For managers, teams or leadership cohorts

Live virtual
For distributed groups

Build from here
Add the Fierce models you need most

Your advisor
Recommends sequence, format and scope

BUILDING INTERNAL SUPPORT? USE THIS

We want our managers and teams to share one language for the conversations that drive the work. Foundations gives them the mindset and principles to test assumptions, address what matters and listen more deeply, and a base for the Fierce models we need next.

> **"The number one improvement since partnering with Fierce is the creation of a common language."**
>
> Scott Hopkins, Director of Leadership Development, CHRISTUS Health

Bring the conversations that matter most.

Book a 20-minute planning call with a Fierce advisor. Bring your group size, timing and one conversation you want to change.

Plan your program →
Pick a time on the program page