END VIEW Solutions

LEADERSHIP & CAREER DEVELOPMENT TRAINING DIRECTORY

We believe that success happens when we find a better way and share it to empower others in their leadership and career.

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OUR TRAINING SERVICES

End View Solutions, LLC offers **Integrated Learning** and **Microlearning**.

Integrated Learning

Our Integrated Learning is a blend of multiple leadership topics covered under the ***Model. Mentor. Multiply. Leadership***℠, a leadership development program. ***Model. Mentor. Multiply. Leadership***℠ explores the interconnectivity and relationship of various dimensions of leadership, provides real-world application insights and hands-on learning transfer, and establishes a platform for significant leadership learning, development, and growth.

Designed for experienced leaders, emerging talent, and top-performing individual contributors, participants will refine their leadership effectiveness by embracing new habits and behaviors.

Microlearning

Microlearning comprises 60-minute virtual or in-person sessions delivering brief, focused, digestible information. It is efficient, convenient, and easy to fit into a busy schedule. You will gain knowledge or skills to address your learning needs immediately.

Who Should Participate

Integrated and Microlearning are designed for—

- Experienced and emerging leaders and high-potential individual contributors, fast-tracked, poised, and motivated to take on even greater people leadership in the organization.
- Individuals who aspire to grow as leaders and are eager, engaged, and motivated to positively impact their organizations and careers.
- Leaders who are committed to adopting new habits and behaviors to enhance their leadership effectiveness.

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MODEL. MENTOR. MULTIPLY. LEADERSHIP℠

Model. Mentor. Multiply. Leadership℠ is a comprehensive, interactive program comprising three focus areas:

- Self-Leadership
- People Leadership
- Strategic Leadership

Model. Mentor. Multiply. Leadership℠ prepares you to enhance and develop self-awareness, embrace your inner strength, and lead with confidence, courage, and impact.

Key Benefits

Participants will –

- Develop greater self-awareness, including leadership style and how others perceive and receive it.
- Gain tools to create environments where employees feel empowered, motivated, and fully invested in the organization's goals.
- Acquire strategies to elevate visionary leadership, understand and navigate the complexities of the business, drive performance and success, and confidently lead change initiatives.
- Be equipped to navigate their professional journeys confidently and resiliently, achieving their fullest career potential.

This program is ideal for an organization's intact leadership teams, leaders from the same organization with cross-functional engagement, emerging leaders, or high-achieving individual contributors.

Model. Mentor. Multiply. Leadership℠ At-a-Glance

The following workshops comprise the **Model. Mentor. Multiply. Leadership℠** training. You can design your organization's **Model. Mentor. Multiply. Leadership℠** experience to include all or any of the following workshops. Considering identified needs, we will work with you to integrate and tailor content and workshop duration to achieve goals.

SELF-LEADERSHIP

Self-Leadership workshops offer a structured approach to enhance participants' leadership capabilities by focusing on critical elements such as values, strengths, aspirations, and potential self-limiting behaviors. Through a series of activities and assessments, participants embark on a journey of self-discovery, gaining deeper insights into their emotional intelligence while learning effective self-management techniques. With a career management focus, participants engage in intentional career development, guided by a comprehensive framework designed to align their passions, purpose, and ambitions.

Self-Leadership workshops include the following:

- Your Purpose-Driven Personal Operating System (4 hours)
- Personality, Strategic Self-Awareness, and Leadership Impact (4 hours)
- Cultivating and Sustaining an Impactful Executive Presence (3 hours)
- The Strategic Use of Power: Enhancing Leadership Effectiveness (3 hours)
- Breaking Barriers: Discover and Empower Your Career Path (3 hours)
- Create Your Career by Design (3 hours)

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PEOPLE LEADERSHIP

The **People Leadership** workshops examine leadership and management behaviors, exploring the balance between the two to maximize impact and results. These workshops promote cultivating interpersonal and leadership skills essential for fostering and sustaining a highly engaged workforce crucial to organizational success.

People Leadership workshops include the following:

- Leader and Manager: How to Get It Right! (3 hours)
- High Performing Teams: Empower, Collaborate, and Achieve Results (3 hours)
- Engage to Excel: Drive Employee Engagement and Business Success (3 hours)
- Master Priorities, Delegation, and Effective Meetings (3 hours)
- Manage Conflict Like a Champion (3 hours)
- Performance Management Mastery: Principles, Practices, and Planning (3 hours)
- Coaching, Counseling, and Performance Documentation (3 hours)
- Purpose, Personality, Problem Management, and Decision-Making (3 hours)

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STRATEGIC LEADERSHIP

Strategic Leadership workshops empower participants with a holistic toolkit for cultivating a strategic business mindset and developing skills necessary to excel in leadership roles within today's dynamic business landscape. Through interactive discovery, participants gain insights into organizational structures, business functions, workflows, and revenue generation processes while clarifying the significance of their role within the broader business environment.

Strategic Leadership workshops include the following:

- Systems, Processes, Outcomes, Metrics, and Organizational Excellence (3 hours)
- Business Planning, Change Leadership, and Project Management (3 hours)
- Problem-Solving and Decision-Making Tools, Techniques, and Teamwork (3 hours)
- Plan and Prepare an Effective Business Presentation (3 hours)
- Business Presentations Practice (3 hours)

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WORKSHOP:

YOUR PURPOSE-DRIVEN PERSONAL OPERATING SYSTEM (4 HOURS)

Just as each human has unique building blocks that make up the individual's DNA, an individual's leadership characteristics, qualities, and ways to engage with others are unique, coming together to form an operating system. During this session, participants begin a journey of intentional self-awareness and self-discovery, pinpointing the driving forces behind their leadership behaviors and actions.

Completing an online, independent discovery, participants learn about their *operating system*: **WHY** they do what they do (their motivating purpose), **HOW** they bring their purpose to life (their process), and **WHAT** they ultimately deliver in professional and personal interactions (their impact). This system, and knowing how to navigate it, is the secret sauce to their influence as leaders and success in leading others in the organization.

Knowing their WHY, HOW, and WHAT operating system provides the initial framework for understanding how to self-manage and enhance interactions with executives, peers, and team members more effectively.

By the end of the workshop, participants will be able to:

- Communicate their operating system – their WHY, HOW, and WHAT.
- Determine the effects of their WHY, HOW, and WHAT on their leadership and collegial interactions.
- Use their operating system to create win-win outcomes and proactively manage overuses that distract from effectiveness.
- Apply the WHY, HOW, and WHAT framework to motivate their teams, maximizing synergies and mitigating conflict to elevate impact and performance.

Topics: Self-Awareness, Purpose, Emotional Intelligence

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WORKSHOP:

PERSONALITY, STRATEGIC SELF-AWARENESS, AND LEADERSHIP IMPACT (4 HOURS)

Personality underlies all behavior—the actions we take, our reactions in situations, and our interactions with others. It includes how we see ourselves and how others see and experience us. Personality gives insights into our strengths, communication styles, and how we manage change, execute strategy, build relationships, handle conflict, and manage people. It also draws attention to behaviors that derail our effectiveness.

In this session, participants complete a validated, online administered personality assessment designed for leaders to gain insights into their core values, strengths, and performance risks. This method is crucial in equipping organizations with a meaningful, objective approach that provides comprehensive strategic self-awareness intelligence that empowers leaders to self-manage their behaviors.

By the end of the workshop, participants will be able to:

- Explain the significance of having strategic self-awareness.
- Reflect on their motivators and preferences, assessing the environment they create for their teams.
- Identify and reflect on strengths that facilitate their success and areas of opportunity that impede effectiveness.
- Identify specific actions to maximize their combination of strengths while minimizing derailing behaviors.

Topics: Strategic Self-Awareness and Emotional Intelligence

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WORKSHOP:

THE STRATEGIC USE OF POWER: ENHANCING LEADERSHIP EFFECTIVENESS (3 HOURS)

This session moves beyond conventional hierarchies of power, leadership, and influence within the organizational setting to explore varied power sources and dynamics, enabling participants to leverage influences to their advantage.

By the end of the workshop, participants will be able to:

- Establish an expansive view of power, leadership, and influence.
- Explore their go-to power source(s) and the related effectiveness.
- Devise and engage power strategies to create a leadership advantage.

Topics: Power Sources

WORKSHOP:

CULTIVATING AND SUSTAINING AN IMPACTFUL EXECUTIVE PRESENCE (3 HOURS)

This workshop zooms in on the cultivation of executive presence, where participants refine their communication skills, master mindful body language, and focus on a polished overall image.

Rounding out this session is recognizing the pivotal role of relationship-building in professional success and the complexities of interpersonal dynamics and professional networks within the organizational framework.

By the end of the workshop, participants will be able to:

- Assess their professional and executive presence.
- Explore methods to enhance their executive presence.
- Employ techniques to hone their executive presence, including low-hanging fruit strategies.

Topics: Executive Presence, Power Communications, and Active Listening

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WORKSHOP:

BREAKING BARRIERS: DISCOVER AND EMPOWER YOUR CAREER PATH (3 HOURS)

With a focus on breaking through barriers and embracing boldness, participants embark on career self-discovery and empowerment in a safe and supportive space to explore their professional aspirations without limitations or constraints.

By the end of the workshop, participants will be able to:

- Crystalize their vision, mission, values, and talents.
- Examine their values and alignment with the organization's culture.
- Create and refine their preliminary leadership philosophy statement.

WORKSHOP:

CREATING YOUR CAREER BY DESIGN (3 HOURS)

Participants envision and map their ideal professional future in this session with clarity and purpose. Participants set ambitious and lofty professional growth and development goals, identify opportunities to stretch themselves beyond their comfort zones, and strive for excellence in their endeavors.

By the end of the workshop, participants will be able to:

- Develop and manage a career plan.
- Deliver and refine their elevator pitch.
- Devise a strategy to cultivate meaningful relationships, forge alliances, and garner support.

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WORKSHOP:

LEADER AND MANAGER: HOW TO GET IT RIGHT! (3 HOURS)

Participants explore essential people leadership and management behaviors, honing their skills to lead and inspire others effectively while managing the business function to achieve business objectives. Through interactive discussions and practical exercises, participants gain valuable insights into leading people and managing resources effectively to achieve desired business results.

By the end of the workshop, participants will be able to:

- Reflect on and assess their predominant behaviors – as a people leader or resource manager.
- Identify opportunities to strengthen their leadership capabilities.
- Differentiate and integrate strategies to lead people effectively while managing business processes, resources, and outcomes.

Topics: New to People Leadership, Hierarchical Leadership Tendencies

WORKSHOP:

HIGH PERFORMING TEAMS: EMPOWER, COLLABORATE, AND ACHIEVE RESULTS (3 HOURS)

Working with others takes intentional effort to transition from a group of individuals engaging independently, either as a workgroup or project team, to a high-performing, integrated unit. Leaders guide their group through a team development process – all while managing, valuing, and respecting gifts, talents, varying perspectives, and capabilities. This workshop equips leaders with strategies to create and sustain an engaged, high-performing team.

In this session, participants explore various organizational team structures and the stages of navigating team dynamics and becoming a high-performing and productive team. Participants learn intentional leadership behaviors and actions that empower team members' performance, foster collaboration, and drive toward achieving business objectives.

By the end of the workshop, participants will be able to:

- Determine their business group's stage of team development.
- Pinpoint opportunities to increase their team's operating effectiveness.
- Employ strategies and tactics to create and sustain a high-performing, inclusive team.

Topics: Team Development, Team-Focused Initiatives, Team Behaviors, Team Member Behaviors

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WORKSHOP:

ENGAGE TO EXCEL: DRIVE EMPLOYEE ENGAGEMENT AND BUSINESS SUCCESS (3 HOURS)

Research consistently shows a direct link between active employee engagement and leadership. In this session, we examine the impact that engaged employees have on the financial performance of organizations. We explore the leadership behaviors that foster or hinder active employee engagement, recognizing their pivotal role in shaping organizational culture and productivity.

Participants explore a comprehensive three-phase employee engagement approach designed to cultivate a workplace environment that is both motivating and engaging. This approach encompasses a strategic blend of leadership strategies to foster a culture of empowerment and inspiration among team members.

By the end of the workshop, participants will be able to:

- Explore the impact of active employee engagement on the organization's financial performance.
- Examine and manage personal behaviors that promote or inhibit active employee engagement.
- Drive collaboration, innovation, and active employee engagement.

Topics: Employee Engagement, People Development, Leader-Coach

WORKSHOP:

MASTER PRIORITIES, DELEGATION, AND EFFECTIVE MEETINGS (3 HOURS)

Today's workplace dynamics present opportunities for burnout. Yet, managers have at their disposal three preventative measures: priority management, delegation, and meeting management.

In this session, participants learn techniques to increase the margin in their role through effective priority, delegation, and meeting management strategies. Participants engage in real-time analysis, planning, and execution to realize immediate relief.

By the end of the workshop, participants will be able to:

- Maintain an ongoing review and analysis of their priority, delegation, and meeting management effectiveness.
- Identify and manage self-fulfilling prophecy tendencies of being the "doer" instead of the people leader.
- Energize their team's involvement through intentional techniques that multiply professional growth and stakeholder ownership.

Topics: Priority Management, Define and Delegate, Meeting Management

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WORKSHOP:

MANAGE CONFLICT LIKE A CHAMPION (3 HOURS)

Conflict in team interactions is inevitable, and its absence can negatively impact business functions. However, when managed effectively, conflict can drive teams to achieve their best results.

In this session, participants explore situations that ignite conflict and the resulting impact, situations where conflict is absent and related implications, and methods to effectively manage conflict in the workplace.

By the end of the workshop, participants will be able to:

- Recognize healthy and unhealthy conflict and the business implications.
- Determine the appropriate course(s) of action in managing situations where conflict is present and when it is not.
- Transition conflict strategies learned in class to real-life situations.

Topics: Group Think, Conflict Management

WORKSHOP:

PERFORMANCE MANAGEMENT MASTERY: PRINCIPLES, PRACTICES, AND PLANNING (3 HOURS)

In this workshop, participants gain a comprehensive understanding of performance management core principles and practices, goals and objective setting.

By the end of the workshop, participants will be able to:

- Explain performance management and the overall process.
- Detect and proactively manage complexities associated with performance management.
- Set and communicate clear performance expectations based on goals and objectives.

Topics: Performance Management Defined, Key Components, Practices, Effective Planning

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WORKSHOP:

COACHING, COUNSELING, AND PERFORMANCE DOCUMENTATION (3 HOURS)

In this session, participants will learn strategies to ensure fair performance evaluations, including methods for assessing performance and assigning ratings, handling performance issues – including difficult conversations – and techniques for creating performance improvement plans.

By the end of the workshop, participants will be able to:

- Distinguish between coaching and counseling situations.
- Demonstrate skills in conducting coaching and counseling discussions, including facilitating difficult, conflict-prone conversations.
- Maintain performance management documentation within generally accepted guidelines.

Topics: Performance Feedback, Coaching. Performance Evaluation, Document and Record-Keeping

WORKSHOP:

PURPOSE, PERSONALITY, PROBLEM MANAGEMENT, AND DECISION-MAKING (3 HOURS)

Participants dive into the realms of problem management and decision-making, guided by the principles of strategic self-awareness. Using self-discovery, participants explore how their strengths and potential derailers influence their problem-solving and decision-making approach. This awareness of personal tendencies lays the groundwork for informed and intentional problem management and decision-making leadership.

In addition, it is essential to understand how the organization's culture may influence leadership behaviors. Participants will explore the correlation between their natural problem management and decision-making tendencies and the organization's culture.

By the end of the workshop, participants will be able to:

- Examine problem management and decision-making within the context of strategic self-awareness – strengths and derailing tendencies.
- Explore the organization's cultural implications on problem management and decision-making.
- Identify strengths and opportunities; devise a plan to enhance problem management and decision-making effectiveness.

Topics: Personality, Problem Management and Decision-Making

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WORKSHOP:

SYSTEMS, PROCESSES, OUTCOMES, METRICS, AND ORGANIZATIONAL EXCELLENCE (3 HOURS)

In this session, participants view the organization as a complex system, understanding how inputs, processes, and outputs shape its performance and strategic goals. They develop a heightened awareness of key performance metrics and their alignment with strategic objectives.

By the end of the workshop, participants will be able to:

- Explain the organization from a big-picture, systems perspective.
- Determine and devise approaches to close the system's hand-off gaps (upstream and downstream impacts).
- Proactively identify business relationships to nurture or grow as discovered in the system's review and analysis.

Topics: The Business as a System, End-to-End Process Improvement, Relationship Management

WORKSHOP:

BUSINESS PLANNING, CHANGE LEADERSHIP, AND PROJECT MANAGEMENT (3 HOURS)

This session empowers participants to become adept in driving organizational excellence and achieving strategic objectives in today's complex and fast-paced business environment by integrating strategic planning, change leadership, and project management capabilities.

By the end of the workshop, participants will be able to:

- Adopt a strategic planning approach appropriate for the hierarchical level within the organization.
- Use techniques to lead their team intentionally through organizational change – from awareness to reinforcement.
- Apply the project management framework to their business-as-usual responsibilities.

Topics: Strategic Planning, Change Leadership, Project Management

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WORKSHOP:

PROBLEM-SOLVING AND DECISION-MAKING TOOLS, TECHNIQUES, AND TEAMWORK (3 HOURS)

Participants will explore strategic approaches to problem management and decision-making, focusing on maximizing organizational impact. Through experiential activities, case studies, and collaborative discussions, participants will deepen their understanding of critical thinking and enhance their leadership skills.

The session will provide powerful analytical tools, innovative creative thinking techniques, and effective collaborative strategies, equipping leaders to make decisions that drive meaningful results and foster organizational success.

By the end of the workshop, participants will be able to:

- Adopt a structured approach to problem-solving and decision-making.
- Identify and pinpoint strategies to optimize problem management and decision-making processes, aligning them with their role and level of leadership responsibility.
- Employ tools and techniques to elevate employee engagement and heighten effectiveness in managing problems and making decisions.

Topics: Problem Management and Decision-Making

WORKSHOP:

PLAN AND PREPARE AN EFFECTIVE BUSINESS PRESENTATION (3 HOURS)

In today's dynamic business environment, delivering clear, confident, and impactful presentations is a cornerstone of effective leadership. It is also a prime opportunity to exhibit executive presence and reinforce a professional brand. This workshop equips leaders with the tools and strategies to craft compelling messages, connect with diverse audiences, and communicate purposefully and confidently.

By the end of the workshop, participants will be able to:

- Assess their present position and desired state of business presentation capabilities.
- Identify techniques to heighten their business presentation abilities.
- Craft a structured, timed presentation for delivery to a targeted audience.

Topics: Business Presentations Framework, Business Presentations Delivery and FeedForward

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WORKSHOP:

BUSINESS PRESENTATIONS PRACTICE (3 HOURS)

This workshop enhances presentation skills through hands-on practice. Participants will gain hands-on experience, delivering a timed presentation with immediate, actionable feedback to refine their style, structure, and delivery.

This real-time experience empowers leaders to communicate confidently, captivate their audience, and drive impactful results in any business setting. Participants will leave ready to present with confidence.

By the end of the workshop, participants will be able to:

- Deliver business presentations embracing a structured approach.
- Self-assess to determine opportunities for continuous presentation improvement.
- Integrate learnings to enhance their presentation skills going forward.

Topics: Business Presentations Delivery and FeedForward

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MODEL. MENTOR. MULTIPLY. LEADERSHIP℠ RECOMMENDED DEVELOPMENT TRACKS

While the **Model. Mentor. Multiply. Leadership℠** is a comprehensive professional development experience, we realize a laser-focused development need could arise. The following learning Tracks consider prevailing leadership development needs:

TRACK:

STRATEGIC SELF-AWARENESS FOR PURPOSE-DRIVEN LEADERSHIP (8 HOURS)

Discover the power of self-awareness in leadership with this focused, one-day program. Designed to help leaders unlock their full potential, this Track emphasizes aligning personal purpose with organizational success. Explore how your unique leadership personality shapes team engagement and business outcomes, and learn strategies to inspire and influence others effectively. Gain actionable insights to enhance your leadership impact and drive meaningful results.

Key Features:

- Align leadership purpose with organizational goals.
- Uncover the impact of personality on engagement and success.
- Develop strategies to inspire and influence effectively.

Workshop Titles:

- Your Purpose-Driven Personal Operating System
- Personality, Strategic Self-Awareness, and Leadership Impact

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TRACK:

TRANSFORMATIVE LEADERSHIP MASTERY: DRIVING EXCELLENCE AND PURPOSE (28 HOURS)

Elevate your leadership capabilities with this comprehensive track designed to empower purpose-driven leaders. Gain essential skills to inspire and influence teams, drive business success, and master the art of leadership.

From building high-performing teams to mastering conflict resolution, delegation, and employee engagement, this 4.5-day intensive program provides actionable strategies to unlock your leadership potential.

Learn to align purpose with decision-making, navigate employment laws, and excel in performance management with practical tools for immediate impact.

Key Features:

- Inspire and lead with purpose.
- Build cohesive, high-performing teams.
- Drive engagement and achieve measurable results.
- Master conflict resolution, effective delegation, and decision-making.
- Gain clarity in performance management and coaching practices.

Workshop Titles:

- Your Purpose-Driven Personal Operating System
- Leader and Manager: How to Get It Right!
- High Performing Teams: Empower, Collaborate, and Achieve Results
- Engage to Excel: Drive Employee Engagement and Business Success
- Master Priorities, Delegation, and Effective Meetings
- Manage Conflict Like a Champion
- Performance Management Mastery: Principles, Practices, and Planning
- Coaching, Counseling, and Performance Documentation
- Purpose, Personality, Problem Management, and Decision-Making

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TRACK:

STRATEGIC SYSTEMS LEADERSHIP: ALIGNING VISION, METRICS, AND EXECUTION (17 HOURS)

Master the art of systems and strategic thinking to lead with precision and purpose. This immersive 2.5-day program equips leaders with the tools to align organizational processes, metrics, and outcomes for maximum impact. Dive into strategic planning, change management, and project leadership to drive sustainable success. Gain insights into the role of leadership personality in shaping results, and learn to inspire and influence through purpose-driven strategies.

Key Features:

- Explore the link between leadership personality and business outcomes.
- Align systems and processes for organizational excellence.
- Enhance strategic planning and project execution skills.
- Drive change with confidence and clarity.

Workshop Titles:

- Your Purpose-Driven Personal Operating System
- Personality, Strategic Self-Awareness, and Leadership Impact
- Systems, Processes, Outcomes, Metrics, and Organizational Excellence
- Business Planning, Change Leadership, and Project Management
- Problem-Solving and Decision-Making Tools, Techniques, and Teamwork

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TRACK:

EXECUTIVE PRESENCE & STRATEGIC COMMUNICATION MASTERY (20 HOURS)

Elevate your leadership influence with this dynamic program to enhance executive presence and business presentation skills. This 3-day intensive focuses on cultivating a commanding presence, leveraging strategic power for effectiveness, and mastering communication that inspires and drives results. Engage in real-time presentation coaching to refine delivery and boost confidence, ensuring every message resonates with clarity and impact.

Key Features:

- Develop and sustain a powerful executive presence.
- Leverage strategic power to enhance leadership effectiveness.
- Master business presentation skills with clarity and confidence.
- Refine and deliver impactful presentations in real-time.

Workshop Titles:

- Your Purpose-Driven Personal Operating System
- Personality, Strategic Self-Awareness, and Leadership Impact
- Cultivating and Sustaining an Impactful Executive Presence
- The Strategic Use of Power: Enhancing Leadership Effectiveness
- Plan and Prepare an Effective Business Presentation
- Business Presentation Practice

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TRACK:

STRATEGIC CAREER LEADERSHIP: DESIGNING YOUR PATH TO SUCCESS (10 HOURS)

Take charge of your professional journey with this empowering program focused on strategic career planning and management. Over 1.5 days, explore techniques to boldly uncover and harness your unique career potential. Develop a clear, purpose-driven plan to achieve your goals, align your aspirations with leadership opportunities, and design a future by choice, not chance.

Key Features:

- Discover and break through barriers to career growth.
- Craft a focused, actionable career development plan.
- Align personal purpose with professional aspirations.

Workshop Titles:

- Your Purpose-Driven Personal Operating System
- Breaking Barriers: Discover and Empower Your Career Path
- Create Your Career by Design

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MICROLEARNING

These Microlearning seminars are ideal for individuals seeking specialized, laser-focused knowledge to improve or expand upon specific skills. These seminars are perfect for current people leaders and those aspiring to such roles. They are delivered online or in person for organizational events, such as business meetings, conferences, targeted professional development initiatives, employee resource group meetings, and retreats.

Microlearning Course Descriptions
Self-Leadership

READY YOURSELF FOR CAREER ADVANCEMENT (60 MINUTES)

Advancing career will not happen by chance. As a business uses a strategic plan to inform its way, so should team members have a strategic career plan to plot their paths. Gain insight into core elements that enable the creation and availing of career opportunities.

AMPLIFY YOUR VOICE & SHAPE YOUR CAREER (60 MINUTES)

Research indicates that roughly 16 percent of people are introverts. While introversion tendencies are not the norm, there are ways to amplify one's voice to shape and advance one's career. Learn three strategies to engage early to navigate an extroversion tendency world better.

GET TO THE TOP AND STAY AT THE TOP WITHOUT TUMBLING DOWN (60 MINUTES)

The competition to advance in the leadership pipeline within an organization is intense. A small group that has mastered this process is amongst the elite who reap a significant benefit – career advancement. Learn a "3-S" approach to advance your career.

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SLAY THE GIANT: IMPOSTOR SYNDROME (60 MINUTES)

Do you have high achievers in the organization who struggle to internalize, own, and accept personal success? Then, impostor syndrome could be a saboteur. Learn to recognize how impostor syndrome shows up and ways to mitigate and manage its effect.

REBOOT STRATEGIES: REMEMBER, REFLECT, AND RE-ENGINEER (60 MINUTES)

Do your team members need a career boost? This workshop provides seven practical strategies to help them overcome obstacles, regain momentum, and advance their careers confidently and purposefully.

ARE YOUR LEADERS AT A CAREER CROSSROAD? (60 MINUTES)

Your leaders' workloads are heavy, professionally and personally. There are rising expectations about what leaders can and should do, resulting in being on the brink of burnout. Help your leaders gain insights into ways to manage their life portfolios.

MINING YOUR ACRES OF DIAMONDS (60 MINUTES)

Are you amongst the 15%? Discover the secret sauce that inspires personal change, leading to increased confidence, objectivity, credibility, and trust – setting the stage for thriving careers. Learn strategies to ignite leadership and career breakthroughs and hold space from a position of strength.

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LESSONS IN LEADERSHIP (60 MINUTES)

Every career experience teaches what to do and what not to do. Gain insights to set career advancement on a success trajectory without learning everything experientially.

RE-ENGAGE YOUR DISENGAGED TEAM MEMBER (60 MINUTES)

Employee disengaged behaviors show up in various ways. Learn to read the organization's work environment room, manage changing dynamics, and shift the engagement narrative through intentional leadership actions. *This workshop is approved for SHRM continuing education credit and is ideal for HR, line managers, and professionals.*

A.C.E. YOUR LEADERSHIP IMPACT (60 MINUTES)

Early career professionals often start with a head-down, get-the-work-done approach. While a high level of performance is crucial, mastering A.C.E. will position these emerging leaders to lead with impact from their current position – with or without a manager title.

NAVIGATING THE TURBULENT WATERS: RESCUING MIDDLE MANAGERS FROM SINKING (60 MINUTES)

Middle managers face unprecedented challenges threatening their effectiveness and well-being. Often considered critical players in organizational success, these managers navigate turbulent waters with increasing responsibilities and expectations. Gain knowledge, techniques, and tools that offer a life jacket, lifeboat, and lifeline to ensure managers thrive. *This workshop is approved for SHRM continuing education credit and is ideal for HR, line managers, and professionals.*

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