

Leader Learning Program:

Laser Emotional Intelligence - Learn EIQ essential 4 competencies of Self-Awareness and Management, and Social Awareness and Relationship Management, participants learn how to grow their own EIQ, as well as foster more intelligent interaction.

Creating Psychological Safety - Research-based, most profound effect on team collaboration, cohesion, creativity and innovation, Psychological Safety is a must-build for high-impact productivity in teams.

Safe Conversations (DEI tool) - Training staff and leaders how to interact without judgment, listen and be heard are the highlights of this interpersonal communication tool used for conflict resolution, boundary-setting and building trust. (Featured on Oprah Winfrey 17 times and requested by the U.N.)

Languages of Appreciation - Based on the 5 Love Languages best seller, these principles extend beautifully into functional, professional appreciation, and dramatically improve culture and performance.

Leadership Styles & Employee Engagement - Pivoting between the 6 Leadership Styles and growing Employee Engagement, with objectives of increasing employee engagement, improving interpersonal communication, and improving overall culture.

Disc Profile for Management - Using DiSC profiles, we delve into understanding types and utilizing strengths and differences for positive interactions, better meetings and a better overall “tribe vibe”.

Leadership Coaching Skills - Active listening, reflection, active inquiry and laser coaching techniques have powerful impact on leader-staff relationships

Navigating High-Conflict Conversations - Attendees are taught 3 different approaches for managing difficult conversations and emotionally elevated people, that will enable a leader to navigate reactivity, strong emotions and boundary-setting with ease.

Introduction to Motivational Interviewing (MI) (3 classes) - MI is a tool for guiding and affecting behavior change in individuals that increases performance, growth, and wellbeing.

Person-centered Communication - Take an approach to conversation, leadership and connecting with others that is built on empathy and connection, that is best practice for behavior change, servant leadership

Staff Training Program:

Laser Emotional Intelligence - Learn EIQ essential 4 competencies of Self-Awareness and Management, and Social Awareness and Relationship Management, participants learn how to grow their own EIQ, as well as foster more intelligent interaction.

Creating Cohesion - Research-based, most profound effect on team collaboration, cohesion, creativity and innovation, Psychological Safety is a must-build for high-impact productivity in teams.

Safe Conversations (DEI tool) - Training staff and leaders how to interact without judgment, listen and be heard are the highlights of this interpersonal communication tool used for conflict resolution, boundary-setting and building trust. (Featured on Oprah Winfrey 17 times and requested by the U.N.)

Languages of Appreciation - Based on the 5 Love Languages best seller, *The 5 Languages of Appreciation* is designed for the workplace. These timeless principles extend beautifully into functional, professional appreciation, and dramatically improve culture and performance.

PERMANent Wellbeing & Mindfulness - Incorporating the founder of Positive Psychology, Martin Seligman's PERMA, participants learn what creates lasting happiness and health in humans, and how to create it for themselves.

Time Management - Essential time management skills taught based on principles of decision making about what is important vs. urgent, and where we choose to focus. Priority and energy management within the construct of limited time.

Engaging a Growth Mindset - Based on Carol Dweck's book *Mindset*, trainees learn how to adopt and grow a Growth Mindset, or what Forbes magazine describes as a way to "reach your full potential and stay in alignment with your values".

Person-centered Communication - The foundation of coaching, leadership development, and quickly becoming the leading modality in medicine, behavior change and a variety of treatment, Person-centered communication is empathy and understanding in action. Staff will have the opportunity to learn empathetic communication for peace and ease at work or home.