



Golden West
Consulting & Learning Center

*The Everyday Professional
Leadership Development Catalog*

www.goldenwestcenter.com | Locations: Riverside, CA & Seattle, WA

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Professional Development: Enhances or grow the strategic, leadership, and operational capabilities of professionals to advance performance and drive business success.

Intentional Leadership: Lay the groundwork to to lead teams, handle difficult conversations, manage time, and make sound decisions with clarity and direction.

Leading & Directing Teams: Build the structure, language, and strategies needed to effectively guide staff, resolve performance issues, and build accountable, high-functioning teams.

Communication: Create clear, direct, and effective interpersonal and team communication skills to improve collaboration and leadership impact.

Organizational Culture: Shape your work environment that aligns with organizational values, boosts team collaboration, and fosters a positive, productive atmosphere.

Strategic Planning: Develop practical, long-term goals and actionable plans to drive growth, adapt to change, and make smarter decisions for your organization.



Up-Level Your Leadership Development Skills

- Working Backwards Problem-Solving - Learn to use thinking methods to assist in identifying all possible and plausible alternatives for a solution.
- Depth Communication & Active Listening - Gain insight on your Verbal and Non-verbal language plus strategies to hone your communication style.
- Managing Emotions - Learn how to shift from emotionally reacting to calmly responding to situations.
- Overcoming Obstacles & Conflict - Build a foundation of 'Positive Mental Attitude' to see problems as growth opportunities.
- Building Genuine Diversity, Equity, & Inclusion (DEI) - Learn how to appreciate and seek out the distinctive contributions that each person has to provide.

About Us

At Golden West Consulting and Learning, we bridge the gap between clinical excellence and business leadership for mental health professionals. Whether you're launching a solo practice, scaling a group practice, leading a team inside an agency, or climbing the corporate ladder (especially in fast-moving industries like tech), we deliver strategic coaching, consulting, and professional development that actually speaks your language.

Our approach isn't about surface-level advice — it's about helping you build real-world skills in business operations, leadership development, decision-making, and team management, so you can lead with clarity, resilience, and a sharp edge.

We offer fully customizable course series in leadership workshops, and business coaching programs— all designed to fit the realities of mental health professionals today. From "Start Your Private Practice" intensives to specialized leadership programs for agency clinicians and corporate mental health teams, we make sure you're not just another professional with good intentions — you're a leader with a blueprint.



PSYCHOLOGICALLY-INFORMED LEADERSHIP DEVELOPMENT APPROACH



Values-Based Coaching

Our courses are designed to not only create quick wins but to build the internal capacity for long-term leadership growth. We help leaders align their leadership practices with both organizational goals and personal values, reducing burnout and increasing clarity and motivation.



Psychology-Backed Frameworks

All courses are rooted psychology, cognitive-behavioral theory, and neuroscience to help leaders understand human behavior—starting with their own. Leaders gain insight into motivation, emotional intelligence, psychological safety, and team dynamics, translating theory into daily leadership action.



Strategy-Driven Content

Each course emphasizes decision-making, communication, performance, and strategic thinking to build strong, future-ready leadership capacity.



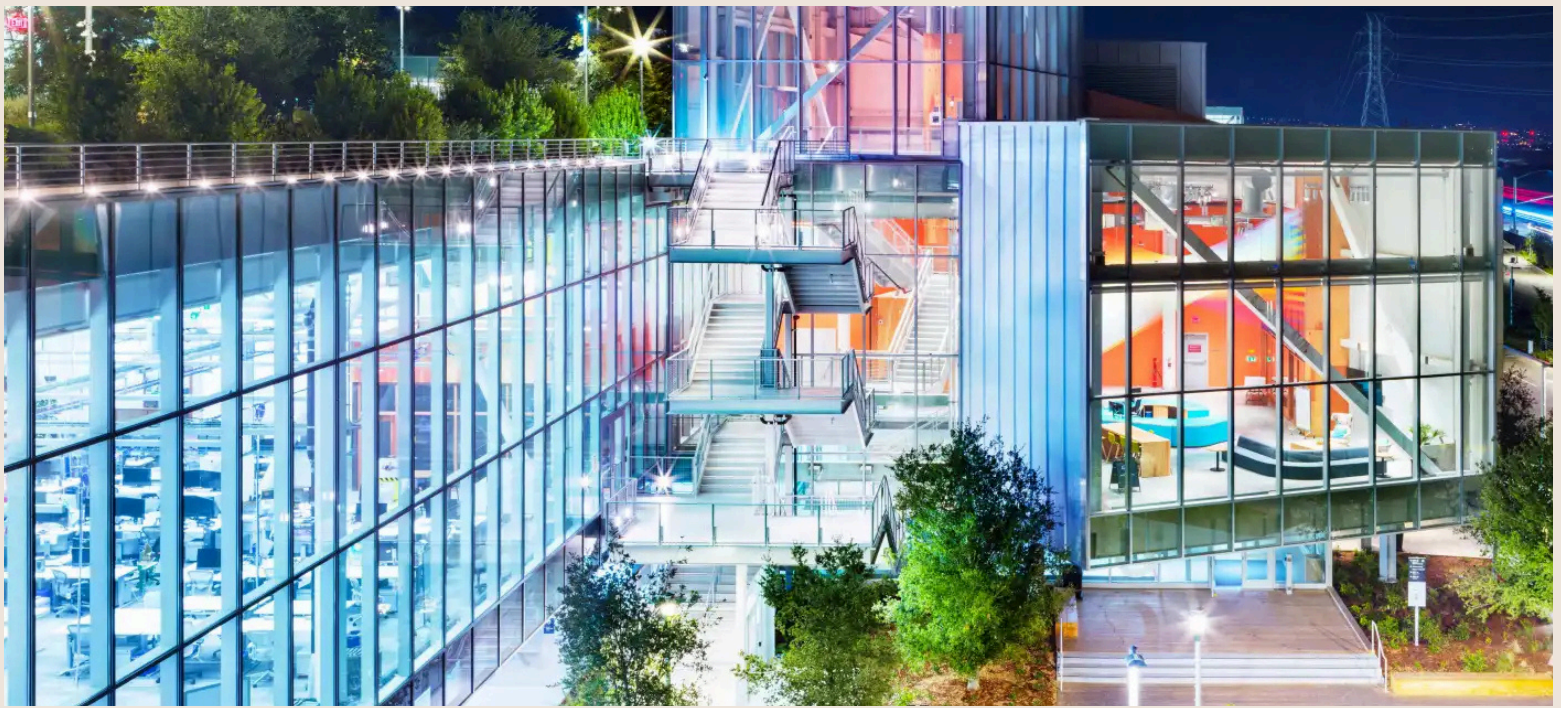
Accelerated Application for Fast Results

Clients are guided through practical applications—performance reviews, delegation frameworks, team dynamics—to immediately use tools in their day-to-day work.



Values-Based Coaching

Our courses are designed to not only create quick wins but to build the internal capacity for long-term leadership growth. We help leaders align their leadership practices with both organizational goals and personal values, reducing burnout and increasing clarity and motivation.



Meta, Menlo Park, CA

DELIVERY FORMAT

We offer flexible delivery methods to suit the diverse needs of our clients, including in-person, live online, and hybrid options. Whether you prefer the personal connection and interaction of face-to-face sessions, the convenience and accessibility of online learning, or a combination of both, we provide a tailored approach that ensures you receive the best learning experience.

Our in-person sessions foster deep collaboration and immediate feedback, while our live online offerings allow you to participate from anywhere with real-time engagement. The hybrid model blends the flexibility of online learning with the impact of in-person workshops, allowing you to apply concepts directly to your leadership, communication, teamwork, and organizational development skills. Each option is designed to provide practical, actionable strategies to enhance your leadership and professional development, regardless of your preferred learning style.



In- Person



Live Online



Hybrid

How We Stand Apart

When it comes to professional development and leadership consulting, not all services are created equal.

What sets us apart is a clear, values-driven approach that blends business strategy with behavioral science—crafted by experienced professionals who understand the complexity of leadership in today's workplaces.

We don't deliver generic content; we design curated learning experiences grounded in research, psychology, and results.

We aren't just another consulting firm—we're your partner in building capability, clarity, and confidence across your organization.



Professionally-Led by Practitioners

Our courses are created and facilitated by leaders who have actively built, led, and managed teams and businesses—not just theorized about them.



Psychology-Informed Leadership

We integrate psychological principles into leadership and communication training, offering tools that are evidence-based and built for long-term impact—not just temporary motivation.



Role-Specific & Skill-Based Placement

We tailor training based on your title, current skill level, and strategic goals to ensure relevance and practical application.



Flexible, Real-Time Delivery

Choose from in-person sessions, live online formats, and results-driven workshops that meet your team where they are—without compromising on quality or engagement.



Cost-Effective Growth

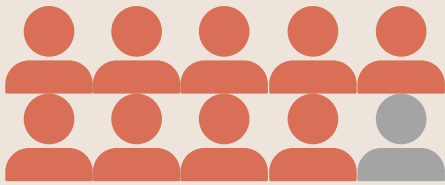
We offer volume-based pricing, custom packages, and bulk enrollment discounts to maximize your investment in professional development without inflating your training budget.



Focused on Outcomes

From communication to strategic planning, our programs are tied to measurable results like improved team retention, operational efficiency, and increased confidence in leadership roles.

Reduce Turnover, Improve Engagement & Increase Performance through Professional Development Trainings



Just over 9 out of 10 employees would stay longer at a company that invest in their career development (Linkedin, 2023)



Companies with comprehensive training programs report a 24% higher profit margin compared to those without formalized training (Devlin Peck, 2025)



8 in 10 employees feel more engaged when provided with learning and development opportunities (Linkedin Learning 2023)



Organizations with a strong learning culture experience double employee retention rates compared to those without (Deel 2023)



Companies offering comprehensive training programs see 218% higher income per employee (McKinsey, 2024)



Organizations that provide triple the training, experience a 57% increase in sales and a 37% boosts in profits (MATSH, 2023)



Leadership Consulting

Strong leadership is by far the most influential component to an organization's resilience, longevity, retention, and brand recognition. An organization's leaders are responsible for a company's culture, they inspire trust, help employees believe in the mission and vision, they cultivate employee engagement, and improve morale. However, leadership isn't instinctual in many leaders. A leader's success is rarely even tied to education or business savviness. That's why your business wants to recruit the services of a leadership consultant.

Golden West Consulting and Learning Center's Leadership Program offers a unique combination of teachings and techniques from behavioral science, psychology and organizational effectiveness.



Professional Development

Businesses that value professional development are 92% more likely to create unique products and processes, 52% more productive, 56% more likely to launch their goods and services first, and 17% more lucrative. Additionally, their rates of employee retention are 30–50% greater.

(Source: Harvard Business Review)



Professional Development

Professional development isn't just for executives with corner offices—it's for the backbone of every thriving business: the everyday employee. From navigating team dynamics to refining communication, the modern workplace demands skills that go beyond the job description.

Our professional development programs are designed to equip professionals at all levels with actionable strategies, smarter workflows, and leadership habits that stick. With a special nod to tech and hybrid work culture, we focus on making your role more efficient, your voice more impactful, and your growth more visible. It's time to develop the leader in your current role—not just the one you hope to have next. Ready to level up? Let's build your skillset to match your ambition.



Professional Etiquette

\$1,095 per person

Format:

Live Online
In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

By understanding and practicing core professional etiquette, employees can cultivate stronger relationships, build a positive reputation, and improve their effectiveness in both team settings and client interactions. Learn the basic pillars of professional etiquette, from mastering communication techniques, maintaining punctuality, and dressing appropriately for the workplace, to navigating social interactions and conflicts with poise. Gain practical skills that will help elevate your professional image, promote positive collaboration, and establish yourself as a reliable and respectful team member.

Learning Objectives

- Understand the essential elements of professional communication, both in-person and virtual.
- Learn how to present oneself professionally through appearance, behavior, and interaction.
- Master time management and punctuality to build trust and respect in the workplace.
- Explore strategies for navigating workplace etiquette in both collaborative and conflict situations.

Who Should Attend

- New Leaders
- Leaders at all level wanting to reskill/upskill

Pre-requisites / Pre-work

Reading: Review materials on communication and time management basics.



Develop your Career Strategy

\$1,095 per person

Format:

Live Online
In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 6

Description

Create a clear, actionable roadmap for your personal and professional growth. A well-defined career strategy is essential for achieving long-term success and satisfaction. This session provides participants with the tools to assess their current career trajectory, identify opportunities for growth, and map out strategic steps to reach their goals. Whether you're looking to advance within your current organization, explore new industries, or transition to a leadership role, this workshop will guide you in aligning your ambitions with concrete actions.

Learning Objectives

- Gain clarity on your career goals and align them with your personal values and strengths.
- Develop a strategic plan to achieve your short-term and long-term career objectives.
- Learn how to identify and leverage opportunities for growth, mentorship, and skill development.
- Build the confidence to navigate career transitions, challenges, and changes in the job market.

Who Should Attend

- Leaders at all levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-requisites / Pre-work

Pre-Course Survey: Complete a brief survey on your current career path: What is working well? What would you like to change or improve?



Leadership Branding

\$885 per person

Format:

Live Online
In - Person

Duration:

6 Hours

Participants

Individuals
Groups up to 8

Description

Leadership branding is about understanding how others perceive you as a leader and strategically shaping that perception to align with your values, strengths, and professional goals. This session helps participants identify their core leadership traits, communicate their leadership style effectively, and create an authentic brand that resonates with their teams, peers, and superiors. Whether you're an emerging leader or an established executive, this workshop provides the tools to build and maintain a powerful leadership presence that fosters trust, respect, and influence.

Learning Objectives

- Understand the concept of leadership branding and its impact on career growth and influence.
- Identify your unique leadership strengths and how they contribute to your personal brand.
- Learn strategies to communicate your leadership brand authentically and effectively to others.
- Create an actionable plan to enhance and maintain your leadership brand in alignment with your professional goals.

Who Should Attend

- Leaders at all Levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-requisites / Pre-work

- **Complete a leadership assessment**
- **Pre-Course Survey:** Complete a brief survey on your organization's readiness for change



Mindset Awareness & Shift

\$885 per person

Format:

Live Online
In - Person

Duration:

6 Hours

Participants

Individuals
Groups up to 8

Description

Recognize and adjust their mindset to enhance personal and professional growth. Mindset plays a critical role in how we approach challenges, opportunities, and our overall success. This session introduces participants to the concepts of fixed and growth mindsets and equips them with practical tools to identify limiting beliefs, overcome obstacles, and develop a mindset that fosters resilience, adaptability, and continuous improvement. By shifting from a fixed mindset to a growth-oriented approach, individuals can unlock their full potential, foster more positive relationships, and increase their ability to overcome challenges.

Learning Objectives

- Understand the difference between fixed & growth mindsets & how they impact behavior and success.
- Identify patterns that may hinder personal and professional growth.
- Learn strategies to shift your mindset from limiting to growth-oriented thinking.
- Apply mindset principles to increase resilience, adaptability, and confidence in facing challenges.

Who Should Attend

- Leaders at all levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-requisites / Pre-work

Pre-Course Survey: Complete a brief survey on recent challenges, which will help tailor the content to your needs.



Systems Thinking for Leaders

\$885 per person

Format:

Live Online
In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

Systems Thinking for Leaders is a powerful professional development program that empowers attendees to understand how various components of an organization interconnect and influence one another. Attendees will explore feedback loops, cross department communication, and patterns of behavior that impact long-term outcomes, ultimately enabling more thoughtful, sustainable decisions. Focus on cultivating a systems-oriented mindset that helps navigate through ambiguity, drive alignment, and manage complexity across teams and functions.

Learning Objectives

- Identify systemic patterns that contribute to recurring organizational challenges
- Apply systems mapping tools to clarify relationships between processes, people, and performance
- Develop strategies for anticipating unintended consequences of decisions
- Improve cross-functional collaboration by understanding interdependencies

Who Should Attend

- Leaders at all levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-requisites / Pre-work

Pre-Course Survey: Complete a brief survey on recent challenges, which will help tailor the content to your needs.



Foundations of a Leader (including Upskilling)

\$1,095 per person

Format:

Live Online
In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

The foundations to equip emerging and experienced leaders with the core skills needed to inspire, motivate, and guide teams toward success. This session focuses on the key elements of effective leadership, such as emotional intelligence, communication, decision-making, and team building. Participants will gain a deeper understanding of their leadership style and learn practical tools to navigate challenges, drive results, and foster a positive, high-performance culture. Whether leading small teams or larger departments, this session provides the essential leadership principles that can be applied immediately to make a tangible impact.

Learning Objectives

- Understand the fundamental principles of leadership and how they influence team success.
- Develop key leadership skills, including effective communication, decision-making, and conflict resolution.
- Learn strategies for motivating and inspiring teams to achieve shared goals.
- Gain self-awareness of your leadership style and how to adapt it to various situations.

Who Should Attend

- Leaders at all Levels
- Top Performing Individual Contributors
- Program/Project Managers
- Those looking to upskill

Pre-requisites / Pre-work

Pre-Course Survey: Complete a brief survey on identifying leadership skills or area you'd like to develop further.



Time Management: Staying focused without getting lost in the minutia

\$595 per person

Format:

Live Online
In - Person

Duration:

4 Hours

Participants

Individuals
Groups up to 8

Description

Time Management for Managers is a practical workshop designed to help leaders take control of their time, prioritize effectively, and create space for strategic thinking and high-impact work. Managers often face competing demands, constant interruptions, and an ever-growing list of responsibilities. This session focuses on building systems and habits that allow managers to lead with intention, delegate with clarity, and stay focused on what matters most. Participants will learn how to manage their own time while also fostering time awareness and productivity within their teams.

Learning Objectives

- Identify time-wasting habits and adopt practices to maximize productivity.
- Learn how to effectively prioritize tasks and make time for strategic leadership.
- Build systems for managing competing priorities and reducing distractions.
- Develop skills to delegate more effectively and model time-smart behavior for teams.
- Managing your calendar effective and efficiently

Who Should Attend

- Leaders at all levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-requisites / Pre-work

Pre-Course Survey: Complete a brief survey to assess your current challenges and expectations for the course, which will help tailor the content to your needs.



Stress Management

\$885 per person

Format:

Live Online
In - Person

Duration:

6 Hours

Participants

Individuals
Groups up to 8

Description

Identify stress triggers, develop coping strategies, and implement practical techniques to reduce stress in the workplace. By learning how to manage stress effectively, professionals can enhance their focus, improve their decision-making abilities, and foster a healthier, more resilient work culture. Gain stress awareness, practical coping mechanisms, and strategies for managing stress in high-pressure situations. Implement techniques such as mindfulness, time management, and relaxation exercises that can be integrated into their daily routines.

Learning Objectives

- Identify personal & professional stressors & their impact on productivity & well-being.
- Learn effective stress management techniques, including mindfulness and relaxation methods.
- Develop time management strategies to reduce stress caused by workload and deadlines.
- Build resilience through positive thinking and adaptive coping strategies in challenging situations.

Who Should Attend

- Leaders at all levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-work

Read: Review the provided materials on the physiological effects of stress and basic stress management principles.



Critical Thinking & Decision Making

\$885 per person

Format:

Live Online
In - Person

Duration:

6 Hours

Participants

Individuals
Groups up to 8

Description

Critical Thinking is an essential leadership and problem-solving skill that empowers professionals to assess information objectively, make informed decisions, and navigate complexity with confidence. Sharpen your ability to question assumptions, evaluate evidence, and think strategically under pressure. Through real-world scenarios and interactive exercises, attendees will learn how to slow down reactive thinking, recognize bias, and apply a structured approach to analysis and decision-making. The session promotes thoughtful inquiry, curiosity, and clarity—skills that are vital in today's fast-paced, information-heavy work environments.

Learning Objectives

- Tools to strengthen judgment, ask better questions, and communicate ideas more effectively.
- Understand the principles of critical thinking and how they apply in professional settings.
- Learn to identify bias, assumptions, and logical fallacies in everyday decisions.
- Apply structured frameworks to analyze problems and generate thoughtful solutions.
- Strengthen your ability to communicate ideas and decisions with clarity and confidence.

Who Should Attend

- Leaders at all levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-requisites / Pre-work

Pre-Course Survey: Complete a brief survey to assess your current challenges, which will help tailor the content to your needs. Come prepared with a real-world challenges you'd like to explore using critical thinking skills!



Self Management: Recognizing and Resolving Poor Performance

\$1,095 per person

Format:

Live Online
In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

Life happens and work may suffer. Recognizing your own poor performance early on and taking proactive steps to resolve it is essential for maintaining productivity, fostering a positive work environment, and ensuring continued professional growth. Be equipped with tools to assess your own performance, acknowledge areas for improvement, and take actionable steps to enhance effectiveness. Identify strategies for self-assessment, establishing clear performance expectations, implementing corrective actions, set realistic goals, managing time effectively, and maintaining motivation to overcome performance challenges.

Learning Objectives

- Learn techniques for self-assessment to recognize areas for improvement.
- Develop strategies to set realistic goals and create action plans for performance improvement.
- Gain skills for having constructive performance conversations with others to support resolution.
- Know when to loop in management/HR for support

Who Should Attend

- Leaders at all levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-requisites / Pre-work

Read: Review relevant performance feedback you have received in the past.



Taking Control of Imposture Syndrome

\$1,095 per person

Format:

Live Online
In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

Recognize and overcome the feelings of self-doubt, inadequacy, and fear of being exposed as a "fraud" despite evidence of your success and capabilities. Impostor syndrome can significantly hinder personal growth, reduce job satisfaction, and limit career advancement. Gain tools to challenge these negative thoughts, build self-confidence, and embrace achievements. Go beyond feelings of insecurity and tap into your full potential. Learn techniques to reframe thinking, focus on strengths, and develop a healthier self-perception.

Learning Objectives

- Identify the signs and causes of impostor syndrome and understand its impact on career success.
- Learn techniques to reframe negative thoughts and build a more confident mindset.
- Develop strategies for accepting and celebrating accomplishments without self-doubt.
- Build resilience to confront challenges and maintain self-confidence in the face of setbacks.

Who Should Attend

- Leaders at all Levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-requisites / Pre-work

Reading: Review materials on communication and time management basics.



Networking and Interviewing

\$1,095 per person

Format:

Live Online
In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

designed to help professionals build meaningful connections and present themselves confidently in interview settings. Whether navigating a job search, preparing for internal promotion, or expanding their professional visibility, participants will learn how to strategically network, communicate their value, and approach interviews with clarity and impact. This session provides practical tools and techniques to strengthen personal branding, craft compelling narratives, and develop the confidence to engage in both formal interviews and informal career conversations.

Learning Objectives

- Understand the role of strategic networking in career growth and advancement.
- Learn how to craft and communicate a clear, authentic professional narrative.
- Develop effective strategies for interview preparation and performance.
- Gain confidence in building relationships through both formal and informal networking opportunities.

Who Should Attend

- Leaders at all levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-requisites / Pre-work

Pre-Course Survey: Complete a brief survey on recent networking experiences and interview challenges, which will help tailor the content to your needs.

Emotional Intelligence Program Series:

3-Part Journey to Mastery

This 3-part Emotional Intelligence (EI) program is designed to help professionals build self-awareness, strengthen interpersonal relationships, and lead with empathy and influence. Each session builds on the previous one, allowing participants to understand, apply, and master emotional intelligence in both personal and professional settings. Whether you are new to EI or looking to deepen your existing skills, this series offers a transformative experience that enhances leadership capabilities, team collaboration, and overall workplace wellbeing.



Emotional Intelligence I: Foundations

All Program Courses

\$5,500

Format:

Live Online

In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

Be introduced with the core principles of emotional intelligence (EQ)—self-awareness, self-regulation, motivation, empathy, and social skills—and explore how they influence professional success. Gain a deeper understanding of how your emotions impact behavior, decision-making, and relationships, as well as how to recognize & interpret the emotions of others. Begin to build your emotional intelligence toolkit, equipped to navigate workplace dynamics with greater confidence and clarity. This course provides a strong starting point for anyone seeking to improve communication, manage stress more effectively, and foster a more positive and productive work environment.

Learning Objectives

- Define emotional intelligence and explain its relevance in the workplace.
- Explore the components of emotional intelligence and how they interconnect.
- Increase self-awareness through reflection.
- Identify practical strategies for beginning to strengthen emotional intelligence.

Who Should Attend

- Leaders at all levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-requisites / Pre-work

Pre-work: Complete a brief emotional intelligence self-assessment



Emotional Intelligence II: Leadership

All Program Courses

\$5,500

Format:

Live Online

In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

Explore how leaders can harness self-awareness, self-regulation, empathy, and interpersonal skills to inspire, influence, and drive performance. Leaders with high EQ create psychologically safe environments, build trust, navigate conflict with composure, and motivate diverse teams through change and uncertainty. Attendees will assess their emotional intelligence strengths and development areas while practicing tools to lead with authenticity and empathy.

Learn practical strategies to develop EQ, manage emotional responses, and cultivate stronger relationships across individuals, teams and organizations.

Learning Objectives

- Understand the core elements of emotional intelligence and how they impact leadership effectiveness
- Increase self-awareness and emotional self-regulation to lead with composure
- Practice empathy-driven leadership to build trust and psychological safety
- Apply emotionally intelligent communication strategies in challenging situations

Who Should Attend

- Leaders at all levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-requisites / Pre-work

- **Pre-Course Survey:** Reflect on a recent leadership challenge and how emotions influenced the outcome



Emotional Intelligence III: Managing Interactions with Others

All Program Courses

\$5,500

Format:

Live Online

In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

Explore how emotional intelligence influences behavior, decision-making, and collaboration, particularly in high-pressure or fast-paced environments. Gain insights into your emotional triggers and develop strategies to regulate responses, fostering more positive and productive interactions with colleagues, clients, staff and teams. Identify how to recognize and respond to the emotions of others with greater awareness and intention. Understand how EQ can directly impact workplace outcomes such as team dynamics, leadership presence, and overall organizational climate.

Learning Objectives

- Learn how to identify high-impact activities and focus efforts where they matter most.
- Develop practical strategies to make strong decisions in resource-constrained environments.
- Strengthen the ability to lead with clarity, creativity, and efficiency under pressure.
- Build resilience and adaptability when faced with shifting demands and limited resources.

Who Should Attend

- Leaders at all levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-requisites / Pre-work

- **Pre-Course Survey:** Complete a brief survey on recent challenges, which will help tailor the content to your needs.



Emotional Intelligence IV: Custom Session

All Program Courses

\$5,500

Format:

Live Online

In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

We understand that Emotional Intelligence (EQ) is not a one-size-fits-all skill. That's why we offer a customized Emotional Intelligence course designed to meet the unique needs of your team, organization, or leadership cohort. This advanced session builds on foundational knowledge from previous EQ-focused programs—Emotional Intelligence Foundations, Emotional Intelligence for Leadership, and Emotional Intelligence: Managing Interactions with Others. Attendees will hone in on a specific area of development—such as empathy in leadership, emotional self-regulation during change, or fostering psychologically safe environments—based on their goals and assessment insights.

Sample Custom Topics

- Building and Sustaining Psychological Safety
- Influencing Through Empathy and Connection
- Emotionally Intelligent Decision-Making
- Resilience and Emotional Recovery
- Developing Emotionally Intelligent Teams
- Unconscious Bias and Emotional Intelligence

Who Should Attend

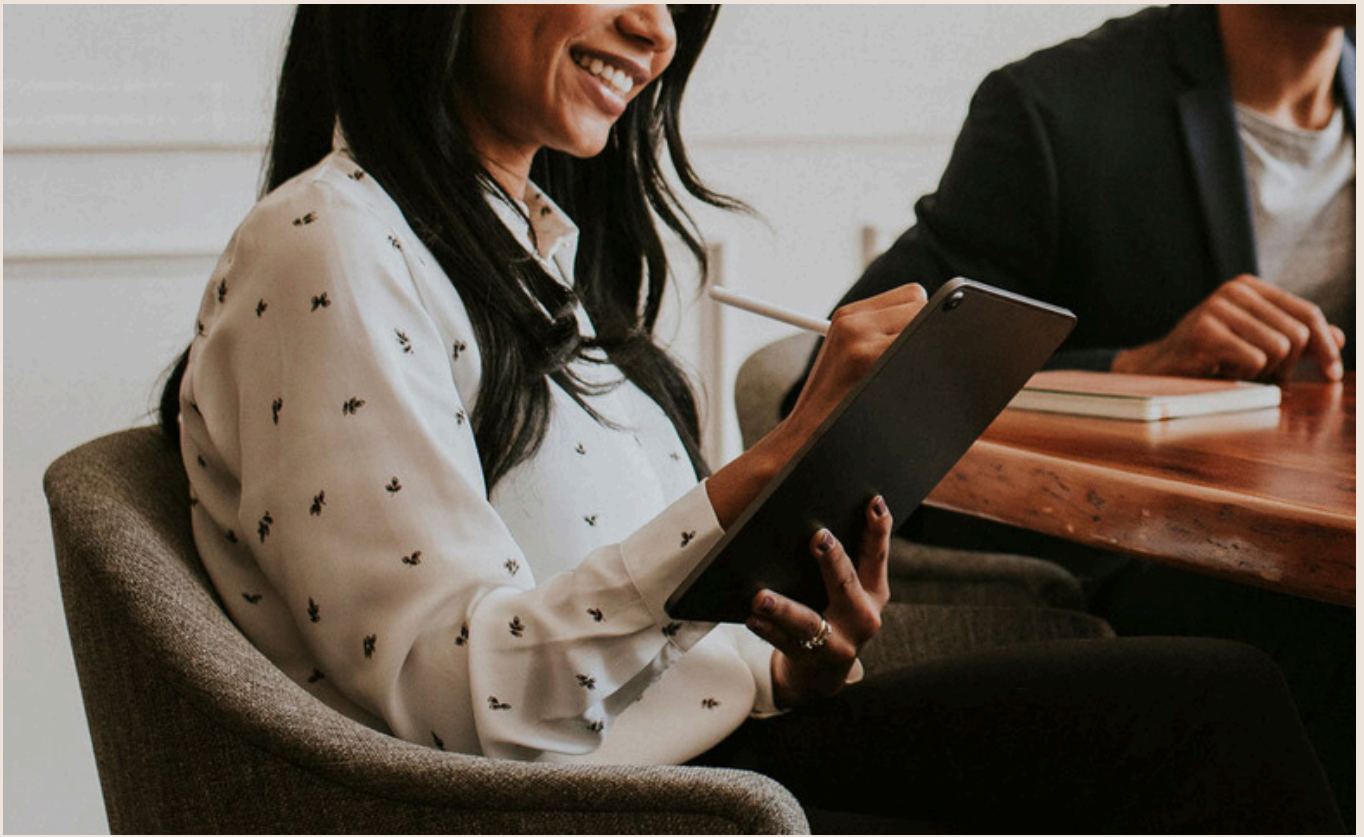
- Leaders at all levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-work

Sample Pre-Course Survey: Complete a brief survey on Emotional Intelligence feedback

Are you ready to...

- ✓ Build the career that gives you the highest focus on growth potential
- ✓ Get First-Class Tools & Support with proven results from Industry Leaders
- ✓ Stand out in an oversaturated market with a clear plan of action.
- ✓ Feel confident in knowing the Systems you and your team put in place will support your company
- ✓ Confidently build a career & team through Strategy
- ✓ Gain insight into the patterns that are holding you back from your career goals



Intentional Leadership

Intentional leadership is a purposeful and values-driven approach to leading others, where decisions and actions are guided by clarity, vision, and a deep awareness of impact. Rather than reacting to circumstances, intentional leaders lead with foresight, aligning their behavior with core principles and long-term goals. They cultivate trust, encourage accountability, and foster environments where people are seen, heard, and empowered to grow. This kind of leadership prioritizes meaningful connection, strategic thinking, and continuous self-reflection.

For professional development consulting, intentional leadership is a foundational mindset that transforms teams and organizations from the inside out. It supports leaders in becoming more self-aware, emotionally intelligent, and aligned with both their personal mission and the organization's purpose. Through tailored coaching, workshops, and strategic facilitation, we help leaders move from autopilot to intentional action—creating cultures that thrive on authenticity, collaboration, and sustainable success.



Coaching Techniques for Effective Leadership

\$1,095 per person

Format:

Live Online
In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

Some individuals are naturally leadership coaches; they embody the role. Others in leadership need to develop the skills to coach effectively; they need the tools to take action. This session offers valuable insights into how leaders can integrate coaching techniques into their approach, enhancing employee engagement and boosting performance. As leaders learn new coaching methods and adopt frameworks to foster awareness and growth within their teams, they will simultaneously evolve and refine their own leadership styles.

Learning Objectives

- Understand the fundamental principles of coaching and how they apply to leadership.
- Develop key coaching skills, such as active listening, powerful questioning, & feedback.
- Integrate coaching frameworks and methodologies to enhance employee engagement and performance.
- Apply coaching techniques to create awareness and drive growth within teams.
- Strengthen personal leadership development by adopting a coaching mindset and approach.

Who Should Attend

- Leaders at all levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-requisites / Pre-work

Pre-Course Survey: Complete a brief survey to assess your current challenges and expectations for the course, which will help tailor the content to your needs.



Professional Development of Others

\$1,095 per person

Format:

Live Online
In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

In a professional development context, this means recognizing strengths, identifying areas for growth, and actively supporting the professional advancement of others through coaching, feedback, stretch assignments, and intentional learning opportunities. This course helps leaders adopt a growth-oriented mindset, understand the unique development needs of their team members, and implement practical strategies that build confidence, competence, and career momentum. Attendees will gain insight into development planning, mentorship dynamics, and motivational techniques that align employee goals with organizational needs.

Learning Objectives

- Understand the role of leaders in developing others and fostering growth mindsets
- Learn how to identify individual development needs and align them with business goals
- Apply effective coaching and feedback techniques that support long-term growth
- Create personalized development plans and stretch opportunities for team members

Who Should Attend

- Leaders at all levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-work

Pre-Course Survey: Complete a brief survey on your organization's professional development plan



Coaching for Management: Growth & Career Advancement

\$1,095 per person

Format:

Live Online
In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

Executive coaching offers employees powerful growth opportunities, including increased self-awareness, stronger motivation, and more effective workplace relationships. This specialized program provides one-on-one coaching or groups of up to 8 employees, each matched with a dedicated coach. Sessions are tailored to address the most relevant and pressing career topics identified by each participant.

Learning Objectives

- Gain insight into your work style and the impact you have on others
- Create a strategic action plan to overcome professional challenges
- Learn how to maximize and apply your strengths more effectively
- Strengthen active listening and inquiry skills to unlock employee potential
- Guide meaningful career conversations that align with organizational needs
- Build a culture of continuous learning and development through coaching

Who Should Attend

- Leaders at all levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-requisites / Pre-work

Each participant will complete a brief, confidential intake form to help their consultant tailor the experience to their specific goals and needs. This information will only be shared with the assigned consultant.



Empowering Excellence: Coaching for High Achievers and High Potentials

\$885 per person

Format:

Live Online
In - Person

Duration:

6 Hours

Participants

Individuals
Groups up to 8

Description

Every organization has them, but are leaders equipped to recognize, support, and develop them effectively? This leadership development workshop explores how to identify individuals with strong performance and leadership potential, and how to assess their unique growth needs. Participants will examine the key competencies required for advancement and learn strategies to prepare high-potential employees for greater responsibility or promotion. Participants will identify the development experiences and assignments that help employees stretch and grow.

Learning Objectives

- Identify high performers and high-potential employees within the organization.
- Understand the key competencies that drive career advancement and leadership readiness.
- Assess individual development needs for employees poised for increased responsibility.
- Create actionable plans to prepare top talent for future leadership roles.

Who Should Attend

- Leaders at all levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors and C-Suite

Pre-requisites / Pre-work

Pre-Course Survey: Complete a brief survey to assess your current challenges and expectations for the course, which will help tailor the content to your needs.



Leading with an Organizational Culture Mindset

\$885 per person

Format:

Live Online
In - Person

Duration:

6 Hours

Participants

Individuals
Groups up to 8

Description

Leading & Managing with an Organizational Culture Mindset is a workshop designed to help leaders and managers understand and leverage the power of organizational culture in driving performance, engagement, and sustainable growth. This session emphasizes the importance of culture as a critical factor in leadership effectiveness, team dynamics, and organizational success. Through practical tools and frameworks, leaders will learn how to foster a culture that supports high performance, inclusivity, and adaptability in an ever-changing business landscape.

Learning Objectives

- Learn how to shape, nurture, and align organizational culture with leadership practices, ensuring that values, behaviors, and goals are consistent across all levels of the organization.
- Learn how to assess and align leadership practices with organizational values and culture.
- Develop strategies for fostering a positive, high-performance culture across teams.
- Apply tools to influence culture in both established and evolving organizations.

Who Should Attend

- Leaders at all levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-requisites / Pre-work

Pre-Course Survey: Complete a brief survey to assess your current challenges and expectations for the course, which will help tailor the content to your needs.



New Hire / Promo Onboarding

\$1,095 per person

Format:

Live Online
In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

Ensure that employees—whether new to the organization or recently promoted—are set up for success in their roles. Effective onboarding goes beyond simply providing paperwork & introductions; it involves integrating employees into the company culture, setting clear expectations, and providing the resources and support needed to thrive. Focuses on best practices for creating a comprehensive onboarding experience that enhances employee engagement, accelerates productivity, and reduces turnover. Learn how to design onboarding programs that are tailored to new hires and promotees alike, ensuring that they feel welcomed, informed, and equipped to succeed in their new roles.

Learning Objectives

- Understand the key elements of a successful onboarding process for both new hires and promotees.
- Learn how to integrate company culture, values, & expectations into onboarding programs.
- Develop strategies to ensure smooth transitions for employees taking on new roles or responsibilities.
- Gain tools to assess and refine onboarding processes to improve employee retention and engagement.

Who Should Attend

- Leaders at all Levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-requisites / Pre-work

Pre-Course Survey: Complete a brief survey on your organization's current onboarding processes for new hires and promotee



Leading Effective 1:1 Meetings

\$885 per person

Format:

Live Online
In - Person

Duration:

6 Hours

Participants

Individuals
Groups up to 12

Description

Transforming meetings from time-consuming obligations into purposeful, results-driven gatherings. Ineffective meetings can drain productivity, morale, and focus—but with the right tools and strategies, leaders can run meetings that are concise, engaging, and outcome-oriented. Learn best practices for planning, facilitating, and following up on meetings that drive alignment, accountability, and action. Participants will learn how to clarify meeting purpose, manage individual dynamics, and foster participation while reducing wasted time.

Learning Objectives

- Learn to plan and structure meetings with clear goals, agendas, and time management strategies.
- Understand how to facilitate inclusive, focused discussions that keep participants engaged.
- Develop techniques to manage challenging dynamics and ensure productive outcomes.
- Create follow-up processes that drive accountability and sustain progress after the meeting ends.

Who Should Attend

- Leaders at all levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-requisites / Pre-work

Pre-Course Survey: Complete a brief survey to assess your current challenges and expectations for the course, which will help tailor the content to your needs.



Performance Management

\$885 per person

Format:

Live Online
In - Person

Duration:

6 Hours

Participants

Individuals
Groups up to 8

Description

Lead, motivate and develop team members to drive performance excellence. This session focuses on creating a structured and continuous approach to performance management, moving beyond annual reviews to include regular feedback, goal setting, and coaching. Participants will learn how to align individual goals with organizational objectives, track progress, and address challenges in a constructive way. By fostering a culture of open communication and ongoing development, leaders can enhance team performance, build stronger relationships, and improve employee engagement.

Learning Objectives

- Understand the key components of effective performance management, including goal setting, feedback, & coaching.
- Learn how to align individual performance with broader organizational goals.
- Develop strategies for providing constructive feedback that motivates
- Build skills to address performance challenges and create personalized development plans for team members.

Who Should Attend

- Leaders at all Levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-requisites / Pre-work

Pre-Course Survey: Complete a brief survey on your current management practices and identify areas for improvement.



Conducting Performance Review: Quarterly, Yearly or Ad Hoc

\$1,095 per person

Format:

Live Online

In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

Whether conducted on a quarterly, yearly, or ad hoc basis, performance reviews are a critical tool for providing feedback, setting goals, and fostering employee development. This session provides participants with a clear framework for structuring reviews, setting expectations, and maintaining consistent communication throughout the year. Attendees will learn how to give feedback that motivates, supports growth, and aligns individual performance with organizational goals, navigate performance conversations—whether they are regular check-ins or spontaneous feedback moments—ensuring they are meaningful and impactful.

Learning Objectives

- Understand the role of strategic networking in career growth and advancement.
- Learn how to craft and communicate a clear, authentic professional narrative.
- Develop effective strategies for interview preparation and performance.
- Gain confidence in building relationships through both formal and informal networking opportunities.
- Learn & utilize SMART goals

Who Should Attend

- Leaders at all levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-requisites / Pre-work

Pre-Course Survey: Complete a brief survey on recent networking experiences and interview challenges, which will help tailor the content to your needs.



Performance Improvement Plan (PIP): Supporting Accountability & Growth

\$885 per person

Format:

Live Online

In - Person

Duration:

6 Hours

Participants

Individuals
Groups up to 15

Description

A Performance Improvement Plan (PIP) is a formal tool used to help underperforming employees meet clearly defined expectations within a specific timeframe. However, when misused or poorly implemented, PIPs can damage trust and morale. Use PIPs as a constructive framework for coaching, development, and decision-making. Define strategies for supporting employee success throughout the plan and determining appropriate outcomes.

Learning Objectives

- Understand the purpose, components, and best practices for implementing a PIP.
- Learn how to identify performance issues that warrant a formal improvement plan.
- Gain strategies for conducting performance conversations and monitoring progress.
- Develop approaches to maintain professionalism, empathy, and compliance throughout the process.

Who Should Attend

- Leaders at all levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-work

Pre-Course Survey: Complete a brief survey of your experience with PIPs.



Employee Retention

\$1,095 per person

Format:

Live Online
In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

Retaining top talent not only reduces recruitment and training costs but also enhances organizational continuity, fosters employee loyalty, and supports long-term business growth. This workshop focuses on the key factors that drive employee retention, including effective leadership, career development opportunities, workplace culture, and employee engagement strategies. By creating an environment where employees feel valued, supported, and motivated to grow, organizations can significantly improve retention rates and build a strong foundation for success.

Learning Objectives

- Understand the key factors that contribute to employee retention and how they impact organizational success.
- Learn strategies to improve employee engagement and create a positive work culture.
- Develop retention plans that focus on career development, recognition, and employee satisfaction.
- Gain tools to assess and address common reasons for employee turnover.

Who Should Attend

- Leaders at all Levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-requisites / Pre-work

Pre-Course Survey:

Complete a brief survey on your organization's retention practices.



Do you know what your staff is working on?

\$1,095 per person

Format:

Live Online
In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

Gain a deeper understanding of your staff's priorities, workloads, and progress. Effective leadership goes beyond overseeing tasks; it requires a clear insight into what each team member is working on, how their contributions align with organizational goals, and how to provide the necessary support. This session focuses on the importance of communication, transparency, and regular check-ins in ensuring that managers and leaders are aware of their team's current projects and challenges. By understanding the work that is being done, leaders can better allocate resources, offer timely feedback, and address potential obstacles, leading to enhanced productivity and employee engagement.

Learning Objectives

- Understand the importance of being aware of what your staff is working on for effective performance.
- Learn strategies to foster open communication and transparency within your team.
- Develop techniques for tracking projects and workloads without micromanaging.
- Gain tools to provide timely feedback, resources, and support to help your team succeed.

Who Should Attend

- Leaders at all levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-requisites / Pre-work

Pre-Course Survey: Complete a brief survey on team alignment and communication practices.



Winning Strategies when Working with Less

\$1,095 per person

Format:

Live Online

In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

Intended to help professionals lead effectively and deliver strong results—even when faced with limited time, resources, or support. When faced with resource-constrained environments, success often depends on the ability to focus, prioritize, and adapt. This session equips participants with practical tools to work smarter, not harder, by honing strategic thinking, simplifying decision-making, and maximizing impact with minimal inputs. Whether managing lean teams or navigating shifting priorities, attendees will learn how to stay agile, creative, and results-driven.

Learning Objectives

- Learn how to identify high-impact activities and focus efforts where they matter most.
- Develop practical strategies to make strong decisions in resource-constrained environments.
- Strengthen the ability to lead with clarity, creativity, and efficiency under pressure.
- Build resilience and adaptability when faced with shifting demands and limited resources.

Who Should Attend

- Leaders at all levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-requisites / Pre-work

Pre-Course Survey: Complete a brief survey on recent challenges, which will help tailor the content to your needs.



Effective Strategies for Managing Up, Down & Across

\$1,095 per person

Format:

Live Online

In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

Develop the skills and strategies necessary to effectively manage their relationship with their manager. This course emphasizes the importance of proactive communication, understanding your manager's priorities, and aligning your work with their goals to foster a productive and supportive work dynamic. Participants will learn how to navigate challenges, anticipate needs, and manage expectations, all while maintaining a healthy and collaborative professional relationship. By mastering the art of managing up, employees can increase their influence, build stronger partnerships, and contribute to organizational success.

Learning Objectives

- Understand the concept of managing up & building effective workplace relationships.
- Learn how to communicate proactively with your manager, peers, directors, and C-Suite.
- Develop strategies for aligning your goals and work with your organization's priorities.
- Identify techniques to address challenges & navigate conversations with management.
- Learn strategies to inspire your team to achieve necessary outcomes
- Explore effective ways to collaborate and build strong partnerships with peers

Who Should Attend

- Leaders at all levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-requisites / Pre-work

Pre-Course Survey: Complete a brief survey to assess your current challenges and expectations for the course, which will help tailor the content to your needs.



Leading Change Initiatives

\$1,095 per person

Format:

Live Online
In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

Change can be energizing for those who embrace growth, enjoy new experiences, or seek to challenge the status quo. However, not all change is easy—some shifts can trigger resistance, frustration, or uncertainty. By understanding the root of this hesitation, engaging support from others, creating clear plans, and managing stress, we can make transitions smoother and more successful. Participants will explore practical strategies for navigating change, building personal resilience, and supporting others through periods of transition.

Learning Objectives

- Understand common emotional and behavioral responses to change.
- Learn practical strategies to manage personal and team reactions to change.
- Build skills to communicate effectively and lead others through change.
- Develop an action plan to apply change management techniques within your team or organization.

Who Should Attend

- Leaders at all levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-requisites / Pre-work

Pre-Course Survey: Complete a brief survey to assess your current challenges and expectations for the course, which will help tailor the content to your needs.



Mastering Organizational ReOrganization (ReOrg)

\$1,095 per person

Format:

Live Online
In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

This Strategic workshop tailored to support leaders and change agents in navigating the complexities of organizational restructuring. Whether you're leading a department realignment, merging teams, or shifting roles and responsibilities, reorgs can be disruptive—but they can also be transformative when led with clarity, empathy, and intention. Participants will be equipped with the tools to design, communicate, and implement reorgs that align with business goals while minimizing confusion and resistance.

Learning Objectives

- Understand the key drivers, stages, & best practices of successful reorgs.
- Learn how to create a clear, actionable structure that supports long-term business goals.
- Develop strategies for communicating change and supporting employee transitions.
- Identify common risks and resistance patterns—and how to proactively address them.

Who Should Attend

- Senior Leadership
- Change Agents
- Program/Project Managers
- Directors & C-Suite

Pre-requisites / Pre-work

Pre-Course Survey: Complete a brief survey on your organization's readiness for change



Leading & Directing Teams

Strong team leaders are essential for fostering collaboration, aligning team goals with organizational objectives, and creating a culture of accountability. By providing clear direction, motivation, and support, leaders ensure that teams are focused, resilient, and able to navigate challenges effectively. The ability to lead and direct teams in a way that maximizes strengths and minimizes friction is crucial to achieving both short-term goals and long-term company success.

For an organization to thrive, it requires leaders who not only understand team dynamics but also possess the skills to direct diverse groups towards a shared vision. Leading and directing teams involves balancing strategy with empathy, knowing when to provide guidance and when to give autonomy, and how to manage conflicts in a constructive way. Companies that invest in developing leadership skills around team management can unlock their teams' full potential, improve employee engagement, and drive higher performance outcomes. Leadership is about more than just overseeing tasks—it's about inspiring, empowering, and nurturing the people who make the organization succeed.



Best Practices for Team Management

\$1,095 per person

Format:

Live Online
In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

Effective team management is rooted in clear communication, trust, collaboration, and the ability to adapt to changing circumstances. This session emphasizes the importance of creating an environment where team members feel supported, valued, and motivated to contribute their best work. Participants will explore proven methods for setting expectations, managing performance, resolving conflicts, and fostering a positive team culture. By mastering these best practices, managers can enhance productivity, build stronger relationships, and ensure their teams are aligned with organizational objectives.

Learning Objectives

- Learn how to set clear goals, expectations, and performance standards for teams.
- Define effective communication strategies that promote trust and collaboration within teams.
- Gain techniques for resolving conflicts and addressing performance issues proactively.
- Understand how to foster an inclusive, engaging, and motivating team culture.

Who Should Attend

- Leaders at all Levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-work

Pre-Course Survey:

Complete a brief self-assessment of your leadership style and team dynamics



Leading Effective Team Meetings

\$ 1,095 per person

Format:

Live Online
In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

Meetings are essential for sharing updates, making decisions, solving problems, and building team culture—but too often, they're unproductive or lack clear purpose. This workshop focuses on how to lead meetings that are intentional, engaging, and outcome-driven. Participants will learn how to plan and facilitate meetings that maximize time, encourage participation, and foster accountability. Gain practical tools to improve meeting structure, clarify roles, encourage input, and follow through on action items.

Learning Objectives

- Learn how to plan and structure meetings with clear goals and outcomes.
- Understand facilitation techniques that increase engagement and collaboration.
- Identify and eliminate common meeting pitfalls such as lack of an agenda or unclear follow-up.
- Build a repeatable process for running efficient, time focused, inclusive, and productive team meetings.

Who Should Attend

- Leaders at all levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-work

Pre-Course Survey: Complete a short meeting effectiveness self-assessment



Leading a Remote/Hybrid Team

\$1,095 per person

Format:

Live Online
In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

As organizations continue to adopt hybrid and remote models, leaders must adapt their management strategies to ensure productivity, engagement, and collaboration. Gain practical tools and frameworks to lead effectively—whether your team is fully remote, partially on-site, or operating in a flexible hybrid format. Topics include building trust across distance, maintaining accountability, fostering inclusion, and using technology to support team connection and performance. Explore common challenges in leading remote/hybrid teams—such as communication gaps, time management concerns, misalignment, and isolation—and learn actionable strategies to address them.

Learning Objectives

- Learn best practices for communication, accountability, and trust-building without being a micromanager.
- Understand how to foster connection, inclusion, and engagement across virtual and in-person environments.
- Explore tools and routines that support transparency and alignment across time zones and work styles.
- Develop strategies to sustain performance and team culture in a flexible workplace.

Who Should Attend

- Leaders at all levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-work

Pre-Course Survey: Complete a short survey assessing your virtual leadership habits.



Developing a Positive Team Culture

\$1,095 per person

Format:

Live Online
In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

A positive team culture promotes trust, respect, and open communication among team members, leading to higher engagement, productivity, and job satisfaction. Learn how leaders can intentionally shape and sustain a team culture that aligns with organizational values while encouraging mentorship, collaboration, and accountability. By actively nurturing a positive culture, leaders can mitigate workplace conflicts, increase retention, and drive continuous improvement. Participants will explore strategies to develop a cohesive, supportive team environment, while learning how to address challenges and setbacks that may arise in the process.

Learning Objectives

- Understand the key components of a positive team culture and its impact on performance.
- Learn how to create and maintain trust, respect, and collaboration within teams.
- Develop strategies for handling conflicts, setbacks, and challenges while maintaining a positive environment.
- Gain tools to actively monitor and assess team culture to ensure continued alignment with organizational values.

Who Should Attend

- Leaders at all levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-work

Pre-Course Survey: Complete a team culture survey to evaluate your team's current dynamics.



Effective Delegation

\$1,095 per person

Format:

Live Online

In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

Delegating work not only helps leaders manage their time and resources but also empowers team members to grow in their roles, learn new skills, and contribute to the overall success of the organization. Delegate tasks with clarity, set clear expectations, and provide the necessary support to ensure tasks are completed efficiently and effectively. Implement essential principles of delegation, including understanding the strengths of team members, determining what to delegate, and how to communicate expectations and feedback. Learn how to strike the right balance between micromanaging and empowering their team, while developing the skills needed to handle delegation challenges.

Learning Objectives

- Identify the key principles and benefits of effective delegation.
- Understand how to match tasks with the strengths and development needs of team members.
- Develop strategies for clear communication of expectations and support throughout the delegation process.
- Learn how to manage challenges and avoid common pitfalls in delegation.

Who Should Attend

- Leaders at all levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-work

Pre-Course Survey: Complete a brief survey on a recent situation where you delegated a task.



Strategic Direction Planning

\$1,095 per person

Format:

Live Online

In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

Strategic Planning combines high-level visioning with practical problem-solving techniques to drive success. This session equips leaders and decision-makers with the tools to align long-term goals with immediate challenges, fostering a strategic mindset that integrates problem-solving into every phase of planning. Participants will learn how to assess current business conditions, identify strategic priorities, and anticipate potential obstacles that could hinder progress. By blending forward-thinking strategy with actionable solutions, organizations can proactively address challenges and seize opportunities for growth, innovation, and efficiency.

Learning Objectives

- Understand the fundamentals of strategic planning and how it intersects with problem-solving.
- Learn to identify key challenges and develop strategies to address them.
- Develop techniques to align strategic goals with day-to-day operations and immediate needs.
- Gain tools for evaluating strategic options and making data-driven decisions to overcome obstacles.

Who Should Attend

- Leaders at all Levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-requisites / Pre-work

Pre-Course Survey: Complete a brief survey on a current or upcoming strategic challenge within your organization.



Developing High Performing Teams

\$1,095 per person

Format:

Live Online
In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

High-performing teams are characterized by trust, collaboration, shared goals, and a clear sense of purpose. By fostering an environment where team members are motivated, aligned, and empowered, organizations can achieve greater efficiency and creativity. This session will provide leaders with the tools to identify team strengths and weaknesses, address challenges, and cultivate a culture of accountability and excellence. Participants will learn how to manage team dynamics, set clear expectations, and create a sense of shared ownership.

Learning Objectives

- Understand the characteristics of high-performing teams & how to foster them.
- Learn strategies for aligning team goals with organizational objectives to enhance performance.
- Develop techniques for managing team dynamics and addressing challenges that arise.
- Gain tools to motivate and inspire teams to achieve sustained excellence and innovation.

Who Should Attend

- Leaders at all levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-requisites / Pre-work

Pre-Course Survey: Complete a team effectiveness survey to evaluate current team dynamics.



Managing High and Low Performing Teams

\$1,095 per person

Format:

Live Online
In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

While high-performing team members often require opportunities for growth, recognition, and retention, low-performing individuals may need clear feedback, coaching, or accountability structures. Incorporate tools to effectively motivate, manage, and support all team members—without compromising team morale or organizational goals.

Set clear expectations, give meaningful feedback, and adapt leadership styles to address different performance needs. Build a culture of continuous improvement, where underperformance is addressed early and excellence is sustained.

Learning Objectives

- Recognize the characteristics and needs of both high and low performers.
- Learn strategies to engage and retain high performers through development and recognition.
- Develop techniques to coach, re-engage, or make decisions about low performers.
- Create an action plan to establish balanced performance standards and team-wide accountability.

Who Should Attend

- Leaders at all levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-work

Pre-Course Survey: Complete a brief self-assessment on leadership approaches to performance.



Leading Your Team Through Challenging Periods

\$1,095 per person

Format:

Live Online
In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

Develop skills to effectively guide teams through adverse times by fostering resilience, & clear communication. In difficult periods—such as organizational change, economic downturns, or external crises—leaders must be able to inspire confidence, manage stress, and keep teams aligned with the organization's mission and goals. Learn proven strategies to maintain focus, build trust, and ensure that team members stay motivated and engaged despite challenges. By the end of the session, leaders will be equipped with strategies to steer their teams through periods of instability, ensuring sustained performance and a strong sense of cohesion.

Learning Objectives

- Learn how to maintain team morale and focus during periods of change or adversity.
- Develop strategies for fostering resilience and adaptability within your team.
- Gain tools for transparent communication and managing team stress effectively.
- Understand how to align team goals with organizational priorities during challenging times.

Who Should Attend

- Leaders at all Levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-work

Pre-Course Survey:

Complete a brief survey on specific challenges your team is currently experiencing or may face in the near future.



Team-Based Decision Making

\$1,095 per person

Format:

Live Online
In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

Leveraging the collective knowledge, skills, and perspectives of a team to make well-informed, effective decisions. Ensure that all voices are heard, fostering a sense of ownership, accountability, and commitment to the decision-making process. Learn how to structure collaborative decision-making sessions, create a process that values different perspectives, and ensure alignment with organizational goals. Participants will learn to balance diverse opinions while maintaining a clear focus on outcomes, ensuring that the decisions made are well-rounded, inclusive, and actionable.

Learning Objectives

- Understand the principles of effective team-based decision making and its benefits.
- Learn how to structure decision-making processes to ensure all team members contribute.
- Gain techniques for managing group dynamics, including conflict resolution and overcoming groupthink.
- Develop strategies to align team decisions with organizational goals and ensure accountability.

Who Should Attend

- Leaders at all levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-work

Pre-Course Assessment: Complete a self-assessment on your personal decision-making style



Team Misalignment: Recognizing and Realigning for Performances

\$1,095 per person

Format:

Live Online
In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

When teams are misaligned—on vision, priorities, roles, or expectations—it leads to confusion, inefficiency, and stalled progress. Recognize the signs of misalignment early and take targeted actions to realign team efforts. Whether it's cross-functional confusion, shifting goals, or interpersonal friction, leaders will learn practical tools to restore clarity and momentum.

Learning Objectives

- Identify early signs of team misalignment and understand its causes.
- Learn techniques to clarify goals, roles, and responsibilities.
- Practice leading realignment conversations with confidence and empathy.
- Build strategies to create ongoing alignment during periods of change or growth.

Who Should Attend

- Leaders at all levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-work

Pre-Course Survey: Complete a brief survey on current team goal, project, or strategic initiative to analyze during the session.



Uncovering Skills Gaps in a Team

\$1,095 per person

Format:

Live Online
In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

Assess the necessary skillsets needed in your team versus the current skillsets, identify areas where capability gaps exist, and strategically plan for development. Rather than relying on assumptions, participants will learn how to use data, performance trends, and role requirements to evaluate what's missing—and how to address those gaps through targeted training, coaching, or recruitment. By doing so, organizations can stay competitive, improve employee engagement, and ensure that teams are aligned with long-term business goals.

Learning Objectives

- Understand how to assess team skills in relation to current and future goals.
- Learn how to identify gaps in competencies, knowledge, and performance.
- Gain strategies to prioritize development needs and tailor team growth plans.
- Explore ways to create a supportive environment that encourages continuous skill development.

Who Should Attend

- Leaders at all Levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-work

Pre-Course Survey: Complete a brief team skills inventory template



Leading Through Team Burnout: Recognizing and Mitigating the Risks

\$1,095 per person

Format:

Live Online
In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

Burnout can quietly erode morale, productivity, and team cohesion if left unaddressed—and leaders play a pivotal role in identifying early signs and creating conditions that prevent it. Understand the root causes of burnout, from overwork and unclear priorities to lack of recognition or autonomy. Participants will explore strategies to promote balance, build resilience, and foster a team culture that supports mental and emotional health. Recognize when redesign workloads is needed, and lead in ways that prioritize sustainable performance.

Learning Objectives

- Identify the early warning signs and drivers of burnout.
- Understand how leadership behaviors can unintentionally contribute to burnout—and how to shift them.
- Learn strategies to foster resilience, engagement, and psychological safety in your team.
- Develop an action plan to reduce burnout risks while maintaining productivity.

Who Should Attend

- Leaders at all Levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-work

Pre-Course Survey:

Complete a short self-check on leadership habits that may impact burnout



Bridging Generations in Leadership Development

\$1,095 per person

Format:

Live Online
In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

Baby boomers, Gen X, Millennials, and Gen Z! This workshop is designed to help organizations navigate and leverage the unique strengths of a multi-generational workforce. As the workplace continues to evolve with leaders from diverse age groups, understanding how to effectively support and develop managers from different generations is crucial. Participants will learn how to adapt leadership strategies, enhance cross-generational collaboration, and ensure that all generations feel empowered to lead effectively.

Learning Objectives

- Understand the similarities & differences in across generations.
- Learn how to design inclusive leadership programs that resonate with multi-generational teams.
- Explore strategies for fostering collaboration and communication between leaders of varying ages.
- Apply generational insights to create development plans that benefit both current leaders and the future direction of the organization.

Who Should Attend

- Leaders at all levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-requisites / Pre-work

Pre-Course Survey: Complete a brief survey to assess your current challenges and expectations for the course, which will help tailor the content to your needs.



Navigating Team Politics: Building Influence & Fostering Collaboration

\$1,095 per person

Format:

Live Online
In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

Recognize and effectively manage team dynamics, informal power structures, and workplace politics that can impact productivity and morale. While “office politics” often carries a negative connotation, navigating team politics skillfully is a critical leadership and collaboration skill. Understand the unspoken rules, alliances, and decision-making influencers within a team or organization—and how to work with, not against, them. Build trust, manage competing agendas, and maintain integrity while advancing goals.

Learning Objectives

- Identify and understand informal power dynamics and political behaviors within teams.
- Build positive influence while maintaining credibility and authenticity.
- Develop strategies for managing conflict, alliances, and competing interests.
- Create an action plan to navigate team politics and foster inclusive collaboration.

Who Should Attend

- Leaders at all Levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-work

Pre-Course Survey:

Complete a brief self-assessment on your influencing style

Are you ready to...

- ✓ Build the career that gives you the highest focus on growth potential
- ✓ Get First-Class Tools & Support with proven results from Industry Leaders
- ✓ Stand out in an oversaturated market with a clear plan of action.

- ✓ Feel confident in knowing the Systems you and your team put in place will support your company
- ✓ Confidently build a career & team through Strategy
- ✓ Gain insight into the patterns that are holding you back from your career goals



Communication

Communication involves both the ability to convey information clearly and concisely, as well as the skill to listen actively, understand needs, and engage participants in meaningful dialogue. In professional development, strong communication skills are essential for providing feedback, guiding individuals through learning processes, and aligning goals with personal and organizational objectives. It allows leaders to connect with staff, adapt content to their learning styles, and ensure that key messages resonate with those they are working with.

Communication is integral to creating a supportive and inclusive learning environment. It fosters trust and transparency between managers, and employees, enabling them to share challenges, celebrate successes, and continuously improve. Effective communication helps individuals articulate their strengths, identify areas for improvement, and develop action plans for personal and professional growth. In essence, communication is the key tool for enhancing engagement, promoting development, and achieving sustainable success in professional growth initiatives.



Foundations of Leadership Communication

\$1,095 per person

Format:

Live Online
In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

In leadership roles, the ability to communicate clearly, authentically, and persuasively is critical for driving organizational success, building trust, and fostering a culture of transparency. Learn the core principles of leadership communication, including how to articulate vision and goals, listen actively, and engage teams through various communication channels. Build verbal, non-verbal, and written communication techniques, helping leaders build rapport, provide feedback, and navigate challenging conversations. By mastering these foundational skills, leaders can inspire confidence, facilitate collaboration, and manage change more effectively.

Learning Objectives

- Develop key communication strategies for leading teams and individuals effectively.
- Enhance active listening skills to improve understanding and connection with others.
- Learn how to craft clear and compelling messages for different audiences.
- Gain techniques for providing feedback and navigating difficult conversations with confidence.

Who Should Attend

- Leaders at all Levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-work

Pre-Course Survey:

Complete a brief communication style assessment



Diverse Communication Styles

\$1,095 per person

Format:

Live Online
In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

Recognizing and adapting to diverse communication styles is essential for fostering collaboration, minimizing misunderstandings, and building stronger relationships. Identify various types of communication styles—whether direct, indirect, assertive, passive, or otherwise—and how they can affect interactions, decision-making, and team dynamics. By gaining insight into these diverse styles, participants can enhance their communication effectiveness and create more inclusive, productive environments. Learn how to leverage your own communication strengths and adjust your approach based on the needs of the audience.

Learning Objectives

- Identify different communication styles and understand how they influence interactions.
- Learn strategies to adapt your communication style to build rapport and foster collaboration.
- Develop techniques for addressing & bridging communication gaps.
- Gain insights into cultural influences on communication and how to navigate these differences effectively.

Who Should Attend

- Leaders at all levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-work

Pre-Course Survey: Complete a communication style assessment.



Written Communication Mastery

\$1,095 per person

Format:

Live Online

In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

Communicate effectively through written forms, ensuring their messages are clear, concise, and persuasive. Strong written communication is paramount for everything from emails and reports to proposals and presentations. This course focuses on enhancing writing skills for maximum impact, helping leaders craft messages that engage their audience, reflect their professionalism, and advance their objectives. Whether for internal communication or client-facing correspondence, mastering written communication is vital for maintaining clarity, minimizing misunderstandings, and strengthening professional relationships.

Learning Objectives

- Improve clarity and conciseness in business writing.
- Tailor writing for different audiences and purposes.
- Develop strategies for writing persuasive and professional emails, reports, and proposals.
- Learn to review and edit writing for grammar, tone, and structure.
- Using ChatGPT effectively

Who Should Attend

- Leaders at all Levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-work

Pre-Course Survey:

Complete a brief survey on sample business writings (emails, reports, or proposals)



The Power of Listening and Providing Feedback

\$5,500

Format:

Live Online

In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

Effective communication is not just about speaking; it's equally about listening—truly understanding what others are saying and responding thoughtfully. Paired with the ability to give clear, actionable feedback, active listening helps foster trust, collaboration, and a culture of continuous improvement. Learn the skills to listen with empathy, ask insightful questions, and offer feedback that motivates and empowers others, ultimately improving individual and team performance.

Learning Objectives

- Develop active listening skills that improve understanding and collaboration.
- Learn strategies for providing constructive, actionable, performance enhancing, and motivating feedback.
- Practice responding to feedback effectively to foster continuous growth.

Who Should Attend

- Leaders at all levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-work

Pre-Course Survey: Complete a self-assessment on your listening and feedback skills



Virtual/In person Meeting Etiquette

\$1,095 per person

Format:

Live Online
In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

Understanding the nuances of virtual and in-person meeting etiquette is primary for ensuring clear communication, maintaining professionalism, and driving productivity. Explore how to manage meetings effectively, set the right tone, engage participants, and navigate the challenges of both virtual and face-to-face settings. Master practical strategies for managing time, encouraging participation, and fostering a positive, inclusive meeting environment, integrate key etiquette rules; such as managing distractions, maintaining focus, and ensuring all voices are heard.

Learning Objectives

- Understand the key differences between virtual and in-person meeting etiquette and how to adapt to each.
- Learn techniques for managing time, participation, and engagement during meetings.
- Develop strategies for ensuring all voices are heard.
- Master the best practices for maintaining professionalism and managing distractions in both settings.

Who Should Attend

- Leaders at all Levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-work

Pre-Course Survey:

Complete a brief self-assessment on your meeting participation and management style.



Facilitating / Presenting with Confidence

\$5,500

Format:

Live Online
In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

Whether in team meetings, workshops, or strategic planning sessions, facilitators who lead with confidence can create an environment where participants feel engaged, heard, and motivated to contribute. Building confidence in managing group interactions, guiding conversations, and handling challenges that arise during discussions. Gain a deeper understanding of facilitation techniques, learn how to structure meetings for maximum impact, and develop strategies to manage difficult situations with ease.

Learning Objectives

- Master key facilitation techniques to guide productive group conversations.
- Learn how to structure meetings to ensure engagement and desired outcomes.
- Develop strategies to manage group dynamics and handle challenging situations.
- Build confidence in your ability to facilitate effectively across various group settings.

Who Should Attend

- Leaders at all levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-work

Pre-Course Survey: Complete a brief self-assessment of your current facilitation style.



Working with Different Personalities

\$1,095 per person

Format:

Live Online

In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

Every individual brings a unique combination of communication styles, values, motivations, and ways of working, which can either enhance or challenge dynamics. Recognize and appreciate personality differences, build emotional intelligence, and adapt an approach to improve communication, reduce conflict, and foster productive working relationships. Attendees will learn self-awareness and flexibility in adjusting interpersonal strategies for greater workplace harmony and performance. Understanding personality dynamics is key to cultivating trust, reducing friction, and building a more inclusive and high-performing environment.

Learning Objectives

- Recognize the positive and negative impacts of personality differences in communication and collaboration.
- Identify your own personality style and understand how it influences interactions with others.
- Develop strategies to adapt your communication and approach to connect with various personality types.
- Apply tools to manage potential conflict and enhance cooperation among diverse individuals and teams.

Who Should Attend

- Leaders at all Levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-work

Pre-Assessment:

Complete a brief personality or communication style assessment



Understanding and Resolving Conflict

\$1,095 per person

Format:

Live Online

In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

Conflict is an inevitable part of any organization, and how it is handled can significantly impact team dynamics, productivity, and morale. This course focuses on helping individuals understand the root causes of conflict, recognize the various conflict styles, and develop strategies for resolution that lead to positive outcomes. By addressing conflict early and managing it constructively, leaders can maintain a healthy, collaborative environment where diverse perspectives are valued, and productivity is maximized. Learn techniques for managing conflict, from mediation and negotiation to fostering open dialogue and finding win-win solutions.

Learning Objectives

- Identify different types and sources of conflict in the workplace.
- Recognize various conflict resolution styles and determine when to use them.
- Develop strategies for effectively mediating and resolving conflicts between individuals or teams.
- Improve communication skills to foster open, respectful dialogue during conflict situations.

Who Should Attend

- Leaders at all Levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-work

Pre-Course Survey:

Complete a brief survey on your conflict style



Navigating Critical Conversations with Ease

\$1,095 per person

Format:

Live Online
In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

Whether addressing performance issues, handling conflicts, or delivering constructive feedback, these types of conversations are a necessary aspect of leadership and management. The ability to navigate critical discussions effectively is crucial for maintaining healthy workplace relationships, ensuring clarity, and achieving desired outcomes. Gain tools to stay calm, focused, and solution-oriented during challenging conversations, engage in productive dialogue and foster stronger professional relationships. Learning how to manage your own responses and engage others in meaningful ways, enhance your conflict resolution and negotiation skills, ensuring that critical conversations lead to positive, actionable results.

Learning Objectives

- Understand the dynamics of critical conversations and how to approach them with confidence.
- Learn techniques for staying calm, focused, and solution-oriented in high-stakes situations.
- Develop strategies for managing emotions and de-escalating tense conversations.
- Master the skills of active listening, questioning, and constructive feedback.

Who Should Attend

- Leaders at all levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-work

Pre-Course Survey: Complete a self-assessment on how you currently manage difficult conversations.



Top-Down Communication

\$1,095 per person

Format:

Live Online
In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

This form of communication is essential for ensuring that the strategic direction, goals, and priorities of an organization are clearly conveyed to all employees. It helps align teams with company objectives, ensures consistency in messaging, and provides employees with the necessary information to perform their roles effectively. Effective top-down communication fosters clarity, reduces misunderstandings, and promotes a strong organizational culture by ensuring that messages from leadership are clear, actionable, and aligned with the company's vision.

Learning Objectives

- Understand the importance and impact of top-down communication in driving organizational success.
- Learn how to craft clear and actionable messages for different levels of the organization.
- Develop strategies for fostering two-way communication, encouraging feedback from employees.
- Identify and overcome potential barriers to effective top-down communication.

Who Should Attend

- Program/Project Managers
- Senior Management
- Directors
- C-Suite

Pre-work

Pre-Course Survey:



Organizational Culture

Strong team leaders are essential for fostering collaboration, aligning team goals with organizational objectives, and creating a culture of accountability. By providing clear direction, motivation, and support, leaders ensure that teams are focused, resilient, and able to navigate challenges effectively. The ability to lead and direct teams in a way that maximizes strengths and minimizes friction is crucial to achieving both short-term goals and long-term company success.

For an organization to thrive, it requires leaders who not only understand team dynamics but also possess the skills to direct diverse groups towards a shared vision. Leading and directing teams involves balancing strategy with empathy, knowing when to provide guidance and when to give autonomy, and how to manage conflicts in a constructive way. Companies that invest in developing leadership skills around team management can unlock their teams' full potential, improve employee engagement, and drive higher performance outcomes. Leadership is about more than just overseeing tasks—it's about inspiring, empowering, and nurturing the people who make the organization succeed.



Organizational & Team Culture Building

\$1,095 per person

Format:

Live Online
In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

A strong and positive company culture fosters alignment, engagement, innovation, and trust—ultimately influencing employee satisfaction and business outcomes. Explore your organization's current culture, identify gaps, and create strategies to cultivate a culture that supports the organization's mission, values, and goals. Whether you're starting from scratch or working to shift an existing culture, this course provides tools and frameworks to guide sustainable and authentic culture transformation from the inside out.

Learning Objectives

- Define what organizational culture is and why it matters to long-term success.
- Assess your current workplace culture and identify strengths and challenges.
- Explore strategies to build, reinforce, or shift culture through leadership, communication, and systems.
- Create an action plan for embedding desired cultural values into everyday practices.

Who Should Attend

- Leaders at all levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-work

Pre-Course Survey: Complete a brief culture self-assessment or organizational values survey.



Psychological Safety in the Workplace

\$1,095 per person

Format:

Live Online
In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

When employees feel psychologically safe, they are more likely to collaborate openly, share ideas, and contribute fully to the team's success. This session explores the concept of psychological safety, its importance in building trust and improving team dynamics, and how leaders can create an environment where individuals feel respected and valued. By cultivating psychological safety, organizations can encourage creativity, reduce workplace stress, and improve overall productivity.

Learning Objectives

- Understand the concept of psychological safety and its importance in fostering innovation and performance.
- Learn the behaviors and practices that contribute to building psychological safety within teams.
- Identify the signs of low psychological safety & how to address them effectively.
- Develop strategies to encourage open communication, risk-taking, and trust-building among team members.

Who Should Attend

- Leaders at all levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-requisites / Pre-work

Pre-work: Complete a self-assessment on psychological safety.



Integrating People and Culture to Directly Support Strategic Goals

\$1,095 per person

Format:

Live Online
In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

Explore how aligning people strategies & organizational culture with strategic business objectives can drive sustainable success. Attendees will examine the key role leaders play in fostering a culture that not only supports employee engagement and collaboration but also reinforces company vision, mission, and long-term priorities. Learn how to assess current cultural dynamics, identify alignment gaps, and implement people-focused initiatives that contribute meaningfully to strategic execution. Attendees will gain actionable tools to bridge human capital & business strategy, reinforcing the idea that culture is not a “soft” concept but a strategic lever.

Learning Objectives

- Understand the connection between organizational culture & business strategy.
- Identify and assess gaps between people practices and strategic objectives.
- Learn methods to influence and evolve workplace culture to better support business outcomes.
- Develop an action plan to align team values, behaviors, and goals with the company's strategic direction.

Who Should Attend

- Leaders at all Levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-work

Pre-Course Survey:

Complete a brief organizational assessment on your current team or department's cultural norms, values, and strategic alignment.



Creating a Culture of Continuous Learning & Development

\$1,095 per person

Format:

Live Online
In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

Businesses that emphasize a culture of continuous learning and development to remain agile, innovative, and competitive. Building systems, mindsets, and environments that encourage ongoing skill development, knowledge sharing, and curiosity at every level of an organization. Explore how learning culture enhances performance, improves employee engagement, and aligns talent development with long-term strategic goals. Implement daily workflows, encourage self-directed development, and build leadership support for growth initiatives.

Learning Objectives

- Define what a culture of continuous learning & Development looks like and why it matters.
- Identify key drivers and barriers to organizational learning.
- Explore strategies to embed learning into everyday work practices.
- Create an action plan to cultivate a learning mindset across teams and departments.

Who Should Attend

- Leaders at all levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-work

Pre-Course Survey: Complete a brief survey on the current organizational learning environment



Mental Health in the Workplace

\$1,095 per person

Format:

Live Online
In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

Understand the importance of mental well-being at work, recognize early signs of stress and burnout, and create psychologically safe environments. Attendees will explore how to reduce stigma, support mental health conversations, and implement organizational strategies that prioritize employee wellness. Whether you're leading a team or contributing as an individual, understanding mental health dynamics is essential to fostering a resilient, empathetic, and productive workplace.

Learning Objectives

- Understand the impact of mental health on employee engagement, performance, and retention.
- Identify common mental health challenges in the workplace and their warning signs.
- Explore strategies to support mental well-being and reduce stigma.
- Learn how to create a culture of psychological safety and proactive communication.

Who Should Attend

- Leaders at all Levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-work

Reading:

Review mental health statistics in the workplace to build foundational knowledge.



Understanding Neurodivergence in Organizational Contexts

\$1,095 per person

Format:

Live Online
In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

Understanding neurodivergence is not only an ethical imperative but a strategic advantage. Explore ways to support staff with neurodivergency—those with cognitive variations such as ADHD, autism spectrum disorder, dyslexia, and others. The session will examine how organizational culture, communication norms, and leadership styles can either support or unintentionally exclude team members with neurodivergent tendencies. Attendees will identify ways to reduce stigma, improve accessibility, and tailor processes that allow all staff to thrive.

\$1,095 per person

Learning Objectives

- Define neurodivergence & understand its relevance within professional environments.
- Identify common workplace barriers faced by individuals with neurodivergency.
- Explore inclusive communication and management practices that support teams with neurodiverse.
- Develop strategies to foster psychological safety and equitable opportunity for all cognitive profiles.

Who Should Attend

- Leaders at all levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-work

Pre-Course Survey: Complete a brief survey on recent challenges, which will help tailor the content to your needs.



Strategic Planning

Strategic planning isn't just a boardroom buzzword—it's how smart teams stay focused, efficient, and ahead of the curve. Our programs cut through the noise with hands-on training in project management, policy development, and organizational systems that actually work. It's where sharp thinking meets real-world execution, giving professionals the ability to design and deliver processes that support growth without the bottlenecks.

Inside each session, you'll find practical tools for structuring goals, managing projects across departments, and building policies that scale as your team does. No fluff, no filler—just proven strategies, intelligent frameworks, and a few witty insights along the way. Designed for professionals who do the heavy lifting every day, these courses are your shortcut to clarity, consistency, and getting things done.

Project Management Essentials: From Kickoff to Completion

This 3-part program equips professionals with the practical skills, tools, and mindset needed to manage projects from start to finish. Intended for emerging and mid-level professionals across industries, this interactive series builds confidence and clarity in initiating, planning, and executing projects of any size.

Each session focuses on a key phase of the project lifecycle, combining proven frameworks with real-world application to help attendees to work more strategically, communicate more effectively, and deliver consistent results.



Project Management I: Clarity, Purpose, and Alignment

All Program Courses

\$1,700

Format:

Live Online

In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

Be introduced to the foundational elements of starting a successful project. Attendees will explore how to define project goals, clarify expectations, and align scope and resources from the start. Emphasis is placed on the importance of onboarding processes, identify key decision makers, project charters, stakeholder analysis, and early communication strategies.

Learning Objectives

- Define the purpose, goals, and expected outcomes of a project
- Identify key stakeholders and analyze their roles and influence
- Develop a basic project charter and communication plan
- Understand the importance of clear project alignment before planning

Who Should Attend

- Top Performing Individual Contributors
- Program/Project Managers
- Directors
- C-Suite

Pre-work

Pre-Course Survey: Attendees should bring a current or upcoming project idea and complete a short survey on project goals, team members, and known constraints.



Project Management II: Scoping & Planning - Setting the Path Forward

All Program Courses

\$1,700

Format:

Live Online

In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

Once a project is initiated, clear and realistic planning is crucial. In this session, participants will learn to define the project's scope, manage expectations, build a work breakdown structure (WBS), and develop a realistic project plan. Additional focus is on proactive decision-making, resource planning, and risk anticipation.

Learning Objectives

- Define and manage project scope to prevent scope creep
- Break down a project into manageable tasks and phases
- Identify required resources, dependencies, and constraints
- Develop a risk management and mitigation strategy

Who Should Attend

- Leaders at all Levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-work

Pre-Course Survey:

Complete a brief survey on your challenges faced during scoping and planning



Project Management III: Scheduling, Tracking, Execution & Accountability

All Program Courses

\$1,700

Format:

Live Online

In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

This session focuses on the execution phase of project management, emphasizing scheduling and tracking progress. Attendees will learn how to create and manage project schedules, monitor project performance, and use tools for tracking and reporting. The session will also cover techniques for handling changes and ensuring project alignment with goals. Attendees will gain skills in timeline creation, milestone tracking, project dashboards, and team communication to keep projects on track and within scope.

Learning Objectives

- Create and manage a project schedule using appropriate tools
- Identify and monitor key milestones and deliverables
- Track progress and adjust timelines in response to risks or changes
- Use status updates and communication tools to maintain accountability

Who Should Attend

- Leaders at all levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-work

Example: Bring an existing or draft project schedule and be prepared to identify real or anticipated tracking challenges.

The Policy Blueprint: Crafting Smart Systems for Sustainable Growth

Learn how to streamline and standardize your business operations through systems, policies, and automation. This course provides practical tools for reducing redundancy, improving efficiency, and setting up scalable processes to reduce administrative burden. As your practice grows, informal processes and reactive decision-making can lead to inefficiencies, client confusion, and administrative burnout. This course helps practice owners design and implement sustainable systems, clear internal policies, and smart automations that support both high-quality care and business success.



Policy & Procedures I: Foundations and Development

\$5,500

Format:

Live Online
In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

Creating effective policies and procedures starts with understanding their purpose, structure, and impact. This course provides a foundational overview of how to create clear, actionable, and compliant internal documents that guide behavior and operations. Attendees will explore the difference between policies and procedures, when to use them, and how to align them with legal, ethical, and organizational standards. This session is ideal for professionals new to policy creation or those seeking to refresh their knowledge of core principles.

Learning Objectives

- Differentiate between policies and procedures and their respective roles
- Identify key elements of well-written, effective documents
- Understand the policy lifecycle from drafting to implementation
- Evaluate alignment with organizational values and compliance needs

Who Should Attend

- Leaders at all levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-work

Pre-Course Survey: Complete a short pre-assessment on policy development knowledge



Policy & Procedures II: Writing Clear, Actionable Procedures

\$5,500

Format:

Live Online
In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

Procedures guide the "how" of work and require clarity, logic, and accessibility. This course equips participants with tools and frameworks for writing detailed yet easy-to-follow procedures that minimize ambiguity and enhance operational consistency. Attendees will practice writing step-by-step guides for complex workflows and gain feedback from facilitators and peers. This course is especially useful for operations managers, administrators, and department leads responsible for creating SOPs (Standard Operating Procedures) or departmental guidelines.

Learning Objectives

- Apply best practices for writing clear and concise procedural steps
- Use formatting and visuals (e.g., flowcharts) to enhance readability
- Tailor procedures to audience needs and technical levels
- Test procedure effectiveness through peer simulations and feedback

Who Should Attend

- Leaders at all Levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-work

Review:

Review a set of sample procedures provided before class



Policy & Procedure III: Policy Compliance & Risk Management

\$5,500

Format:

Live Online
In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

Policy effectiveness relies not just on what is written but how well it is followed. This session focuses on risk identification, methods to include legal & HR, and strategies to reduce liability. Attendees will learn how to conduct policy audits, implement compliance tracking mechanisms, and collaborate with legal and HR teams for risk mitigation.

Learning Objectives

- Identify key areas of legal, operational, and reputational risk
- Conduct a policy gap analysis and develop an action plan
- Understand compliance requirements relevant to your industry
- Design compliance tracking systems and escalation processes

Who Should Attend

- Leaders at all levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-work

Bring a copy of a policy you suspect may need revision or updating



Policy & Procedures IV: Policy Rollout & Communication Strategies

\$5,500

Format:

Live Online
In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

Even the best policies can fail if not communicated effectively. This course teaches strategies to gain stakeholder buy-in, train employees, and reinforce behavioral expectations. Attendees will develop rollout plans, training materials, and communication tools to ensure successful implementation across their organization.

Learning Objectives

- Design an inclusive communication plan tailored to different audiences
- Create training materials and learning tools to support adoption
- Identify potential resistance and strategies to overcome it
- Establish feedback and revision loops post-rollout

Who Should Attend

- Leaders at all Levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-work

Pre-Course Survey:

Complete a stakeholder mapping exercise



Policy & Procedures V: Evaluating & Updating Policies Over Time

\$5,500

Format:

Live Online
In - Person

Duration:

8 Hours

Participants

Individuals
Groups up to 8

Description

Organizations grow, and so must their policies. This final course focuses on building a sustainable review process to ensure policies stay relevant and effective. Attendees will learn how to set evaluation schedules, collect user feedback, and adapt policies in response to organizational, industry, and legal changes.

Learning Objectives

- Establish policy review timelines and assign accountability
- Collect and use data to assess policy impact and usability
- Respond to organizational changes with proactive updates
- Create a policy archive system for transparency and accessibility

Who Should Attend

- Leaders at all levels
- Top Performing Individual Contributors
- Program/Project Managers
- Directors & C-Suite

Pre-work

Pre-Course Survey: Identify three existing policies and note their last revision date



Top Companies hire consultants...

...for leadership development (70%)

...for skill development or style differences (64%)

...to retain top talent (40%)

(Source: Lee Hecht Harrison survey of 488 Human Resources professionals)

A poll of new Leaders who left their position were asked,
“Why did you leave your role?”

- 82% were unable to build rapport with their Direct-Reports and peers
- 58% were confused or unclear about what was expected out of their role
- 50% lacked business etiquette
- 47% were unable to achieve two or three of the most important objectives of their positions
- 28% took too long to learn the mechanics of their Leadership role
- 25% no balance between work and their home life

(Manchester, an executive development firm in Jacksonville, FL)

Common Professional Outcomes

- Leaders aligned with the organization's direction
- Improved accountability and time management skills
- Increased initiative, ownership in processes, focus & confidence
- Increased leadership skills
- Staff prepared and successful in their roles
- Development in upcoming leaders within the organization
- Measured success in profit, revenue growth, and/or productive



Golden West
Consulting & Learning Center

450 Alaskan Way South, Suite 200, Seattle, WA. 98104
(206) 257-3810
www.goldenwestcenter.com
info@goldenwestcenter.com