EBENUM
EQUATION







COURSE CATALOG & SERVICES

Our mission is to humanize leadership, compress decision latency, and accelerate purpose-driven growth

teams@ebenumequation.com

www.ebenumequation.com

CONTENT PAGES

01 About Ebenum Equation ____ PG. 03 - 04

02 Partnerships and Client Testimonials ____ PG. 05 - 07

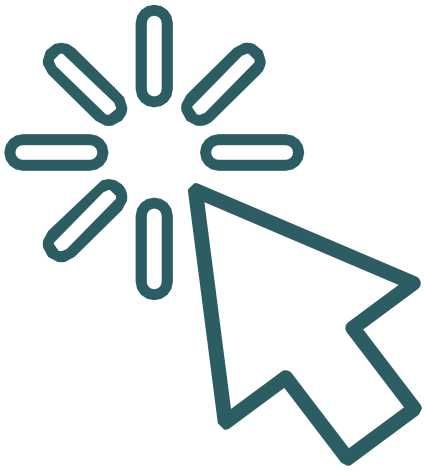
03 Ebenum Equation Course List ____ PG. 08 - 10

04 Design your Leadership Cohort ____ PG. 11 - 19

05 Summary of Courses ____ PG. 20 - 84

06 Additional Offerings ____ PG. 85 - 88

ABOUT EBENUM EQUATION



EBENUM EQUATION

We are trusted experts visionary leaders leverage to maximize high impact initiatives.

- Leadership Pipeline Development
- ICF Leadership Coach Training for Managers
- Supplier Development Programs
- Workforce Development Programs
- GPT Strategy, Training, & Development
- Gray Zones

FOCUS AREAS:

Finance
Insurance
Pharma & BioTech
Tech & Engineering

NAICS CODES: 611430, 541612, 541990

CAGE: 85BY0

PSC: U008, R420, U009,U099

WBENC WOSB: 181191

NMSDC: FLO6204

CMMC: Level 1 Compliant

Ebenum Equation partners with organizations to redefine success in the AI era. We empower leaders who inspire, align, and drive transformation across all levels. By focusing on skills and AI synergy, we prepare teams for the future, ensuring members evolve into super contributors ready to tackle tomorrow's challenges

TYPICAL SKILLS CLIENTS USE

- Supplier Development Programs
- Leadership Development Cohorts
- Coaching 1:1 and Group
- Sales Development Cohorts
- Micro-learning Series
- Workforce Development Programs
- Data-based Storytelling

INNOVATIVE & UNDERUTILIZED SKILLS

- People Skills in Hyperintelligent Domains
- Human Transition to AI
- Coach Education Training
- Foresight Strategy Workshop & Facilitation
- AI GPT Training & Design
- Training Content Design for LMS Systems

Google
airbnb
MassMutual
The Home Depot
FIU Florida International University
University of Miami
Pfizer
United Healthcare
GSA
MILLICOM The Digital Lifestyle
TRACFONE wireless, inc.
Turner

EXPERIENCE (2020-PRESENT)

- Develop custom learning programs for suppliers on warehousing, inventory management and fulfillment
- Create custom micro-learning series to enable growth in tech
- Multi-language coaching program for 100+ clients
- Data analytics dashboards for storytelling
- Coach education program for internal coach cadre
- Data Center construction supplier development program
- Coaching for Product Development SME
- Keynote speakers for various summits and internal conferences
- Workforce development program for Cybersecurity, Software Engineering, and UX/UI design

GEOGRAPHICAL FOOTPRINT

In-Person: The Americas & Europe

Virtual: Global

PARTNERSHIPS AND CLIENT TESTIMONIALS





WE PARTNER WITH ORGANIZATIONS

Our learning and development approach is designed to increase team performance and align strategy with culture. Our methodology is based on four pillars: preparing leaders for the future, learning in the flow of work, employee experience design and mastering the four quadrants of change.

MILLICOM THE DIGITAL LIFESTYLE
tigo
Virgin HOTELS
Ryder
Edelman
THE HOME DEPOT
Pfizer
Gallagher & Associates
aaps American Association of Pharmaceutical Scientists
Google
GSA
ChenMed
Edelman Financial Engines
NATIONAL Minority Supplier Development Council
aaps PharmSci 360
Turner Construction Company
akerman
Royal Caribbean Cruises Ltd.
Tracfone
AvMed Embrace better health.
PARSONS
FIU FLORIDA INTERNATIONAL UNIVERSITY
UNIVERSITY OF MIAMI
FERRING PHARMACEUTICALS
airbnb

CLIENT TESTIMONIALS

The team and I had a very productive day with the Ebenum Equation team. The level of thought leadership that was brought to our team really helped provide them with different perspectives and engaging conversations. I believe the entire group found the day extremely beneficial and gathered some key takeaways we have all committed to following up on including but not limited to the following:

- Understanding the 4 stages of psychological safety
- Articulating appropriate and difficult conversations
- Utilizing feedback models with our teams
- Utilizing personality assessments to address opportunity areas

PRIVATE COMPANY EXECUTIVE TEAM LEADERSHIP COMMUNICATION COHORT

"Our instructor gave me 3-4 concrete behaviors that I can effectively put to work. She is real and direct, which made a great mark for me. I appreciated the framework monopoly game and design she provided."

"I was pleasantly surprised with the very practical and insightful discussion. I was expecting a fluffy discussion but good insight and useful discussion with actionable suggestions."

CUSTOM LEADERSHIP PROGRAM PARTICIPANTS

"I had a great experience with my coach. She listened attentively; we were able to draft an actionable plan I can implement right away."

"It was very useful to have perspective from someone that doesn't know me or my organization."

"My coach was friendly and approachable. Helpful with my goal."

WOMEN'S LEADERSHIP PROGRAM PARTICIPANTS

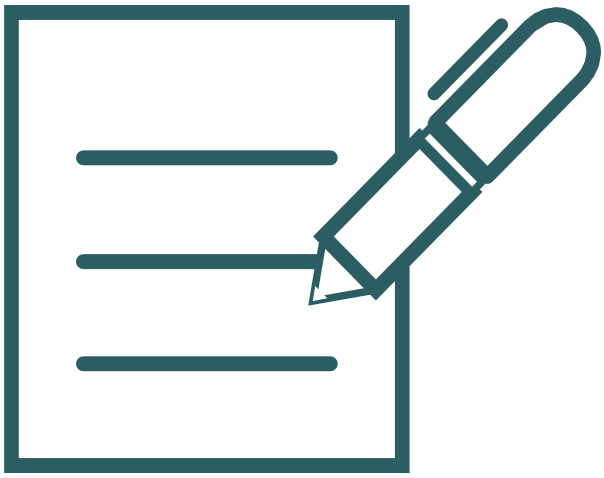
"Great points! I never take notes but did so many for this session because of so much knowledge shared."

"Very strong introduction and stimulating presentation."

"Ms. Smith was very insightful and really helped me understand current business scenarios and how to leverage the Hero's journey."

THE LEADERSHIP ACCELERATOR PROGRAM PARTICIPANTS

EBENUM EQUATION COURSE LIST



Click to view course summary

EBENUM EQUATION	LEADERSHIP DEVELOPMENT AREAS								
	COMMUNICATION SKILLS	GENERAL LEADERSHIP DEVELOPMENT	LEADERSHIP	LEADING SELF	PRESENTATION & PUBLIC SPEAKING	PRODUCTIVITY & TIME MANAGEMENT	TEAM BUILDING	WELLBEING	FORESIGHT STRATEGY
THE 4 STAGES OF PSYCHOLOGICAL SAFETY	✓	✓	✓	✓			✓		
#BYOA - BuildYourOwnAccelerator		✓	✓	✓		✓	✓		
12 WEEK YEAR PRODUCTIVITY TRAINING		✓	✓	✓		✓	✓		
5 BEHAVIORS OF COHESIVE TEAMS		✓	✓			✓	✓		
ADVANCED COMMUNICATION FOR INTROVERTS	✓	✓	✓	✓		✓	✓		
ADVANCED COMMUNICATION SKILLS	✓	✓	✓	✓		✓	✓		
BRINGING DIGITAL LEADERSHIP TRANSFORMATION TO YOUR ORGANIZATION		✓	✓			✓			✓
BUILDING EFFECTIVE TEAMS		✓	✓			✓			
BUILDING HIGH ENERGY RELATIONSHIPS & TRUST		✓	✓	✓					
CLEAR EXPECTATIONS & EFFECTIVE FEEDBACK	✓	✓	✓	✓		✓	✓		
COACHING & DELEGATING		✓	✓			✓	✓		
COACHING SKILLS FOR LEADERS	✓	✓	✓	✓		✓	✓		
COMMUNICATING & LEADING ACROSS VIRTUAL TEAMS	✓	✓	✓	✓			✓		
CRITICAL THINKING	✓	✓	✓	✓		✓	✓		✓
DEALING WITH CONFLICT		✓	✓	✓			✓		
DEVELOPING OTHERS THROUGH COACHING	✓	✓	✓	✓			✓		
DIFFICULT CONVERSATIONS	✓	✓	✓	✓			✓		
E=A3*YOU (Empowerment=Agency+ Action+Accountability*YOU)		✓	✓	✓		✓	✓		
EMOTIONAL INTELLIGENCE	✓	✓	✓	✓			✓		✓
ESSENTIALISM		✓	✓	✓			✓		
FORESIGHT ESSENTIALS		✓	✓	✓		✓	✓		✓
FUTURE OF WORK		✓	✓			✓			✓
GAINING INFLUENCE & IMPACT THROUGH COMMUNICATION	✓						✓		
GIVING EMPLOYEES FEEDBACK	✓	✓	✓	✓			✓		
HEALTH AND WELLBEING IN THE WORKPLACE		✓	✓					✓	
HIGH IMPACT COMMUNICATIONS	✓	✓	✓	✓	✓				
HIGH PERFORMANCE TEAM: TEAM COHESION		✓	✓			✓	✓		
HIRING GREAT TALENT	✓	✓	✓						
HOW TO BE A GREAT FACILITATOR	✓	✓	✓	✓	✓	✓	✓		
HOW WORK WILL WORK IN THE NEW NORMAL		✓	✓			✓	✓		
INNOVATION		✓	✓			✓	✓		
INTRODUCTION TO FORESIGHT STRATEGY		✓	✓				✓		✓
LEADERSHIP CIRCLE PROFILE 360 PRACTITIONER		✓	✓	✓			✓		
LEADERSHIP IN A DIGITAL AGE		✓	✓	✓		✓	✓		
LEADING CHANGE ON TEAMS		✓	✓	✓		✓	✓		
LEADING EMPOWERING ONE-ON-ONE'S	✓	✓	✓				✓		
LEADING IN COMPLEXITY		✓	✓						✓
LEADING IN V.U.C.A. ORGANIZATIONS: LEADERSHIP FOR A DYNAMIC WORLD		✓	✓	✓			✓		✓

Click to view course summary

EBENUM EQUATION	LEADERSHIP DEVELOPMENT AREAS								
	COMMUNICATION SKILLS	GENERAL LEADERSHIP DEVELOPMENT	LEADERSHIP	LEADING SELF	PRESENTATION & PUBLIC SPEAKING	PRODUCTIVITY & TIME MANAGEMENT	TEAM BUILDING	WELLBEING	FORESIGHT STRATEGY
LEVERAGING NETWORKS		✓	✓	✓			✓		
MANAGING DIFFICULT EMPLOYEES AND DISRUPTIVE BEHAVIORS		✓	✓			✓	✓		
MANAGING ENERGY LEADERSHIP		✓	✓	✓		✓			✓
MANAGING PERFORMANCE DISCUSSIONS		✓	✓			✓			
MENTORING & COACHING	✓	✓	✓			✓			
MINDFULNESS		✓	✓	✓			✓		
NEGOTIATE LIKE A BOSS		✓	✓	✓		✓	✓		
NEURODIVERGENT TEAMS		✓	✓			✓	✓		
POWER DISTANCE		✓	✓				✓		
PRESENTATION & SPEAKING SKILLS	✓	✓	✓	✓	✓		✓		
RESILIENCE & ADAPTABILITY		✓	✓			✓			
SELF-EVALUATION	✓			✓		✓			
SETTING AND ALIGNING GOALS WITH STRATEGY		✓	✓			✓			
STRATEGIC LEADERSHIP: BUILDING EFFECTIVE TEAMS		✓	✓	✓					
STRATEGIC THINKING		✓	✓	✓		✓	✓		✓
STRESS MANAGEMENT		✓	✓	✓			✓		
TEAM BUILDING		✓	✓	✓		✓			
TEAM COLLABORATION		✓	✓	✓		✓	✓		
TIME & ATTENTION MANAGEMENT		✓	✓	✓			✓		
UNDERSTANDING SELF AS A LEADER		✓	✓	✓			✓		
UNIVERSAL DESIGN			✓				✓		✓
VALUES-BASED LEADERSHIP	✓	✓	✓	✓		✓	✓		
VIRTUAL FACILITATION WORKSHOP	✓	✓	✓	✓	✓	✓	✓		
VUCA VS. BANI		✓	✓	✓		✓			
WORKING FROM HOME: LEADING HYBRID TEAMS		✓	✓	✓		✓	✓		
WORK-LIFE BALANCE		✓	✓	✓		✓	✓		

AUDIENCE LEGEND FOR WORKSHOPS:

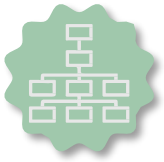
To help you use our catalog, we created a key so that you can identify which workshop is most appropriate for you and your team:

LEVEL I



Individual Contributor

LEVEL II



Leader

LEVEL III



Leaders of Leaders

DESIGN YOUR LEADERSHIP COHORT



Sample cohort designs are provided, but any of our workshop topics may be interchanged with a topic that meets your organizational needs.

Our workshops can be combined to create leadership cohorts.



Cohort Example A: 8 Hour Leadership Fundamentals Foundational Program:

WE HELP YOU OWN IT

DAY 1
1:00pm to 5:00pm EDT

- *Welcome*
  1:00pm to 1:10pm
- *Personality & Leadership*
  1:10pm to 2:55pm
- *Break*
  2:55pm to 3:05pm
- *Leveraging Networks*
  3:05pm to 4:45pm
- *Closing Remarks*
  4:45pm to 5:00pm

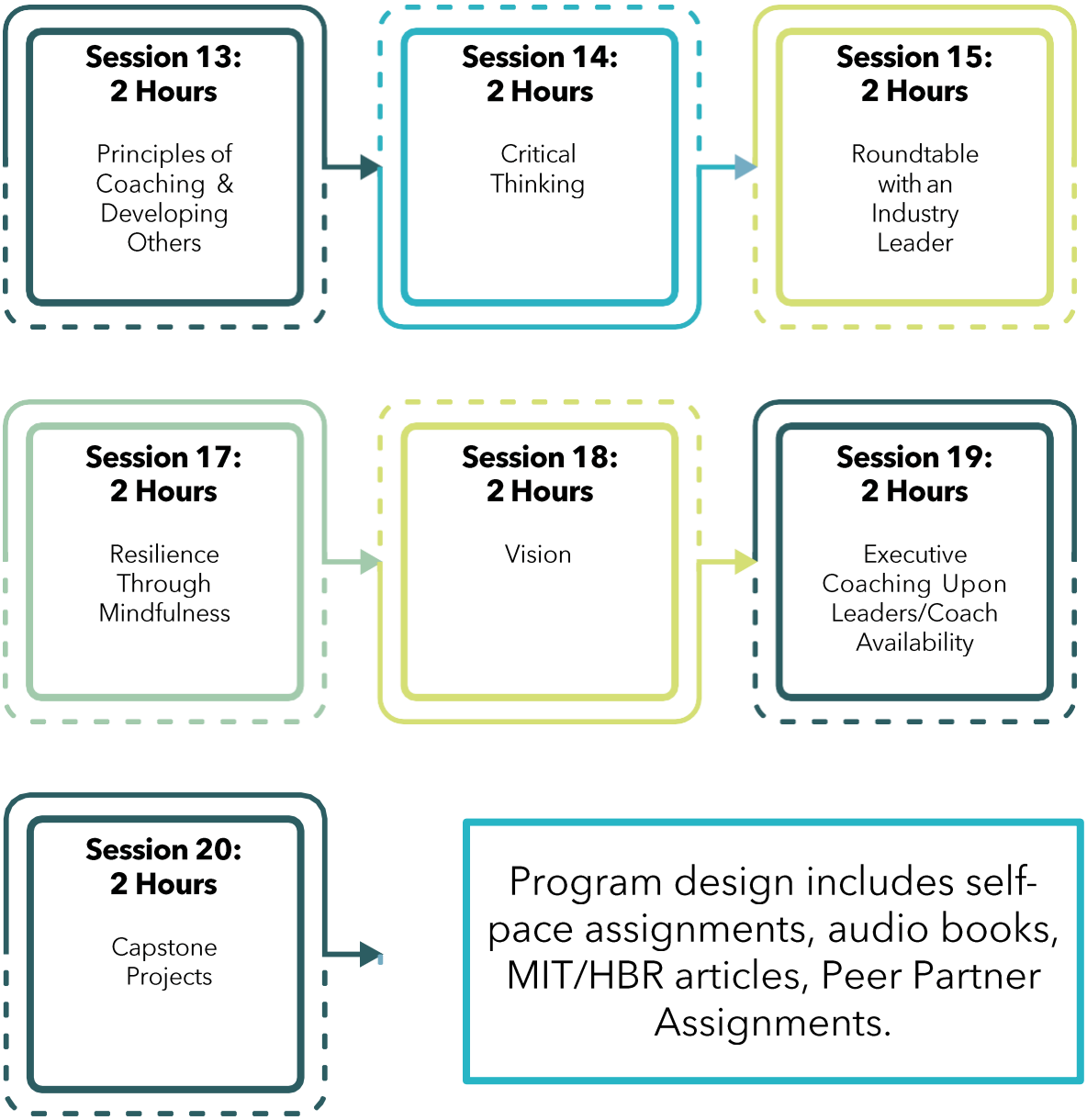
DAY 2
1:00pm to 5:00pm EDT

- *Welcome*
  1:00pm to 1:10pm
- *Resilience Through Mindfulness*
  1:10pm to 2:55pm
- *Break*
  2:55pm to 3:05pm
- *Managing Time & Attention*
  3:05pm to 4:45pm
- *Closing Remarks*
  4:45pm to 5:00pm

Cohort Example B: 5 Month Leadership Incubator Program



Cohort Example B: 5 Month Leadership Incubator Program



Cohort Example C: 1 to 2 Month Leadership Development Program





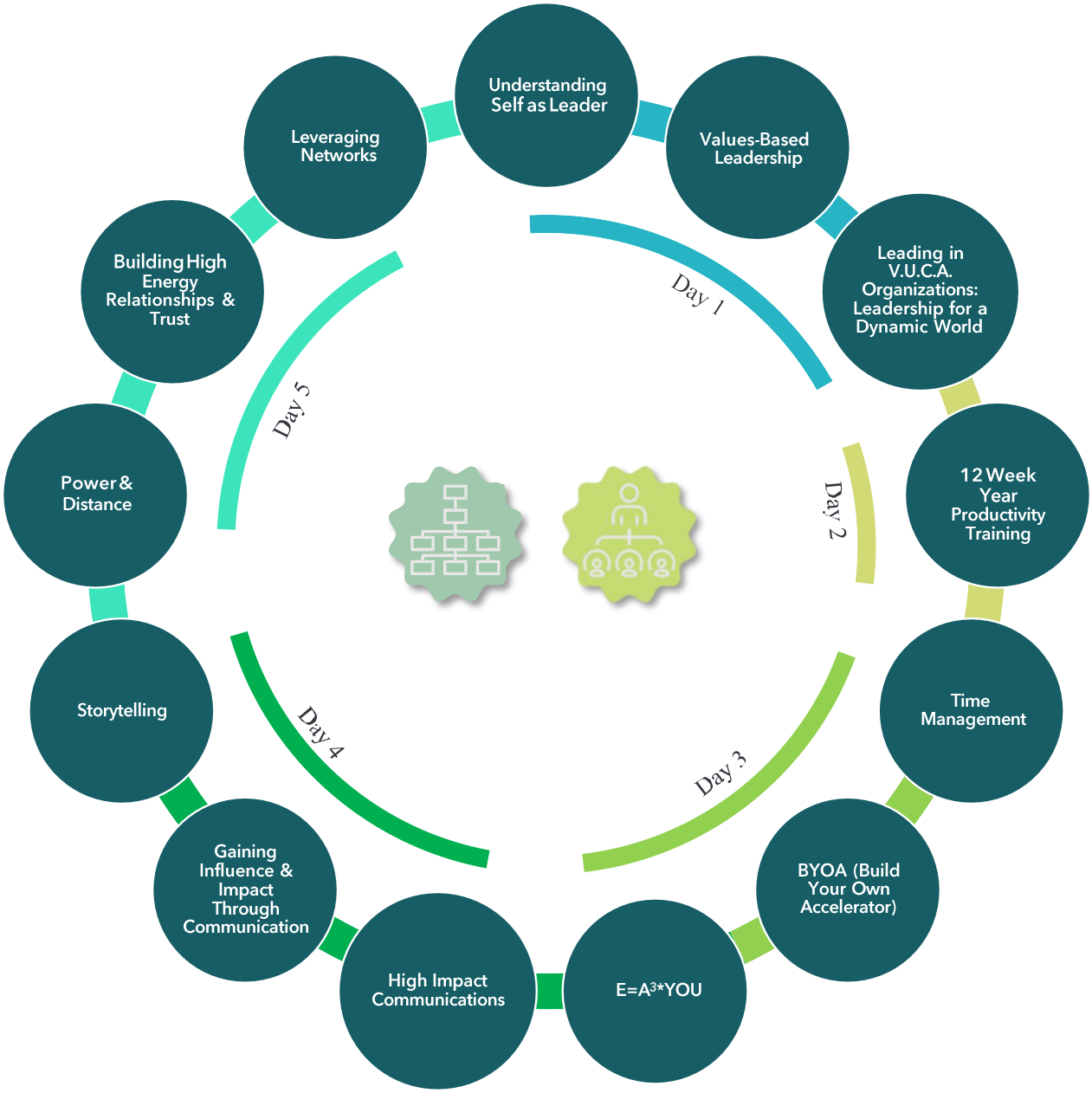
THE FOLLOWING SAMPLE PROGRAMS CAN INCLUDE BUILDING YOUR OWN CASE STUDIES, TEACH BACKS, AND SPEED ROUNDS EXERCISES:

- Build your own case studies- in small groups, learners identify a real-world scenario they face regarding the topic. The scenarios are exchanged with another group who will brainstorm a solution.
- Teach backs- the best way to learn something is to have to teach it. Organized in small groups, learners teach back to the class.
- Speed rounds- Learners are given 3-5 minutes to meet with 3 people in groups to share an idea or goal, get feedback or ask a question.



Cohort Example D: 5 Day Intensive Introduction To Leadership Development Program

This series provides a holistic exploration of essential leadership skills and participants will gain insights into self-awareness, team dynamics, and effective communication while delving into the alignment of personal values with professional ethics.



13
Workshops

35+
Hours of Live Learning

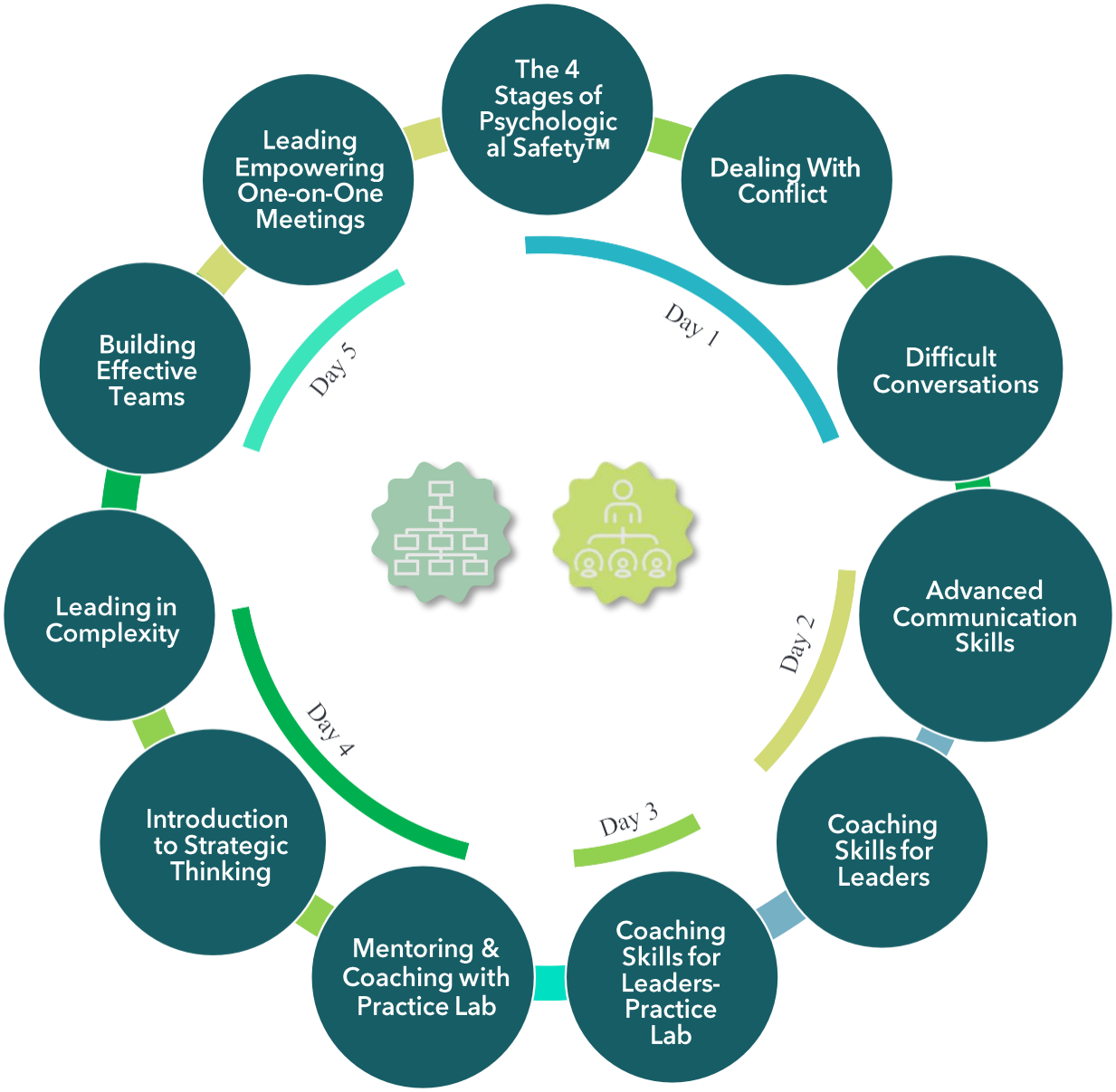
1
Assessment per participant

1
Pre-course kickoff to debrief assessment

2
60-min office hour sessions post program

Cohort Example E: 5 Day Intensive Leading Teams And Groups Program

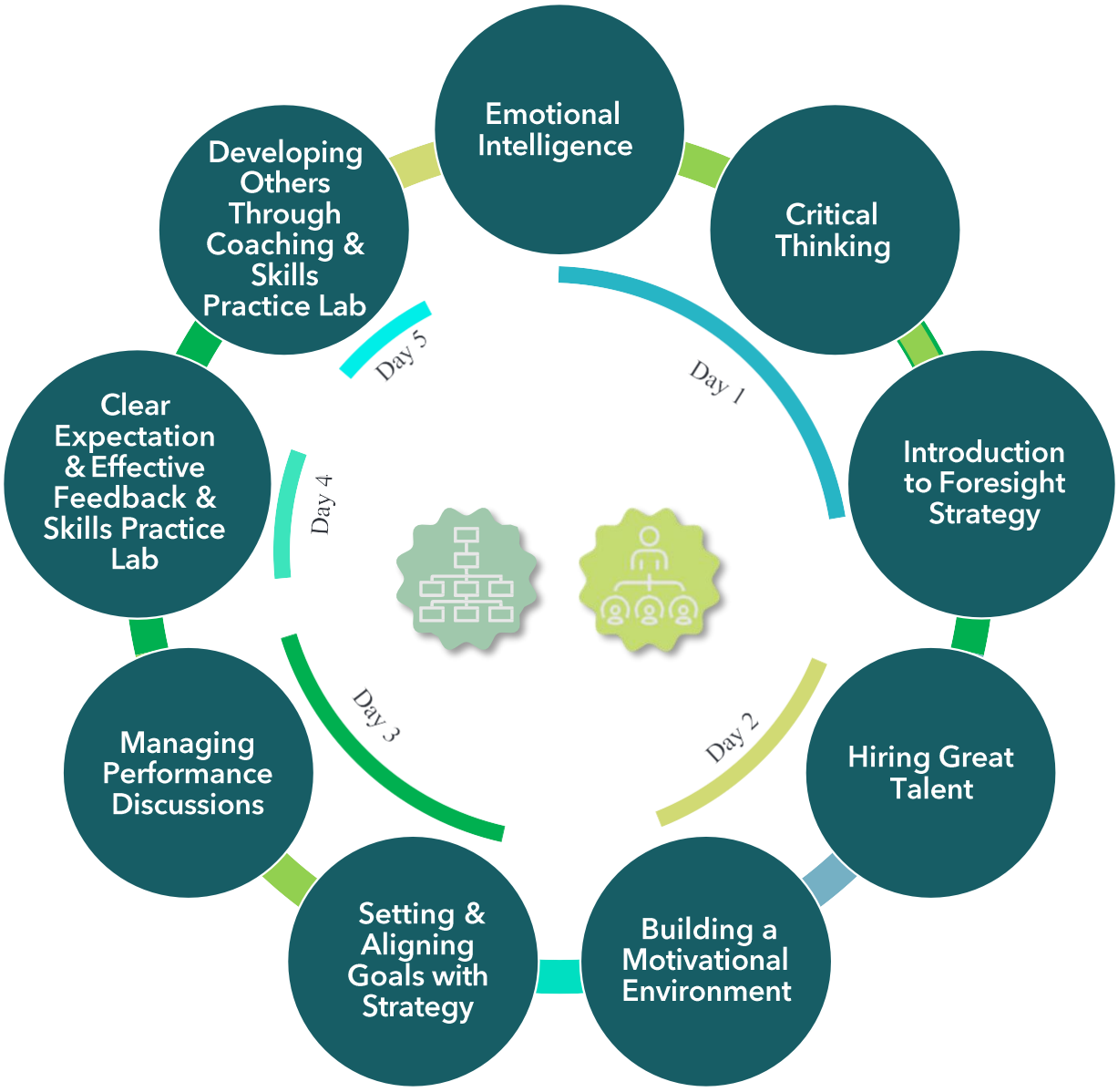
This series places a strategic emphasis on mission planning, team building, cultivating a positive leadership climate, and responsible stewardship of resources to foster innovation and enhance self-awareness. Participants will engage in targeted training and developmental exercises to ensure they are well-equipped to navigate the complexities of organizational leadership while developing others and contributing effectively to their roles.



- 10 Workshops 2 Practice Labs
- 35+ Hours of Live Learning
- 1 Assessment per participant
- 1 Pre-course kickoff to debrief assessment
- 2 60-min office hour sessions post program
- 1 30-min 1:1 coaching session

Cohort Example F: 5 Day Intensive Leading People Program

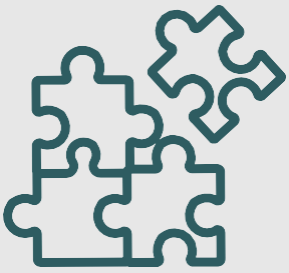
This series focuses on building the necessary skills to navigate the complexities of organizational leadership successfully, by emphasizing the alignment of leadership practices with mission, vision, and goals. We'll discuss strategic change, both within and outside the organization, ensuring participants are prepared to meet organizational goals in dynamic environments.



- 9 Workshops 2 Practice Labs
- 35+ Hours of Live Learning
- 1 Assessment per participant
- 1 Pre-course kickoff to debrief assessment
- 2 60-min office hour sessions post program
- 2 30-min 1:1 coaching session

SUMMARY OF COURSES





The 4 Stages of Psychological Safety

The 4 stages of psychological safety represent a universal pattern that reflects the natural progression of human needs in social settings. When teams, organizations, and social units of all kinds progress through the four stages, they create deeply supportive environments, accelerate le arning, increase contribution, and stimulate innovation.



PARTICIPANTS WILL LEARN TO:

- Define psychological safety as a concept.
- Apply the 4 stages framework.
- Prepare the team to take the 4 Stages Team Survey and interpret the results.
- Motivate the team to create and implement a 90-day action plan to increase psychological safety.

#BuildYourOwnAccelerator

Balance- it's what determines success and defines a leader. Without it, we struggle to preserve routines and overexert ourselves in activities that roadblock our growth. Resilient leaders aren't born, they're meticulously created through practice and reflection.

In this workshop, we'll break down the strategic processes of design thinking and build a sufficient framework for time management.

Participants will understand the different variables that affect their progress and will learn how to successfully power their own self-accelerator.

PARTICIPANTS WILL HAVE A BETTER UNDERSTANDING ABOUT:

- Identifying and embodying leadership values.
- Creating a strategy map and planning for sustainable success.
- Achieving balance between your personal life and career.
- Shifting your perspective and re-channeling your energy.
- Designing a personal reset retreat.



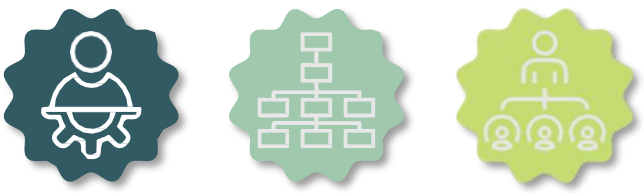
12 Week Year Productivity Training



Top performers don't have better ideas, they simply execute ideas better. Let's face it, the best ideas and strategies are worthless unless they are implemented. And the marketplace only rewards those ideas that get implemented. You can have many great ideas on how to create greater customer satisfaction, increased production, increased sales, more income, and additional free time, but ultimately you must implement those ideas to realize the benefits.

WITH THIS WORKSHOP, PARTICIPANTS WILL HAVE THE ABILITY TO:

- Understand how to transition more effectively from strategy phase to action phase.
- Ensure that action steps align with the strategies being implemented and the motivations and values behind those strategies.
- Identify and utilize tactical, practical skills to put a plan into motion.



5 Behaviors of Cohesive Teams

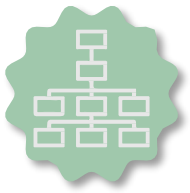


In today's dynamic and interconnected business landscape, the success of any organization hinges on the effectiveness of its teams. The 5 Behaviors of Cohesive teams Workshop is designed to equip leaders and team members with the necessary tools and strategies to foster a culture of collaboration, trust, and high performance.

KEY OBJECTIVES:

- Embrace Full Spectrum Thinking
- Harness the Five Behavior Model and its application in team interactions, fostering effective communication, engagement, and collective success.
- Cultivate Trust and Personal Commitment
- Tackle Conflict Constructively
- Navigate Difficult Conversations

Advanced Communication for Introverts



The most successful business people in the world have one thing in common: they have mastered the art of communication. In business nothing can be achieved without effectively communicating with employers, employees, clients, suppliers, and customers.

Advanced communication skills allow you to guide and direct communication between yourself and another or a group, so that you can achieve your goals and outcomes.

It is true that introverts may struggle with some aspects of management, they feel less need for social interaction and view extremely stimulating scenarios as information overload. But they possess an acumen that makes them extremely powerful communicators: they are very observant, analytical, and take in more of the world than the average person. They are, in fact, great decision makers.

BY PARTICIPATING IN THIS WORKSHOP, YOU WILL:

- Understand the elements of the communication process.
- Learn how to influence your communication and the communication of others by leveraging and improving your advanced communication skills.
- Learn practical tools to effectively build rapport and trust.
- Hone your reframing skill by learning techniques to shift negative statements into positive ones.
- Master linguistic tools for advanced communicators.
- Learn how to contribute more during meetings and communicate with extroverts as an introvert.

Advanced Communication Skills

During this workshop, participants will learn to create an awareness for potential emotional triggers and will develop strategies to mitigate possible impacts if emotional leakage (or bursting) occurs at inopportune times. Participants will be provided with techniques to manage difficult conversations and strategies to break the cycle of psychological gaming that prevents us from moving forward and allows us to focus on the underlying issues and concerns.

SPECIFICALLY, THEY WILL UNDERSTAND:

The benefits of becoming an active, more empathetic listener

How to redirect conversations to have more productive outcomes

The value of identifying non-verbal cues and understanding their meaning quickly



Reawaken and recharge your team's passion to engage powerfully with your organization. We work with each client to build a custom action plan.

Bringing Digital Leadership Transformation to Your Organization

Getting your company into digital shape doesn't mean dumping everything that has made it strong.

–BY GEORGE WESTERMAN, DEBORAH L. SOULE, AND ANAND ESWARAN.

The ability to adapt and thrive in today´s dynamic environment hinges on fostering a culture that embraces innovation and collaboration while preserving core values and maintaining integrity. This workshop is designed to provide leaders and team members with the knowledge and strategies they need to navigate the cultural shift of digital transformation and position their organizations for success in the digital era.

THROUGH A COMPREHENSIVE EXPLORATION OF CULTURE, DIGITAL TRANSFORMATION, AND LEADERSHIP PRINCIPLES, THIS WORKSHOP WILL PROVIDE PARTICIPANTS WITH THE TOOLS TO:

- Identify the four pillars of a digital culture and explore their application in real-world scenarios.
- Align practices with digital culture values fostering a workplace that embraces innovation, collaboration, and continuous learning.
- Navigate the spectrum of digital and traditional practices.
- Embrace the 5 must-haves for next-gen leaders.



Building Effective Teams



Innovation starts with your people. The way your teams interact, brainstorm, and navigate potential obstacles determine the future of your company. Promoting openness within a group is essential in creating a more efficient and cohesive work environment.

In this workshop, we'll analyze the elements that affect motivation and productivity, so you can build results-oriented teams.

FOSTER A MORE CREATIVE EXCHANGE OF IDEAS BY:

- Creating high-performing teams.
- Increasing team motivation and problem solving.
- Understanding the various stages of team development.
- Establishing team norms, ground rules and contracts.



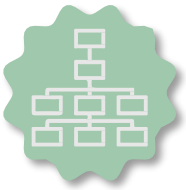
Building High Energy Relationship & Trust

High energy relationships are those relationships that feel energetic and growth oriented, and maintain the highest levels of energy. Intentional relationships require clear communication, trust, and focused attention to keep the energy high. Not focusing upon these aspects of relationships diverts and scatters leadership energy, and ultimately prevents full engagement of the connection.

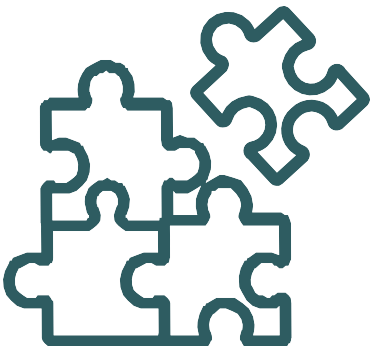
This workshop helps learners integrate the definition of healthy, trustful relationships into their lives. It also explores setting healthy expectations and boundaries for relationships and how to develop strategies and action items to communicate with those around you.

PARTICIPANTS WILL LEARN TO:

- Build trust through various communication strategies.
- Set boundaries in a way that fosters accountability and trust.
- Identify when energy is waning and effective techniques to bring it back.







Clear Expectations & Effective Feedback

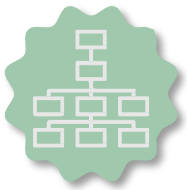
Being clear on what is expected and delivering influential feedback to an employee can many times be stressful and difficult for leaders to deliver. When implemented on a consistent basis with clear expectations, feedback helps employees gain a sense of clarity and confidence that can motivate them to build their skills and deliver amazing results.

This workshop will guide leaders through the process of setting clear expectations with employees that defines acceptable levels of job performance and manages milestone progression.

Leaders get the opportunity to practice a simple, yet powerful four-step feedback model that is intentional and has a positive impact. The feedback model is fact-based and highlights the impact of behaviors/performance on the team, department and company. It encourages the employee to take accountability for their actions and supports building collaborative solutions between the leader and employee.

LEARNING OBJECTIVES:

- Gain confidence in using expectation setting and feedback as an accountability, development and growth mindset tool
- Learn to give fact-based, objective examples when discussing feedback
- Understand how to discuss the impact of behaviors/performance and build collaborative solutions
- Practice a four-step model for providing feedback that is clear and valuable
- Learn strategies for providing future focused feedback and influencing positive change





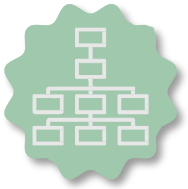
Coaching & Delegating

The ability to effectively delegate tasks and coach team members is essential for leaders to achieve organizational goals. This workshop will provide you with the skills and strategies to master these critical leadership competencies, empowering you to create a high-performing, engaged, and motivated team.

Through a blend of interactive exercises, real-world scenarios, and coach guidance, you will gain a deeper understanding of delegation and coaching principles, explore their synergistic relationship, and develop practical techniques to apply these skills in your daily work.

LEARNING OBJECTIVES:

- Understand the benefits of delegation for individual and team performance and identify common barriers to effective delegation.
- Implement a practical delegation framework to streamline task assignment and empower team members.
- Recognize the impact of coaching on team performance, fostering engagement, motivation, and accountability.
- Integrate delegation and coaching skills to create a supportive and empowering team environment.



Coaching Skills for Leaders



Design your success. The best strategies are born from leveraging different ideas that power flawless mission executions and innovative solutions. Knowing how to achieve this is rooted in the way you understand yourself as a leader and how you lead.

This workshop focuses on the combination and balance of empowered questioning, accountability, and relationship building.

INSPIRE EMPLOYEES WITH A SHARED MISSION AND ESTABLISH THE FRAMEWORK FOR THE COACHING MINDSET TO:

- Question frame and actively listen.
- Create necessary mental shifts toward leadership values.
- Use insight, curiosity and intentional design to transform relationships.
- Apply new skills through leadership coaching scenarios.



Communicating & Leading Across Virtual Teams



In a volatile and complex world, distributed and virtual teams are the new normal. Building high performance virtual teams presents managers with special challenges that are not present in face-to-face teams.

This workshop explores building, managing, and leading virtual teams. Topics include leveraging talent, developing group processes, communicating in a virtual world, and maintaining relationships. In addition, participants are introduced to online tools that facilitate knowledge sharing and team communication.

PARTICIPANTS WILL LEARN:

- The importance of making every meeting count and deploying multimodal leadership skills to increase effectiveness.
- How to choose the appropriate collaboration tool, depending on the purpose of the meeting.
- Strategies to bring back "water cooler" chat, increasing human touch and connections across virtual platforms.

Critical Thinking



Most people believe that if you can hold a lot of facts or knowledge in your brain, and you are able to recall this information with ease, then you are a good critical thinker. This simply means you are able to store and retrieve information from your memory more effectively than others. Critical thinking is the ability to think clearly and rationally; the art of analyzing and evaluating thinking with a view to improving it. Individuals with strong critical thinking skills are a valuable resource to teams and to businesses to make good decisions and to contribute with problem solving.

IMPROVE YOUR CRITICAL THINKING ABILITY BY HAVING A BETTER UNDERSTANDING OF:

- The components and stages of the critical thinking process: from unreflective thinking to master thinker.
- The problem-solving process, its stages and steps.
- The decision making process of critical thinking leaders.

Dealing With Conflict

Many people see conflict as a negative experience. However, conflict is a necessary part of our personal growth and development. It only becomes an issue when the people involved cannot work through it. They become engaged in a battle, which never results in growth. When this type of conflict arises, negative energy can result, causing hurt feelings and damaged relationships.

AFTER THIS WORKSHOP, PARTICIPANTS WILL BE ABLE TO:

- **Identify the role trust plays in conflict and the impetus for conflict before it starts**
- **Quickly redirect conversations to be more productive**
- **Identify and act upon the opportunities presented through conflict**



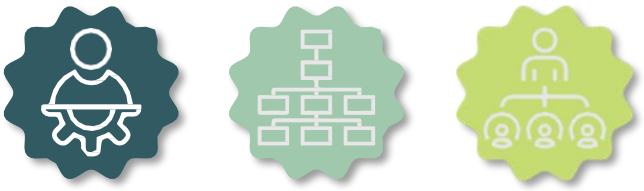
Developing Others Through Coaching

Effective coaching is an essential skill all leaders need to embrace and strengthen. Coaching helps employees to develop skills, improve confidence, and uplevel thinking. It can motivate employees to perform at their highest level by helping to discover their strengths, align to goals that matter to them, create possibilities for future success, and encourage small action steps.

This workshop will help leaders understand the difference between managing and coaching, and the benefits that coaching provides to the individual, team and company. Leaders will learn how to identify and leverage coaching moments and practice a powerful coaching dialogue process. Leaders will also learn how to facilitate peer-to-peer coaching circles on their team and steer clear of common coaching mistakes.

LEARNING OBJECTIVES:

- Understand the difference between managing and coaching.
- Learn the benefits of using coaching as a development tool.
- Understand the attributes of a successful coach and assess your strengths and opportunities.
- Identify ways to build a strong coaching relationship with your employee.
- Learn how to recognize coaching moments and engage in a powerful coaching dialogue.
- Practice strategies for leading peer-to-peer coaching circles.



Difficult Conversations

They're easy... until they're not. Unknown intentions, opposing perspectives, misaligned feelings – they're all part of difficult conversations. Yet, without them, we'll find ourselves and our businesses going backward rather than forward.

This workshop is all about taking the talks we'd rather avoid and turning them into fruitful experiences that build better relationships. We'll discuss the dynamics behind these discussions and review proactive approaches and practical solutions.



LEARN HOW TO:

- Navigate and regain control of a difficult conversation.
- Understand three conversation tools you can use to guide conversations.
- Identify the three conversation types and stages.
- Solve issues and improve productivity.

E=A3*YOU (Empowerment= Agency+Action+Accountability*YOU)

Traditional methods of empowerment are out – the growth mindset is in. The journey to inspiring others and leading an organization of trailblazers starts small. To be a source of clarity, direction, and stability for others, you must forage your way to true empowerment – not only for yourself, but for those you lead.

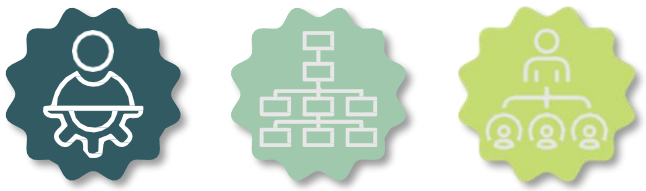
In this workshop, we'll break down the E= A3*YOU leadership model where you'll learn how to take action and be more accountable while being your most authentic self.

THESE SMALL, CRITICAL STEPS WILL BUILD YOUR INNER PORTFOLIO AND LEAD TO AN EMPOWERING CAREER BY:

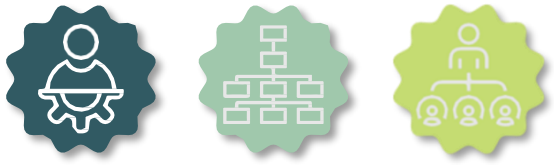
Providing honest feedback and deploying agency to increase success.

Focusing on the future and where the team is going.

Aligning actions to values and words to increase trust.



Emotional Intelligence



Qualifications drive your career, yet they can only take you so far. Why? In an ever-changing world, technical skills fall short without one timeless influencer of success – emotional intelligence.

Whether it's motivating a team, building a network, or interacting with clients, knowing how to effectively connect and communicate is the lifeline of leadership.

In this training course, we'll dive into your level of interpersonal skills and dissect the five core competencies of emotional intelligence (self-management, self-awareness, self- regulation, self-motivation, and empathy).

CREATE STRONG, LONG-LASTING BUSINESS RELATIONSHIPS BY LEARNING HOW TO:

- Effectively identify and adapt to different personalities and situations.
- Drive performance through emotional control and self-motivation.
- Express natural empathy for others.
- Understand various verbal and nonverbal social cues.
- Approach challenging situations with reason and clarity.
- Defuse and resolve personal conflicts.

Essentialism

Get more done by doing less. By focusing on eliminating obstacles rather than finding solutions, we can channel our energy into the things that push us forward.

Once we make a conscious decision to cut out the noise from our routines, we'll be able to live both a more meaningful and a more simplistic life.

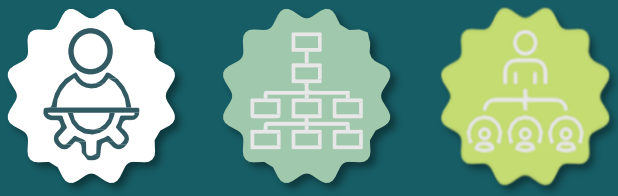
In this workshop, we're digging into New York Times bestseller Essentialism: The Disciplined Pursuit of Less to redefine the concept of habit and bring greater control to your priorities.

WE'LL EXPLORE KEY CONCEPTS SUCH AS:

- Cutting out tasks that don't directly further your goals.
- Strategizing your trade-offs (The 90% Rule).
- Eliminating obstacles rather than finding solutions.
- Navigating normative conformity.
- Creating a consistent, full sleep schedule.



Foresight Essentials



Foresight is not about predicting the precise future; it's about exploring a spectrum of possibilities. It empowers leaders to envision a diverse range of futures, encompassing both positive and negative scenarios, along with the unexpected and the extraordinary. By considering this vast array of possibilities, we can have meaningful conversations today about the futures we aspire to experience and the practical actions we can take to drive organizations towards those desired outcomes.

When faced with the challenge of charting a new strategic direction, foresight provides a systematic approach to explore your options. As you build a new community or team, foresight helps establish a shared vision and alignment. In the process of prototyping new services or products, foresight encourages experimentation and innovation. And ahead of a planning cycle, foresight refocuses our attention on the realm of possibilities rather than limitations.

The Foresight-Insight-Action cycle presented in this workshop offers a versatile framework applicable to a wide range of endeavors, from single meetings to multi-year initiatives.

YOU WILL LEARN TO:

- Use tools and strategies to cultivate a robust foresight practice.
- Transform your mindset and unlock your creative potential to uncover opportunities, anticipate challenges, and fuel sustainable success.
- Integrate foresight into your workflow, organizational culture, and community to foster continuous learning and innovation.

Future of Work



The world of work is undergoing a profound transformation, driven by technological advancements, evolving societal expectations, and shifting economic landscapes. The pandemic has further accelerated these changes, challenging the traditional worker-employer relationship and creating a dynamic environment filled with both opportunities and uncertainties.

This workshop delves into the key factors shaping the future of work, exploring the impact of talent supply, government influence, and emerging trends on the worker-employer dynamic. You will engage in thought-provoking discussions and examine four potential scenarios that illustrate how the future of work could unfold.

LEARNING OBJECTIVES:

- Identify the major forces shaping the future of work.
- Explore four potential futures for the worker-employer relationship.
- Identify the conditions that could lead to each of these futures and explore signals that may indicate their likelihood.
- Develop strategies for navigating each of these potential futures, considering the opportunities and challenges they present.
- Discover key differentiators that will enable organizations to thrive in an uncertain future and foster a successful and fulfilling work environment for their employees.

Gaining Influence and Impact through Communication



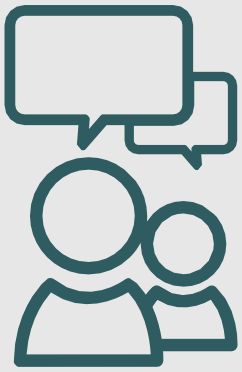
It's more important than ever to be a change agent and to command influence. However, it all comes down to your approach. Learn to leverage informal power – your ability to mobilize resources, drive change and create value for the organization, and for yourself.

PARTICIPANTS WILL RECEIVE TOOLS AND TIPS THAT EMPOWER THEM TO DEVELOP THEIR INDIVIDUAL AUTHENTIC LEADERSHIP STYLES AND SIMULTANEOUSLY FOSTER A CONNECTED AND TRUSTING GROUP DYNAMIC, INCLUDING:

- How to take the initiative to lead and to recognize others who do the same.
- The ability to increase credibility and influence.
- How to proactively protect energy.
- Apply new skills through leadership coaching scenarios.



Giving Employees Feedback



As human beings, we often hunger for feedback; however, many people will tell you that when they do receive it, it's often because of something they have done wrong.

In this workshop, participants will learn why the way we deliver feedback is important, how to deliver a message so that people accept it, and how to accept feedback we are offered.

SPECIFICALLY, THEY WILL LEARN:

- To identify verbal and non-verbal cues and redirect, as needed.
- How to structure feedback so that it is constructive and beneficial using the feed forward model.
- The importance of recognizing when the other person positively uses that feedback.



Health and Wellbeing in the Workplace



The International Labour Organization states: "Workplace wellbeing relates to all aspects of working life, from the quality and safety of the physical environment, to how workers feel about their work, their working environment, the climate at work and work organization. The aim of measures for workplace well-being is to complement Occupational Safety and Health (OSH) measures to make sure workers are safe, healthy, satisfied and engaged at work".

The importance of employee health and wellbeing has never been more evident. Organizations are increasingly recognizing that a healthy workplace fosters a culture of engagement, productivity, innovation, and resilience, leading to enhanced employee satisfaction, reduced turnover, and improved financial performance. This workshop will delve into the dimensions of workplace wellbeing, providing you with the knowledge, strategies, and tools to create a supportive and thriving work environment for your employees.

LEARNING OBJECTIVES:

- Identify the key components of workplace wellbeing.
- Explore effective strategies to increase employee's wellbeing.
- Recognize the signs and symptoms of presenteeism and absenteeism and develop interventions to address these issues.
- Understand the role of employers in creating a healthy and supportive work environment that fosters employee wellbeing.
- Implement practical tools and techniques to assess and evaluate employee wellbeing initiatives and their effectiveness.



High Impact Communications

Communication is essential in building and maintaining relationships. Words are the building blocks of good communication, but from them, we must build meaning.

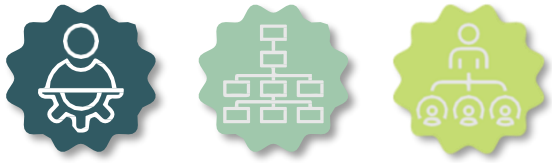
Throughout our lives, we can challenge ourselves with learning new and better ways, including words, with which to enhance our communication skills.

With today's emphasis on team-based and collaborative management and decision making, communication can make or break an organization.

PARTICIPANTS WILL HAVE A BETTER UNDERSTANDING ABOUT:

- Creating a more efficient and flexible working environment.
- Developing high-level thinking.
- Aligning verbal, non-verbal, and written communications.

High Performance Team: Team Cohesion



Currently, only 7% of global employees say they have a great job, a fact that aligns with low workplace engagement rates. Organizations face the relentless challenge of navigating complex environments while maintaining a competitive edge. The ability to build and sustain high-performing teams is a crucial factor in achieving organizational success.

Team cohesion, the cornerstone of high-performing teams, fosters a sense of unity, shared purpose, and collective accountability among team members, enabling them to work together effectively and achieve remarkable results.

In this workshop, participants will gain a deeper understanding of the intricate dynamics of cohesive teams and develop practical strategies to enhance team cohesion within their own organizations.

KEY OBJECTIVES:

- Understand the defining elements of team cohesion and its impact on team performance, innovation, and organizational success.
- Identify the key drivers of team cohesion, including shared values, goals, and processes.
- Explore six practical strategies to enhance team cohesion.
- Recognize the five important factors that contribute to an effective group cohesion process.

Hiring Great Talent

Finding a great hire starts with understanding the type of individual that demonstrates a strong cultural fit, then asking the right questions during the interview process, and making a good hiring decision based on interview data results. Once you've onboarded your new hire, you have tremendous influence over their success by providing ongoing support, coaching and feedback in the first 90 days and beyond.

This engaging and interactive workshop is designed to help hiring managers identify and hire great talent using proven best practices in interviewing. Hiring managers can use their workbook as a resource guide for managing the interviewing and hiring process and learn to create an environment of success where new hires thrive!

KEY LEARNING TOPICS:

- Identify great talent and generate excitement about working for your company
- Use interview preparation techniques and develop interviewing questions that solicit valuable information from the candidate
- Practice using effective behavioral interviewing techniques
- Interpret and evaluate responses to determine if a candidate is a good fit
- Describe how to ask important legal interviewing questions
- Review best practices for supporting and retaining your new hire



How to Be a Great Facilitator



Facilitation is a developmental educational method which encourages people to share ideas, resources, opinions, and to think critically in order to identify needs and find effective ways of satisfying those needs. As a skill, it can be learned and developed through practice and supervision. In order to be a great facilitator, you must hone other skills such as conflict management, clarification, planning, active and empathetic listening, time management, giving and receiving feedback, and group management.

IMPROVE YOUR FACILITATION SKILL AND BECOME A GREAT FACILITATOR BY:

- Understanding your mission and limits.
- Understanding the different styles and approaches to facilitation, and when to use them depending on the task/activity and people involved, time available and needs of group members.
- Learning how to interact with the group with verbal and non-verbal messages.
- Effectively preparing, planning, designing, and evaluating a session.
- Identifying and addressing barriers to listening and participation.
- Working on your self, social, and community awarenesses to promote fairness through facilitation.
- Creating a safe environment where people can choose to contribute.
- Carefully selecting materials and designing exercises.

How Work Will Work in the New Normal



The world of work is undergoing a profound and irreversible transformation, driven by technological advancements, evolving work patterns, shifting societal expectations, and the lingering effects of the global pandemic.

Leaders face the unprecedented challenge of navigating this ever-changing landscape, adapting their organizations to the new normal, and empowering their teams to thrive in this dynamic environment. This workshop will provide up-to-date insights, practical strategies, and actionable tools for leaders to effectively manage the ongoing transformation of the workplace, foster success in the new era, and position their organizations for long-term growth and sustainability.

KEY OBJECTIVES:

- Understand the evolving nature of workplace hierarchies and their role in skill transformation.
- Reimagine the workplace to enhance social collaboration.
- Learn to leverage technology, empower employees, and cultivate social capital to achieve success in the hybrid era.
- Enhance your leadership skills to navigate change, build resilient teams, and drive organizational excellence in the new world of work.

Innovation



Innovation is a lifeline for organizations seeking to thrive and maintain a competitive edge. However, it often faces the challenge of being treated as an end in itself rather than a strategic tool for achieving specific organizational goals.

Improving returns from your innovation efforts requires knowing the type of change you want to achieve. Context matters. Is the strategic objective of your innovation primarily to strengthen the trajectory of your existing path?

This workshop will delve into the concept of innovation, exploring its various forms and strategic applications.

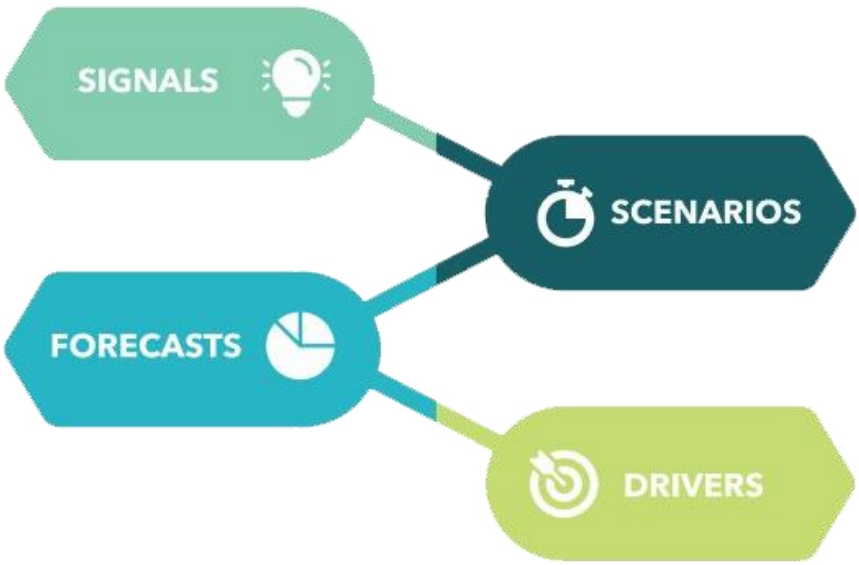
KEY OBJECTIVES:

- Identify the different forms of innovation and the three primary types of strategic change.
- Analyze the relationship between innovation and strategic change, recognizing innovation as the mechanism for achieving desired organizational transformations.
- Develop practical strategies to foster a culture of innovation within organizations, encouraging creativity, experimentation, and risk-taking.

Designing a different outcome for our lives takes insight, hindsight and foresight. This workshop is all about thinking differently about your life, your experiences, and your career. Thriving in extreme disruption and distributed work environments is a skillset most managers have not yet developed.

THIS WORKSHOP EXPLORES THE SKILLS NEEDED TO SUCCEED NOT TODAY, BUT THREE, FIVE, AND EVEN TEN YEARS FROM NOW BY:

- Introducing the foresight strategy concept.
- Learning to recognize, collect, and discuss signals.
- Explaining VUCA (volatile, uncertain, complex, and ambiguous) to Level Set.
- Designing a plan to implement the ten leadership skills for the 2025-2035 era.



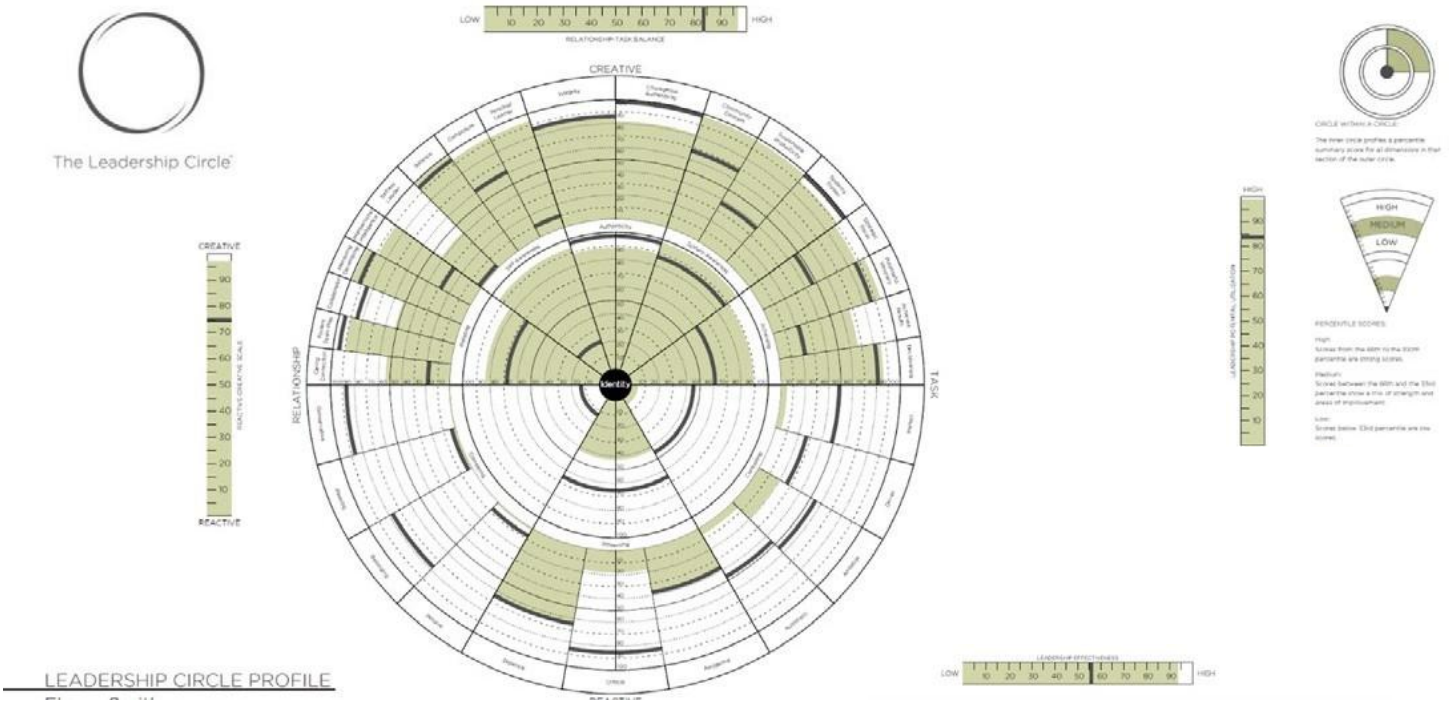
Leadership Circle Profile 360 Practitioner

Elevate your leadership effectiveness with a comprehensive review of your Leadership Circle Profile, a 360° assessment that delves into both your Creative Competencies and Reactive Tendencies.

This insightful session will empower you to gain a deeper understanding of your leadership strengths and areas for development, paving the way for transformative growth.

KEY TAKEAWAYS:

- Uncover your leadership strengths and areas for improvement.
- Explore the intricacies of Creative Competencies and Reactive Tendencies.
- Harness the power of self-reflection and continuous improvement to become an exceptional leader.



Leadership in a Digital Age

The digital age has come, and with it, new practices, mindsets, and forms of competition have emerged.

The truth? Most organizations and leaders aren't as prepared as they think.

In this workshop, you'll learn how to relinquish outdated mindsets, embrace the digital age, and build a powerful, future-forward leadership narrative.

We'll challenge past leadership practices and dive into the details of creating a community of leaders, so you can confidently lead your organization into the future.

PARTICIPANTS WILL LEARN HOW TO:

- Empower employees at all levels.
- Identify the four types of blind spots brought on by digitalization.
- Develop digital-focused leadership behaviors.
- Recognize the four key mindsets for leadership success.



Leading Change on Teams

In this workshop, participants will explore and discuss several principles of change, including identifying forces for change, initiated vs. imposed change, stakeholder mapping, and moving from visions to initiatives.

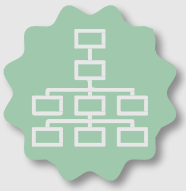
Participants will explore how to design for volatile, uncertain, complex, and ambiguous (V.U.C.A.) environments, while leading change forward.

PARTICIPANTS WILL ALSO REVIEW THE SIX INPUTS THAT LEADERS CAN USE TO BUILD A BETTER CHANGE PROCESS TO UNDERSTAND:

01 Using assumptions on what the future will look like.

02 How teams will respond to different stimuli.

03 How to effectively utilize scenario planning to advance the business, despite the unknowns.



Leading Empowering One-On-One's

Great leaders recognize that One-On-One's are a foundational component of employee well being and experience. These meetings are foundational to building trust and creating psychological safety on a team. Purposeful and empowering One-On-One's help to drive efficiency, productivity, and improve employee motivation and engagement levels. They also create an opportunity for managers to get valuable feedback on their own performance.

This workshop will help leaders understand the purpose of a One-On-One, how to prepare using a set of best practices, and introduce an agenda and conversational framework that empowers employees to focus on their own personal and professional development goals and provide their manager with integral feedback.

- Understand the purpose of One-On-One conversations between a manager and employee
- Learn best practices for preparing for the One-On-One meeting
- Identify positive outcomes of empowering One-On-One meeting
- Review focus areas for having effective One-On-One conversations
- Practice using a One-On-One conversational framework
- Evaluate your own One-On-One meetings and where to adjust and adapt your agenda



Leading In Complexity



The scrambled future will be an asymmetrical patchwork of urgency, panic, imbalance, and hope. As the present gets more complicated and the future even more uncertain, the value of full-spectrum thinking has become clearer and more urgent for individuals, organizations and societies.

This workshop is designed to equip leaders with the skills and tools they need to navigate complex systems and drive organizational innovation and success. Through a focus on Full-Spectrum Thinking, participants will be encouraged to imagine a range of alternative futures, recognize signals of change, identify patterns and seek clarity across gradients of possibility.

By participating in this workshop, participants will:

- Understand the core principles of full-spectrum thinking and categorization.
- Learn how to apply new full-spectrum tools to make sense out of the scramble of complex systems.
- Learn a core set of strategies for full-spectrum thinking development.
- Learn to identify innovation zones for their organization.

Managers must continue to devote time to developing skillsets required to thrive in extreme disruption.

This workshop explores the skills presented by leadership futurists as the New Leadership Literacies.

THE NEW SKILLS LEADERS NEED INCLUDE:

01 The ability to see ten years into the future, and tell compelling, inspiring future stories.

02 Stretching their use of technology.

03 Leading effectively when not physically present.

04 Leading decentralized, "shape-shifting" organizations where decisions gravitate to the periphery.

05 Projecting positivity with mental and physical fitness.

This series focuses on developing new skills, managing distributed teams, and nurturing connectional intelligence. (Four 1.5 sessions).

Leveraging Networks



Effective network leveraging requires building strong relationships and maintaining them over time. It also involves understanding the strengths and weaknesses of your network and identifying opportunities to expand it.

This workshop is designed for leaders who want to gain a better understanding of what a network is, the power of their network, and how to use it to achieve their goals.

LEARNING OBJECTIVES:

- Define the concept of a network.
- Understand and map your network.
- Identify and differentiate the three forms of networking.

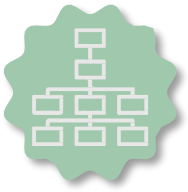
Are your team members constantly squabbling, gossiping and bickering? It has been estimated that they make up only 10% of a department or team, but they occupy 90% of the manager's time.

In every workplace, as in life, there are people who just don't mesh. Conflicts arise, and if left unchecked, they can wreak havoc on your organization.

As a leader, it's up to you to resolve these conflicts and turn chaos into collaboration. But before you blame it all on "problem employees" you need to explore the notion that workplace unrest can also stem from management styles and missing SOPs. The result can be a frustrated, disengaged workforce fraught with friction.

IN THIS WORKSHOP, YOU WILL:

- Identify four main problems leaders experience with difficult employees.
- Learn practical techniques to build better relationships.
- Understand the reasons why some employees may have difficulty doing the job and how to transform them into rock stars.
- Learn tips on how to develop a positive company culture.



Managing Energy Leadership



Effective leadership requires more than just technical expertise and strategic acumen. It demands a deep understanding of human behavior, the ability to harness personal energy, and the capacity to cultivate a supportive work environment.

This workshop delves into the concept of Energy Management Leadership, empowering participants to become self-aware and empathetic leaders who can inspire and motivate their teams to achieve remarkable results.

KEY OBJECTIVES:

- Understand the core principles of Energy Management Leadership.
- Apply the "Energy Management Cycle" framework to enhance motivation, productivity, and creativity.
- Implement practical strategies to create a more collaborative and healthy work environment.
- Identify the traits and competencies of a supportive leader and cultivate these qualities within yourself.

Managing Performance Discussions



Performance discussions with employees should always be based on objective and verifiable information and should provide examples of the behavior you would like to see continued or improved. Without communication and feedback from their manager, employees are not aware if they are performing the job as expected or if they need to make adjustments. Over time, lack of communication and feedback can lead to dissatisfaction, low morale, and poor performance.

This workshop will teach managers techniques to hold effective performance review discussions that encourage positive performance and development. We will also review and practice the steps to using a progressive performance improvement plan process including how to use documentation to promote accountability and get poor performance back on track.

LEARNING OBJECTIVES:

- Identify the types of performance discussions to have with an employee
- Understand what key information and data to include in the performance review
- Learn how to prepare and plan for a performance review discussion
- Understand how to have an effective performance review discussion and how to keep it future focused
- Review the steps of a performance improvement plan and what documentation is important

Mentoring & Coaching



The Mentoring and Coaching Workshop is designed to help leaders develop the necessary skills and knowledge they need to effectively mentor and coach their team members in today's rapidly changing business environment, where leaders are expected to not only manage their teams but also support their development and growth.

One of the key distinctions between these two developmental models is that coaching focuses on a defined set of skills, knowledge, or tasks, while mentoring focuses on building trust, establishing relationships, and specific learning goals. As a leader, it is important to understand the difference between the two approaches and when to use them to support your team members effectively.

BY PARTICIPATING IN THIS WORKSHOP, YOU WILL LEARN:

- To differentiate between mentoring and coaching, including understanding the benefits and limitations of each approach.
- To identify the key skills and attributes required to establish effective mentoring and coaching relationships, such as listening, asking powerful questions, building rapport and trust, empathy, summarizing and paraphrasing, goal-setting and feedback.
- Practical tools and techniques to develop your mentoring and coaching skills.

Mindfulness

Mental wellness and health are an increasing focus in modern society. This workshop starts with a review of ancient practices and then moves into the health benefits of dedicated mindfulness practices. Attendees will explore four mindfulness practices that can easily be integrated into their busy lives. The workshop will give participants a road map to launching a successful mindfulness practice that yields results, including a 20-minute meditation.

PARTICIPANTS WILL LEARN:

How to increase the development of an appreciation for the present.

To have the intention to cultivate awareness.

How to develop increased attention to observing one's own thoughts and feelings as they arise.



Negotiate Like a Boss

In this workshop, participants will learn a proven framework for negotiating with counterparts, both external to the organization and within it. They will also learn the negotiation model that was originally developed at Harvard Law School, and has evolved into a proven framework for success.

The workshop helps participants commit to personal influence mastery as well as to learn what it takes to redefine negotiation.

Participants will leave with the ability to leverage what each brings to the table in any given situation.

LEARNING OBJECTIVES:

- Understand how to properly cultivate relationships with your stakeholders.
- Learn the language that it takes to close and what to use during follow-up.
- Gain tactics you can use in your personal and professional life.



Neurodivergent teams



People are like puzzle pieces, irregularly shaped. It is the leader´s role to fit irregular puzzle pieces together. *Metaphor used at SAP.*

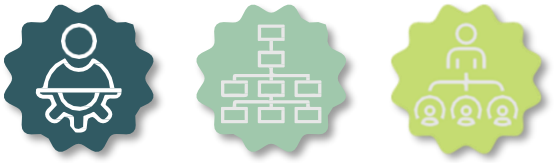
Embracing neurodivergent teams is not just a matter of empathy; it's a strategic imperative for unlocking the full potential of your workforce. Teams that include individuals with different cognitive strengths—such as those with autism, ADHD, dyslexia, and other neurological differences—bring new perspectives, problem-solving approaches, and creativity to the workplace.

This workshop will explore the benefits of neurodivergent teams in the workplace and provide practical strategies for leaders and team members to build a culture that is supportive and optimized for high performance.

KEY OBJECTIVES:

- Recognize the unique strengths and challenges of neurodivergent individuals.
- Develop practical strategies to support and empower neurodivergent team members.
- Learn to leverage the unique strengths and perspectives of neurodivergent individuals to drive innovation and organizational success.
- Cultivate a more empathetic and understanding approach to workplace interactions.

Power Distance



Today's world is characterized by a cross-cultural workforce. When you step into a foreign culture, things suddenly seem different, and you don't want to cause offense. That's why before any other relationship in a business can be established, a cross-cultural relationship must be formed, nurtured and grown.

All societies are unequal, but some are more unequal that others. Power Distance is a dimension in cross-cultural environments used to measure and understand the acceptance of power between individuals with different levels of authority.

By understanding how individuals in your team might think and react to power distribution, you and your organization will be better prepared to define courses of action and evaluate decisions.

LEARNING OBJECTIVES:

- Understand the Cultural Dimensions theory and the effects of a business' culture on the values of its members.
- Explore the Power Distance dimension and its influence on people´s behavior and interactions.
- Learn how to apply the Cultural Dimensions theory and the Power Distance concept to drive positives changes in your organization.

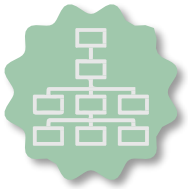
Presentation & Speaking Skills

Public speaking can be a nerve-wracking task for many working professionals. High-impact communication and presentation are based on the core principles of creating and organizing content, grabbing the audience's attention through a powerful introduction, and anticipating the audience's needs.

In this workshop, we will examine best practices, practice delivery techniques, and discuss various visual aids to ensure your next presentation is delivered with confidence.

PARTICIPANTS WILL LEARN:

- How to tell a story with passion to connect with the audience.
- To focus on the audience's needs to keep them engaged throughout the presentation and after .
- How a simple, compelling structure based on the core message is the most effective approach.





Resilience & Adaptability



Resilience is not a destination; it is a way of being. A "resilient organization" is not one that is simply able to return to where it left off before the crisis. Rather, the truly resilient organization is one that has transformed, having built the attitudes, beliefs, agility, and structures into its DNA that enable it to not just recover to where it was, but vault forward quickly.

This workshop will explore the concepts of resilience and adaptability, providing participants with the knowledge, strategies, and tools to navigate challenges, foster growth, and emerge stronger from difficult times.

KEY OBJECTIVES:

- Identify the fundamental qualities of resilient leadership that distinguish successful leaders as they guide their organizations through crisis.
- Develop practical strategies to cultivate resilience and adaptability at both the individual and organizational levels.
- Learn to identify and mitigate potential risks, enhancing organizational preparedness for crises and disruptions.

Self-Evaluation



Self-evaluations are, at their core, a communication channel between employees and their supervisors. While primarily focused on evaluating employee performance and setting ongoing expectations, self-evaluation performance reviews should also give employees a chance to share their impressions of, and expectations for, their work situation.

Many employees struggle with writing effective self-evaluations, often lacking the guidance and structure to articulate their contributions and aspirations. This workshop was designed to provide participants with the skills and strategies to write impactful self-evaluations. Through a combination of exercises, examples, and practical tips, participants will gain the confidence and ability to effectively communicate their performance, identify development opportunities, and contribute meaningfully to the performance review process.

KEY OBJECTIVES:

- Improve performance and productivity of employees
- Improve communication between managers and employees
- Plan performance improvement for under-performing employees
- Reward work performance and optimize individual potential
- Establishing an important HR information base

Setting and Aligning Goals With Strategy

For managers, the most important step in the talent development process is collaborating with employees to set clear expectations and measurable goals for performance. Goal setting is one of the most powerful tools that a manager has at their disposal. Research consistently shows that individuals and teams that set goals achieve success at much higher rates than those who don't. This may be simply because when we set goals, we are setting a direction and determining a course of action.

Throughout the year, consistent follow up and progress updates can be used as a valuable reinforcement technique; accordingly, employees are aware when they are on track or veering off course from meeting agreed upon objectives.

This workshop will provide managers with the necessary tools and resources to communicate clear expectations, set SMART (Specific, Measurable, Achievable, Relevant and Timely) goals, and practice effective follow up techniques that will contribute to team success.

LEARNING OBJECTIVES:

- Understand the importance of having goals that align with company strategy.
- Review the characteristics of effective and collaborative goal setting.
- Identify obstacles that hinder accomplishing goals and how to overcome them.
- Practice effective goal setting techniques.
- Learn strategies to prioritize mission-critical tasks for your team.
- Discuss how to keep goals on track and celebrate accomplishments.



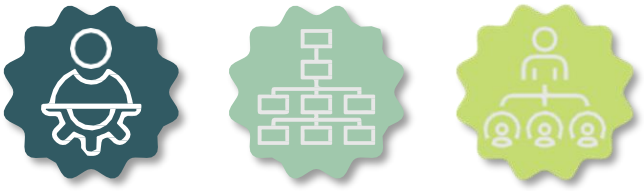
Strategic Leadership: Building Effective Teams



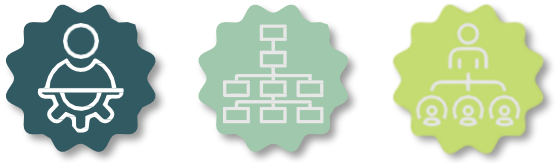
All that we do starts with our intention to do so. And leading in a more supportive and effective way is no different. This workshop was designed to help you create and maintain that intention throughout your leadership. You will learn techniques to foster those principles in your day-to-day work and cultivate them throughout the organization's culture.

SPECIFICALLY, YOU WILL UNDERSTAND

- How personal headwinds and tailwinds influence our lived experiences.
- Key leadership skills that foster collaboration, trust, and performance.
- Practical steps leaders can take to enhance communication and productivity.
- Actionable insights for fostering innovation, accountability, and growth.



Strategic Thinking



New growth comes from new thinking. Whether you are a seasoned leader or an entry level manager, everyone should think strategically to make sure that your team's time, effort and resources are aligned with the company's strategic plan.

Strategic thinking will enable you to "think outside the box", to look at problems from a different perspective and find hidden opportunities by understanding the environment in which you're operating and the impact your actions might have in the future of your organization.

LEARNING OBJECTIVES:

- Define strategic thinking vs critical thinking.
- Incubate this skill and transition from an operations-based leader to a strategic thinking-based leader.
- Embed strategic thinking into the strategic planning process of your organization

Stress Management

Individuals navigate a spectrum of stressors that can either hinder their performance or serve as catalysts for success, contingent on their responses.

This workshop aims to empower individuals by identifying the specific circumstances or events that may induce stress. Additionally, it equips participants with practical tools to navigate and effectively address the challenges posed by stress, including insights on managing microstressors for enhanced well-being.

WITH MENTAL HEALTH AT THE FOREFRONT OF OUR COUNTRY, THIS WORKSHOP WILL HELP IDENTIFY:

- The importance of recognizing burnout in employees and ourselves.
- Prioritization techniques to keep tasks and activities more manageable.
- Communication skills to help ease employees' stress.
- The sources of microstress in your life and techniques to reduce its level.

Team Building

Thriving in extreme disruption and distributed work environments is a skillset most managers have not devoted deep work to develop.

This workshop provides leaders with practical techniques to strengthen team cohesion, navigate workplace challenges, and enhance decision-making in complex environments. Participants will gain insights into different leadership styles, explore strategies for effective communication, and learn incremental improvement techniques to drive continuous team growth.

By the end of the session, attendees will leave with actionable frameworks to create a more engaged and high-impact team culture.

STRATEGIES THAT PARTICIPANTS WILL LEARN:

- Introduction to the Four Stages of Psychological Safety with an assessment.
- Identify the roles of self-awareness, other awareness, and self on other awareness.
- Incorporate the lessons learned and applying them to future strategies and action plans.



Team Collaboration



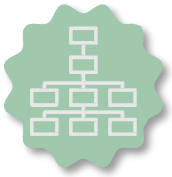
Collaboration is a skill that is utilized with one or more people to produce or create a result or shared goal. Simply, everyone in the group has a shared vision or outcome. The group not only has to work together, but they must also think together, with the product resulting from the group effort. Collaborators are equal partners. Do we know what it takes to achieve successful collaboration with colleagues? What is the importance and benefits of collaboration in the workplace and how can employers create a collaborative environment and reward employees for collaborative efforts?

PARTICIPANTS WILL BETTER UNDERSTAND:

- How to collaborate openly, while still setting boundaries.
- How to effectively compromise when there is conflict.
- How to motivate collaborators through thoughtful recognition and rewards for their collaborative efforts.



Time & Attention Management



Have you ever considered that we have a set amount of energy that can get us through any given day? Our day-to-day professional responsibilities and tasks can become all-consuming. "Effective Time Management" is a call for us as leaders to stop and analyze the forces that constantly demand our time and attention and the choices we make every day that pull us away from needed strategic planning, visionary, and personal time. This session will present six concepts that leaders can take to more effectively manage their attention and make appropriate decisions in planning their time at work.

The benefits of the system include greater clarity of purpose and vision, stronger alignment of daily actions with goals, an enhanced bias for action, and greater accountability. All of which lead to increased productivity and improved results.

YOU'LL LEARN HOW TO:

- Take back control of your day
- Increase your productivity
- Balance the priorities in your life
- Lower your stress with better scheduling
- Accomplish your goals

Understanding Self as a Leader

The first step to being a better leader is to become self-aware. The more you know about yourself, the better equipped you will be to lead effectively.

In this workshop you will learn about the importance of self-awareness and emotional intelligence in leadership. You will also explore your personal strengths and weaknesses and how they impact your leadership style.

LEARNING OBJECTIVES

- Reflect on your own strengths and weaknesses.
- Learn about different leadership styles.
- Develop strategies for managing your emotions.
- Improve your communication skills.
- Build stronger relationships with your team members.



Universal Design



Why Universal Design?

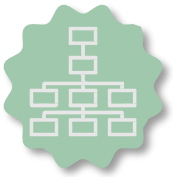
- Because the things we create affect people's lives.
- Because teams often design solutions based on their own experiences, which can unintentionally overlook customer needs.
- Because expanding your focus to a broader range of customers unlocks new market opportunities and drives business growth.

In this workshop, participants are encouraged to create products that resonate with all customers. Learn about the impact of incorporating universal design practices into the core of your business, the steps to apply them in your product development phases, and strategies to measure their success. Foster a strong, collaborative team that designs products catering to the broad needs and preferences of your audience, ensuring they feel valued and understood.

LEARNING OBJECTIVES:

- Understand the importance of universal design and its impact on business success.
- Implement universal design principles in various stages of product development.
- Measure success in product design projects for continuous improvement.
- How to engage thoughtfully with your audience

Values-based Leadership



Building a values-driven company culture improves productivity and creates meaningful relationships with stakeholders, employees, and clients.

Not only will you bring your team together with a shared purpose, but you'll also be able to create a mission that resonates with your customer base for years to come. Essentially, you are setting the tone for your brand.

This workshop is designed to boost communication, problem-solving, and decision making through values-based leadership.

PARTICIPANTS WILL LEARN TO:

01 Recognize core values and their impact.

02 Build purpose around their organization – not just profit.

03 Drive performance based on shared values.

04 Monitor behaviors and processes that produce results.

05 Understand the seven levels of personal consciousness.

Virtual Facilitation Workshop



Remote working is often touted as the future of work. Studies show that remote workers are happier and more productive than their office working counterparts and the benefits for companies moving to distributed workforces are great too.

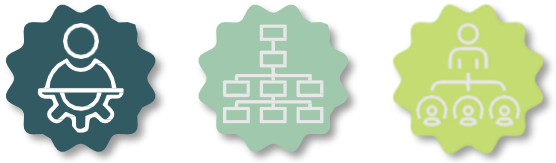
As teams and organizations begin to transition to working online, the need for well-designed and effectively facilitated remote sessions rises. Unstructured or poorly run virtual meetings can lead to wasted time, frustrated teams and ineffective outcomes.

This Workshop is designed to equip leaders and facilitators with the skills and strategies to navigate the virtual environment and conduct impactful remote sessions.

KEY OBJECTIVES:

- Understand the principles and techniques of virtual facilitation
- Identify the key considerations and challenges of running virtual workshops and meetings
- Develop strategies for fostering engagement, participation, and collaboration in remote settings
- Learn to use virtual tools and platforms effectively
- Cultivate a sense of connection in fully remote environments

VUCA Vs. BANI



The world has transformed from VUCA (Volatile, Uncertain, Complex, and Ambiguous) environments to the BANI (Brittle, Anxious, Non-linear, and Incomprehensible) era. This shift requires a new framework to better understand and navigate the complexities of the current environment.

This workshop delves into the evolving landscape and equips leaders with the skills and strategies to thrive in this increasingly unpredictable world.

KEY OBJECTIVES:

- Understand the evolving world we live in and its impact on organizations and individuals.
- Develop an understanding of resilience, agility, adaptability, and trust as key competencies for navigating the BANI era.
- Develop 10 new skills leaders will need to thrive in the future.
- Develop the mindset to run from instinctive to transformative.

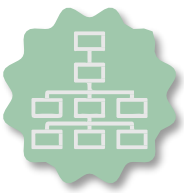
Working from Home: Leading Hybrid Teams



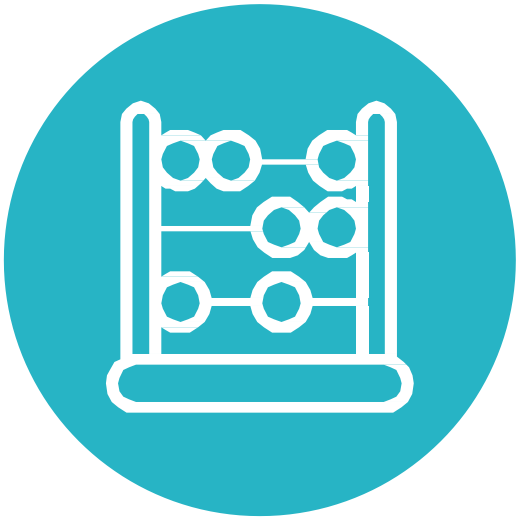
Leading a hybrid team has become the norm, rather than the exception. And many leaders find it challenging to build a positive team culture, break through barriers to communication, and lead meetings when teammates work on different schedules and in various offices around the world. This workshop is designed to help you find the commonalities (yes, they do exist) among those variables and show you how to solidify and strengthen your hybrid team, build trust, and communicate effectively via virtual platforms. The more efficiently those hybrid meetings are led, the more your team will get accomplished.

SPECIFICALLY, PARTICIPANTS WILL LEARN HOW TO:

- Build and lead a hybrid team to create success in the workplace.
- Identify approaches, enhanced skills, and best practices for managing hybrid teams.
- Plan, organize, and run virtual meetings that spark engagement, interaction, and productivity.
- Diagnose and handle causes of stress in hybrid teams.
- Communicate effectively and efficiently using appropriate methods.
- Learn five practical tools and strategies to effectively manage your calendar and leadership roles.







Work-Life Balance

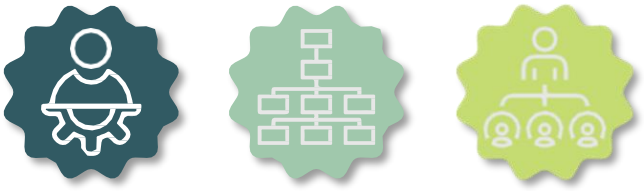
Balancing all the aspects of life is a constant concern in life.

The trick is to maximize the positive stress and to minimize the negative stress.

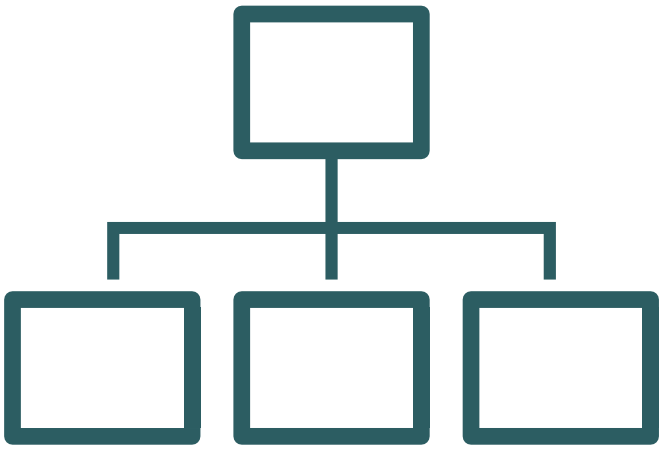
This workshop will provide participants with methods for addressing any stressful situation, as well as personal skills and tools, including the use of routines and relaxation techniques.

PARTICIPANTS WILL BETTER UNDERSTAND:

- The four life quadrants of work, family, friends, and self.
- Balance does not mean having everything at the same time.
- The importance of saying no to what does not serve them.



ADDITIONAL OFFERINGS



Ebenum Leadership Academy

Ebenum Leadership Academy's (ELA) approach to coaching empowers leaders to grow their skills using the best of design thinking, user experience methodology, and leadership development. We believe that coaches should partner with clients to leverage the client's ideas, co-create solutions, and execute on their vision.

In this program, you will learn the International Coach Federation's Core Coaching Competencies and Ebenum Leadership Academy's Constellation Model for Leadership. Throughout the training, you will learn that insightful curiosity, empathic listening, and intentional design can transform leaders and their relationships.



Coaching Foundation

- What is coaching?
- ICF Competencies
- Coaching Skills
- ICF Ethics
- Building a Coaching Library



Coaching Presence

- Defining the Problem
- Catalyzing Change
- Beliefs, Stories, and Capacity
- Nurturing Confidence
- Normalizing the New



Coaching Skills

- Powerful Questions
- Sparking Action
- Accountability
- Designing New Relationships
- Listening for Leaders



Frameworks

- Constellation
- Strategic Thought Partnership
- Mindfulness
- Design Thinking
- UX Principles

OUR CERTIFICATION PROCESS TO BECOME A CERTIFIED LEADERSHIP COACH (CLC)

- Online Learning & Coaching Labs
- In-Person Training
- Coaching Fireside Chats
- Mentor Coaching
- Peer Coaching Sessions
- Self-Study Assignments

COURSE LENGTH
77 hours

DURATION
4-6 months

EFFORT
+ 2-5 hours per week

MODEL
Video + Instructor-led + Live Learning Lab

Strategy Labs

We all face tough business challenges sometimes, and often, we don't know where to start. The Custom Lab is an innovative, bespoke participatory session that helps your team get results in record time, while also understanding the root cause of their issues so they can be fixed going forward.

Challenge: Are you faced with a complex business challenge, don't know where to start, and need results quickly? We can help. The Custom Lab is an individually designed participatory session that will get your team on the right track in no time.

Our approach: The process of change begins with you. Let's take your team away from the everyday and enable new ways of thinking together. We use behavioral sciences combined with critical thinking AND organizational development skillsets throughout every project because they work best when applied sequentially over time rather than all at once ("snowballing").

Your benefit: With a Custom Lab session at Ebenum Equation, you'll be able to clearly identify your challenge and develop potential solutions. You will also define an action plan for solving it with clarity on what steps are needed next.

TYPES OF LABS:

- Foresight Strategy
- Innovation
- Leadership
- Critical Thinking
- Collaboration
- Data Driven Decision Making



Playbooks

Playbooks offer a structured approach to streamlining operations and enhancing employee interactions. Our co-created playbooks equip organizations with practical strategies, frameworks, and best practices across diverse business domains. These meticulously designed resources provide solutions to complex challenges, making them invaluable for both established and emerging businesses.

Our collaborative approach ensures that each playbook is relevant and effective: we work closely with thought leaders and clients to incorporate extensive research, practical insights, and real-world applications.

TYPES OF PLAYBOOKS:

- Team Development
- Communication
- Wellbeing
- Presentation & Speaking
- Feedback
- One-on-One Meetings



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