



BUILD A VIBRANT
CULTURE

Coaching and Training
Course Offerings

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WHO WE ARE



NICOLE GREER, CEO, CSP, MSOD

TRUTH TELLING, HONESTY, AND CANDOR are some of our core principles, so you can trust us when we share the following: Name any challenge you're facing in your culture, and we will help you solve it. From culture-shifting keynotes and workshops, executive coaching, or long-term partnerships, our work is to help you develop your next leaders. We have led marketing & training for 80+ sites across the U.S. and hold numerous credentials in leadership development. We are members of organizations in almost every industry to help companies BUILD VIBRANT CULTURES where employees take initiative and true ownership in their work.



JENNIFER WRIGHT
TRAINER, COACH, SPEAKER

Let's build your leadership development strategy together!

WHAT WE OFFER:

Speaking

- Transform your organization's culture
- Spark long-lasting, sustainable change
- Release the untapped potential of your employees

Consulting

- Build harmony between employees and departments
- Develop a clear, engaging strategic plan
- Empower your employees to implement your strategic plan
- Analyze operations, processes, and strategies to pinpoint areas of needed improvement

HR Solutions

- Make balanced hiring decisions that improve your company
- Retain high quality employees
- Reduce confusion and legal risk

Training

- Instill business acumen and character in every employee
- Establish a dynamic leadership philosophy
- Energize your employees' mindset and outlook

Coaching

- Trained, experienced coaches specializing in executive, career, life, laser, leadership, Positive Intelligence, CliftonStrengths, and Tilt coaching
- Remove the blind spots that are hindering your leadership
- Craft a vision for who you want to be
- Learn leadership tools and habits you're missing

Recruiting

- Hire Vibrant employees to energize the mission
- Create a Vibrant Culture by hiring and retaining vibrant people
- Get results that make the vision a reality

THE VIBRANT CULTURE ADVANTAGE

Customizable Content

We can tailor our existing course content or develop new programs from the ground up to meet the specific skills-based training needs of your employees. Our mission is to understand your organization's goals, challenges, corporate culture, financial constraints, competitive landscape, and any other unique factors relevant to your situation.

Personalized Support

We understand you have many options for training, which is why we prioritize our clients in everything we do. Our trainers, speakers, and staff are committed to delivering an exceptional learning experience every time.

Flexible Delivery Methods

Our flexible scheduling process ensures that you can hold the training at a time and location that's most convenient for your team. All programs are available for delivery online or on-site at your organization.

Proven Track Record

Vibrant Culture brings a proven track record of success, with years of experience delivering impactful training programs that drive results. We have consistently received high praise from clients for our ability to engage participants, adapt to diverse learning styles, and translate complex concepts into practical skills. Our commitment to excellence and deep industry knowledge ensures that your team will gain the tools and insights needed to excel.

Talented Instructors

Our instructors are thought leaders and subject matter experts dedicated to enhancing the learning experience. They deliver engaging, practical, and application-driven instruction that empowers participants to apply their new skills effectively.

Training and Beyond

The skills, competencies, and confidence of your employees are more crucial than ever. We are committed to supporting every aspect of your organization's talent development journey including coaching, advisory services, consulting, and assessments.

TRUSTED BY:



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Actualized Leadership Profile (ALP) Suite of Assessments

Actualized Leadership improves organizational performance while enhancing the emotional intelligence, satisfaction, and motivation of individuals. Each individual and the entire team takes three proprietary assessments for improving individual, team, and organizational performance.

ASSESSMENTS

- Actualized leadership workshop: Meeting your shadow and maximizing your potential utilizing three assessments to reach “self-actualization” individually and as an organization
- The actualized leader profile: Measure self-actualization
- The actualized leader 360 assessment: Measure individual emotional intelligence
- The group culture profile: Measure group emotional intelligence

OBJECTIVES & LEARNING OUTCOMES

- Understanding organizational performance improvement
- Enhancing emotional intelligence
- Increasing motivation and satisfaction
- Assessment utilization
- Developing self-actualization
- Improving team dynamics and culture
- Practical application
- Leadership development
- Communication and collaboration
- Continuous improvement

Actualized Leadership using the Actualized Leadership Profile (ALP)

Actualized Leadership improves organizational performance while enhancing the emotional intelligence, satisfaction, and motivation of individuals. The entire holistic program includes both individual and team proprietary assessments for improving individual, team, and organizational performance. The initial Actualized Leadership course introduces leadership concepts attributed to each individual team member's leadership style and leadership shadow. Utilizing this first assessment and grasping its core concepts positions each team member to see their potential for self-actualization and their potential for leading from their shadow. This creates self-awareness and challenges participants to create new habits that create self-actualization. Nine distinct self-actualization habits are introduced to help participants create an action plan for personal change that positively impacts the team and the organization's results.

OBJECTIVES & LEARNING OUTCOMES

- Discover your leadership style and your leadership shadow
- Acknowledge your motives
- Examine your behavior in your leadership style and leadership shadow
- Connect the nine attributes of self-actualization to your performance
- Design a plan to attain self-actualization



ACTUALIZED LEADER PROFILE®

CERTIFIED PROFESSIONAL



Actualized Leadership using the ALP and the ALP 360

In addition to the ALP assessment (see previous page), participants take part in the ALP 360 which invites multi-rater feedback from managers, peers, direct reports, self and others. This provides participants information in three broad areas:

1. How a participant's leadership style is perceived by others
2. The degree to which your style is motivated by self-actualization as perceived by others
3. The current degree of leading with emotional intelligence

The ALP 360 assessment provides information, resources, and definitions to help you understand and interpret results. The ultimate aim is to prepare participants for taking actionable next right steps that improve leadership and team dynamics. One-on-one coaching can be integrated before, during, or after to support personal change and self-actualization.

OBJECTIVES & LEARNING OUTCOMES

- Discover your leadership style & your leadership shadow
- Acknowledge your motives
- Examine your behavior in your leadership style and leadership shadow
- Connect the nine attributes of self-actualization to your performance
- Interpret 360 rater feedback
- Analyze new behaviors for personal transformation
- Design a plan to attain self-actualization



Actualized Teamwork using the Actualized Team Profile (ATP)

Actualized Teamwork improves organizational performance while enhancing the emotional intelligence, satisfaction, and motivation of individuals. The entire holistic program includes both individual and team proprietary assessments for improving individual, team, and organizational performance. The third and final Actualized Leadership course, Actualized Team Work and Group Culture introduces the impact of leadership styles and leadership shadows that are encompassed by the individual team members. After completing the first course in Actualized Leadership, participants utilize their learnings to intentionally create a "dynamic" or "actualized" culture. This creates group-awareness and challenges leaders and the teammates to create new habits to support a culture where five dimensions of group performance flourish. These dimensions include communication, participation, trust, conflict management, and purpose.



ACTUALIZED
TEAMWORK

OBJECTIVES AND LEARNING OUTCOMES

- Discover team's culture/work style and team culture/work shadow
- Acknowledge the leader's influence and impact
- Examine team behavior and team shadow
- Review the Abilene paradox and the underlying reasons
- Interpret 360 rater feedback
- Analyze new behaviors for team culture/work transformation
- Design an action plan to attain a "dynamic" vibrant culture



By combining the personalized insights of DiSC® with active emotional intelligence development, participants discover an agile approach to workplace interactions and learn to navigate outside their comfort zone, empowering them to meet the demands of any situation. In this half-day training, participants will discover their EQ strengths, recognize their EQ potential, and commit to customized strategies for building agility. The result is an emotionally intelligent workforce that can support your thriving agile culture.

**DEVELOP THE
EMOTIONAL INTELLIGENCE
NECESSARY TO
SUPPORT A THRIVING
AGILE CULTURE.**

**THE EVERYTHING DISC AGILE EQ
PROFILE FOCUSES ON**

- Discovering Your DiSC Style
- Understanding Your EQ Strengths
- Recognizing your EQ potential
- Committing to Customized Strategies for Building Agility

The Follow-Up Tools

MyEverythingDiSC

Whether people want to dig deep into DiSC® research and theory or improve their working relationships through Comparison Reports, MyEverythingDiSC provides powerful, personalized tools and resources at no extra cost. Participants can:

- Access their DiSC profile anytime, with any device
- Compare their DiSC style with their colleagues and explore similarities and differences
- Learn more about how their DiSC style impacts workplace relationships and productivity
- Build better working relationships through effective communication tips
- Deepen their understanding of the theory and research behind Everything DiSC®

Comparison Reports

Inspire effective collaboration with Comparison Reports. Any two participants can explore their similarities and differences, potential challenges in working together, and practical tips for improving their working relationship.

Team View

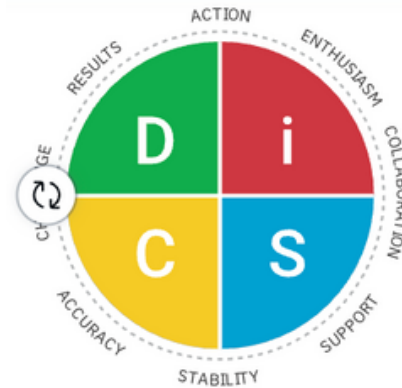
With no limit to the number of participants included, this report gives you an at-a-glance view of a group of participants and their individual Everything DiSC maps.

Group Culture Report

Determine the group's DiSC culture by exploring its advantages and disadvantages, impact on group members, and influence on decisionmaking and risk-taking. Sold separately.

The Profile

The Everything DiSC Agile EQ Profile provides participants with valuable insights that help them explore the concept of emotional intelligence and take an agile approach to workplace interactions. In this personalized, 26-page profile, participants will discover their DiSC style, learn about the instinctive mindsets that shape their responses and interactions, recognize opportunities to stretch beyond what comes naturally to them, and gain actionable strategies to become more agile in their approach to social and emotional situations. The profile may be used on its own or with the companion facilitation. Sold separately.



myEVERYTHING **DiSC**



MyEverythingDiSC: The mobile-friendly, interactive learning portal that provides on-demand insights about DiSC and strategies for applying DiSC to real work situations.



Participants deepen their understanding of themselves, their direct reports, and their own managers using the DiSC® model while learning how their management style influences their approach to decision-making, time management, and problem solving. Participants walk away with concrete strategies to help them adapt to the styles of their direct reports, enabling them to bring out the best in their people.

**TEACH MANAGERS TO
SUCCESSFULLY
ENGAGE, MOTIVATE,
AND DEVELOP THEIR
PEOPLE.**

THE EVERYTHING DISC MANAGEMENT PROFILE FOCUSES ON

- Your DiSC Management style
- Directing and Delegating
- Motivating and Developing Others
- Working with Your Manager

The Profile

The Everything DiSC Management Profile offers participants insight into their strengths and challenges as managers and how to adapt their style to meet the needs of the people they manage - making them more effective managers. In this 27-page profile, participants will discover their DiSC® Management style, explore strategies for effective directing and delegating, improve their working relationship with their own manager, and more. The profile may be used on its own or with the companion facilitation. Sold separately.

The Facilitation

In-depth: Six one-hour modules; fully-scripted facilitation with engaging activities and management-focused video.

Easily Customizable: Switch out video clips. Modify components. Add or delete sections to fit any time frame, Leader's Guide, and handouts.

Engaging Video: Includes a six-minute introduction to management styles, plus 30 segments featuring real-world, management-specific interactions.

Facilitation Kit Includes:

- Leader's Guide and participant handouts in MS Word
- PowerPoint® with embedded video
- Templates, images, and video
- Sample Everything DiSC® Management Profile
- Resource and research sections
- Everything DiSC Management Interaction Guides

The Follow-Up Tools

MyEverythingDiSC

Extend the learning experience with our mobile-friendly, interactive learning portal that gives participants unlimited access to on-demand insights about DiSC and strategies for applying DiSC to real work situations.

Comparison Reports

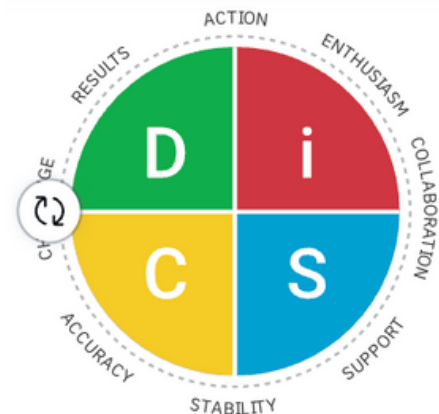
Inspire effective collaboration with Comparison Reports. Any two participants can explore their similarities and differences, potential challenges in working together, and practical tips for improving their working relationship.

Team View

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Group Culture Report

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my EVERYTHING DiSC



MyEverythingDiSC: The mobile-friendly, interactive learning portal that provides on-demand insights about DiSC and strategies for applying DiSC to real work situations.



By combining the personalized insights of DiSC® with the proven science of cognitive behavioral theory, this application helps each participant effectively respond to the uncomfortable and unavoidable challenges of workplace conflict. Rather than focus on a step-by-step process for conflict resolution, participants gain personalized techniques to curb destructive behaviors so that conflict can become more productive, ultimately improving workplace relationships and results.

HARNESS THE POWER OF CONFLICT BY TRANSFORMING DESTRUCTIVE BEHAVIOR INTO PRODUCTIVE RESPONSES.

The Facilitation

The Everything DiSC® Productive Conflict Facilitation includes three training modules:

- DiSC® in conflict
- Destructive responses
- Changing your response

Optional DiSC Conflict Map and Comparison Report activities with facilitator's guides are also available. Each module includes customizable PowerPoint® embedded with video, participant handouts, and Facilitator's Guide that support the Everything DiSC® Productive Conflict Profile. Easily customize facilitation by selecting and switching out video clips, modifying slides, Facilitator's Guide, and participant handouts. Add or delete segments to fit any timeframe or workshop configuration.

The Follow-Up Tools

MyEverythingDiSC

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Comparison Reports

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Team View

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Group Culture Report

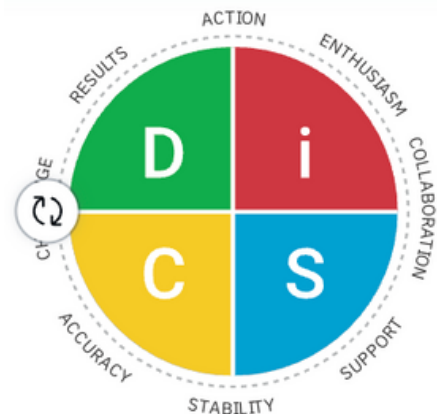
Determine the group's DiSC culture by exploring its advantages and disadvantages, impact on group members, and influence on decision-making and risk-taking. Sold separately.

THE EVERYTHING DISC PRODUCTIVE CONFLICT® PROFILE FOCUSES ON

- Deepening Understanding of Self and Others in Conflict
- Understanding and Recognizing Destructive Behaviors
- Exploring Techniques to Redirect Destructive Behaviors into More Productive Responses

The Profile

The Everything DiSC Productive Conflict® Profile helps participants improve self-awareness around conflict behaviors. In this 22-page profile, participants will explore the destructive and productive conflict behaviors of each DiSC style, learn how to manage their responses to conflict situations, and gain personalized communication strategies when engaging in productive conflict with colleagues. The profile may be used on its own or with the companion facilitation. Sold separately.



myEVERYTHING **DiSC**



MyEverythingDiSC: The mobile-friendly, interactive learning portal that provides on-demand insights about DiSC and strategies for applying DiSC to real work situations.



This application brings together best practices from 300 experts in over 150 organizations, the important work of prominent scholars, and over four years of additional research and development to provide participants with an actionable path toward more effective leadership. With one unified model of leadership - Vision, Alignment, and Execution - it helps leaders understand their own leadership styles and how their tendencies influence their effectiveness in specific leadership situations.

CREATE IMPACTFUL LEADERS THROUGH THE PROCESS OF VISION, ALIGNMENT, AND EXECUTION.

EVERYTHING DISC WORK OF LEADERS® FOCUSES ON

- A Simple, Compelling Model of Leadership
- Personalized Insights to Leverage Strengths and Overcome Challenges
- A Clear Path for Improvement

The Follow-Up Tools

Work of Leaders Group Report

The Work of Leaders Group Report brings together participant data to provide a composite overview of the group. The graphs illustrate the group's approach to Vision, Alignment, and Execution and help explore the group's overall strengths and challenges to create an action plan for success.

MyEverythingDiSC

Whether people want to dig deep into DiSC® research and theory or improve their working relationships through Comparison Reports, MyEverythingDiSC provides powerful, personalized tools and resources at no extra cost. Participants can:

- Access their DiSC profile anytime, with any device
- Compare their DiSC style with their colleagues and explore similarities and differences
- Learn more about how their DiSC style impacts workplace relationships and productivity
- Build better working relationships through effective communication tips
- Deepen their understanding of the theory and research behind Everything DiSC®
- Create Customer Interaction Maps for improving sales relationships (Exclusive to Everything DiSC Sales)

Comparison Reports

Inspire effective collaboration with Comparison Reports. Any two participants can explore their similarities and differences, potential challenges in working together, and practical tips for improving their working relationship.

Team View

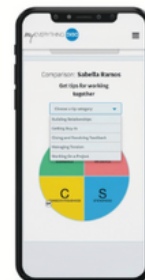
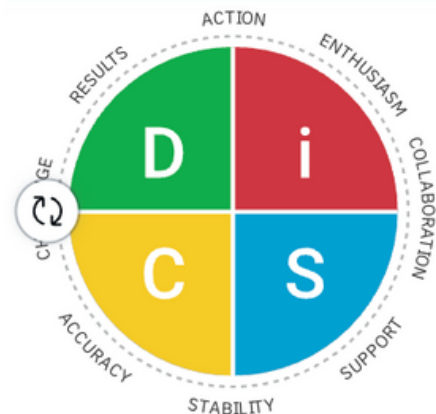
With no limit to the number of participants included, this report gives you an at-a-glance view of a group of participants and their individual Everything DiSC maps.

The Profile

The Everything DiSC Work of Leaders Profile provides detailed feedback based on the Vision, Alignment, and Execution framework and the three drivers associated with each step. In this 23-page profile, participants will:

- Craft a Vision through exploration, boldness, and testing assumptions
- Build Alignment through clarity, dialog, and inspiration
- Champion Execution through momentum, structure, and feedback

The profile may be used on its own or with the companion facilitation. Sold separately.



MyEverythingDiSC: The mobile-friendly, interactive learning portal that provides on-demand insights about DiSC and strategies for applying DiSC to real work situations.



Everything DiSC Workplace® is a classroom training and personalized learning experience that can benefit every person in the organization - regardless of title or position - in building more effective relationships at work.

This application teaches participants to understand themselves and others while learning to appreciate different priorities, preferences, and values each individual brings to the workplace. With personalized insights and actionable strategies, participants learn how to adapt to the style of others, ultimately improving engagement, collaboration, and the overall quality of the workplace.

**ENGAGE EVERY
INDIVIDUAL IN BUILDING
MORE EFFECTIVE
RELATIONSHIPS AT
WORK.**

**THE EVERYTHING DISC WORKPLACE PROFILE
FOCUSES ON**

- Discovering Your DiSC® Style
- Understanding the Styles of Others
- Building More Effective Relationships
- Exploring People-Reading and Comparison Reports (optional)

The Follow-Up Tools

MyEverything DiSC

Whether people want to dig deep into DiSC® research and theory or improve their working relationships through Comparison Reports, MyEverythingDiSC provides powerful, personalized tools and resources at no extra cost. Participants can:

- Access their DiSC profile anytime, with any device
- Compare their DiSC style with their colleagues and explore similarities and differences
- Learn more about how their DiSC style impacts workplace relationships and productivity
- Build better working relationships through effective communication tips
- Deepen their understanding of the theory and research behind Everything DiSC
- Create Customer Interaction Maps for improving sales relationships (Exclusive to Everything DiSC Sales)

Comparison Reports

Inspire effective collaboration with Comparison Reports. Any two participants can explore their similarities and differences, potential challenges in working together, and practical tips for improving their working relationship.

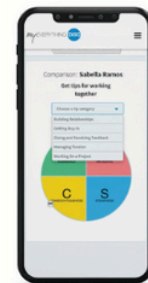
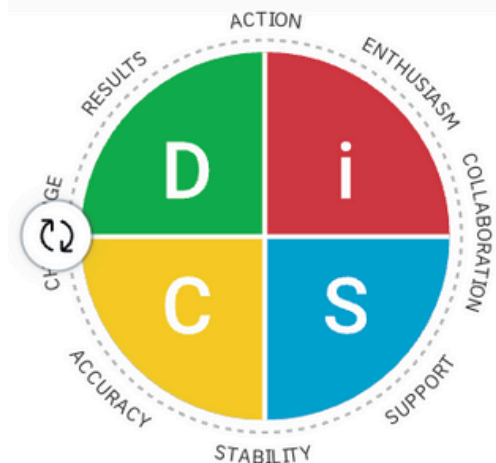
Team View

With no limit to the number of participants included, this report gives you an at-a-glance view of a group of participants and their individual Everything DiSC maps.

Group Culture Report

Determine the group's DiSC culture by exploring its advantages and disadvantages, impact on group members, and influence on decision-making and risk-taking. Sold separately.

The Profile
The Everything DiSC Workplace Profile provides participants with valuable insights that unlock engagement and inspire effective collaboration. In this personalized, 20-page profile, participants will explore the priorities that drive their behavior, learn what comes naturally and what might be challenging when interacting with others, and gain actionable strategies to strengthen their interpersonal interactions at all levels in the workplace. The profile may be used on its own or with the companion facilitation. Sold separately.



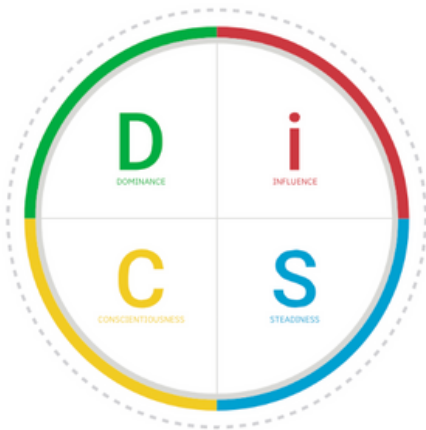
MyEverythingDiSC: The mobile-friendly, interactive learning portal that provides on-demand insights about DiSC and strategies for applying DiSC to real work situations.



WORKPLACE
OR
AGILE EQ™



WHAT'S THE DIFFERENCE BETWEEN EVERYTHING DiSC WORKPLACE® AND EVERYTHING DiSC® AGILE EQ™?



Both Everything DiSC Workplace® and Everything DiSC® Agile EQ™ are assessment-based learning experiences that involve self-discovery and awareness. There is, however, a difference in emphasis on where each learning experience goes next. Said simply, Everything DiSC Workplace helps the learner understand and adapt to the needs of the people around them. It creates a common language that helps build better relationships. Everything DiSC Agile EQ helps the learner understand and adapt to the needs of the situations they experience. It enables social and emotional problem-solving to help support agility. Everything DiSC Workplace and Everything DiSC Agile EQ are designed as standalone experiences but can be used together in whatever context works best for your organization.

Key Differences	Everything DiSC Workplace®	Everything DiSC® Agile EQ™
Value Proposition	Engage every individual in building more effective relationships at work.	Develop the emotional intelligence necessary to support a thriving agile culture.
Participant Take-Aways	<p>Discover the priorities, motivators, and stress triggers that shape their workplace experience</p> <p>Appreciate and value different preferences and tendencies of others</p> <p>Identify actionable strategies for more successful interpersonal interactions</p>	<p>Discover the instinctive mindsets that shape their responses and interactions</p> <p>Recognize opportunities to stretch beyond what comes naturally to them</p> <p>Stretch to use those mindsets (regardless of how comfortable they may be for that person)</p>
Intended Audience	Anyone	Anyone
Personalized Profile Length	22 pages	26 pages
Facilitation Length	Full day	Half day
Example	A participant learns to work more effectively with someone	A participant learns to recognize the need for AND adopt an assertive response when the situation calls for it.

Gallup CliftonStrengths



The CliftonStrengths is a self-assessment with a series of seriously insightful questions to uncover an individual's "one true you." The CliftonStrengths workshop enables you to make the commitment to become the VIBRANT you. In essence, the CliftonStrengths assessment unlocks your strengths and the workshop offers the resources needed to turn strengths into talents maximizing potential in the organization.

Begin with The Gallup Manager Program

I. The Gallup CliftonStrengths Manager Program

This leadership development program empowers managers to think, strategize, and behave like the world's best managers. This premier development experience prepares managers to lead teams effectively in today's demanding workplace. With an emphasis on strengths-based, engagement-focused, and performance-oriented coaching, managers who complete this program will make employees, teams, and your organization more productive and profitable. The manager must understand their strengths, how to interpret CliftonStrengths assessments, and coach team members. Once trained, managers can support and edify their team members creating a strengths movement in their department for the long term.

This learning experience draws from Gallup's latest discoveries, expert advice, and most effective management strategies. Busy managers can apply these elements through experiential practice and interactive discussions with their peers. The Gallup Manager Program does not add to a manager's to-do list - rather, it helps them optimize their daily work through meaningful conversations and guidance for their team to achieve performance outcomes.

OBJECTIVES AND LEARNING OUTCOMES

- Learn how to incorporate a strengths-based, engagement-focused, and performance-oriented coaching approach into individual management style
- Understand and apply an individual manager's unique strengths in their role
- Implement best practices for using CliftonStrengths® with individuals and teams
- Apply engagement principles to motivate excellent performance
- Practice effective ongoing coaching conversations
- Address difficult performance conversations using coaching techniques and tools
- Lead performance conversations to support progress on goals and performance development

Next, engage the individuals on your teams to harness strengths individually and as a unified high performance team.

2. Unlocking and Engaging Your Strengths with CliftonStrengths for Individuals and Teams

This team building workshop helps the manager and team members discover, understand, and apply their unique strengths to maximize personal and collective performance. Studies show that when individuals and teams focus on their strengths, they experience higher engagement, job satisfaction, increased collaboration, stronger communication, and success.

OBJECTIVES AND LEARNING OUTCOMES

- Learn to capitalize on your strongest top five CliftonStrengths
- Understand your full CliftonStrengths profile
- Explore how to manage potential challenges
- Ignite individual employee engagement
- Explore practical strategies for applying your strengths in your role and with your team members
- Gain insights into your teammates' strengths to enhance teamwork and communication

Myers-Briggs Assessment and Training



When people are self aware, they can realize more of their potential. In an easy to understand framework, leaders, managers, and teammates can help each other to perform better, build trust, and identify the strengths on the team.

The Myers-Briggs Type Indicator® (MBTI®) assessment is a tool that helps people increase their self-awareness, understand and appreciate differences in others, and apply personality insights to improve their personal and professional effectiveness. The MBTI® assessment is the world's most trusted and widely used personality assessment. It helps people gain insights about themselves and how they interact with others and improve how they communicate, learn, and work.

Shape the future of your organization, make the changes needed to harness market share, and develop your people and reach a vision. Communication, decision-making, managing change, and managing stress are among the many areas where organizations can use MBTI insights to improve the performance of individuals and teams. When you want to help people realize their potential, MBTI training is a natural choice.

"Nine out of ten global executives agree that soft skills (aka "human" or "durable" skills) are more important than ever." - Linked In Research

Research clearly shows that developing soft skills is essential to the success of employees and their organization. To address this need, our popular series of virtual or in-person workshops for small groups or teams introduces participants to the Myers-Briggs® personality framework and provides guidance on how people can collaborate more effectively through understanding personality differences.

Participants will first be introduced to the MBTI® personality framework and gain inspiring insights into how to interact more smoothly with others through an appreciation and understanding of personality differences. These concepts are the Essentials of Myers Briggs.

Essentials of Myers Briggs

In this workshop, participants are introduced to the Myers-Briggs® personality framework and learn how they can collaborate with others more effectively by understanding and appreciating personality differences. Participants will be able to:

- Discuss the four MBTI preference pairs and select their own best-fit preferences.
- Apply an increased level of self-awareness to recognize their own motivations, frustrations, strengths, and stretches.
- Understand and appreciate differences in how people communicate and make decisions.
- Identify an individual action plan to leverage their learning.

OBJECTIVES AND LEARNING OUTCOMES

- Understanding the MBTI framework and one's MBTI personality type
- Appreciating strengths and applying strengths on the job
- Leveraging differences to provide a well-rounded viewpoint
- Increasing effectiveness by becoming aware of blind spots

Organizations can add-on to the Essentials workshop focusing on building specific soft skills critical to working together and collaborating more effectively. These add-ons include:

Effective Communication • Managing Change • Building Resilience • Creativity

(See next page for details about add-ons)



Effective Communication Add-On

Effective communication is at the heart of high-performing teams and organizations. This add-on workshop helps participants explore how their MBTI preferences influence their communication style and learn how to leverage those insights to improve both personal communication effectiveness and collaboration with others. Participants will be able to:

- Understand their own personality preferences and communication style.
- Recognize and appreciate the benefits that come from a diversity of communication styles and preferences.
- Plan and apply simple actions to improve their personal communication effectiveness.

OBJECTIVES AND LEARNING OUTCOMES

- Identifying your communication style and what you need to be at your best when communicating
- Recognizing when you need to flex to better meet the needs of others
- Leveraging communication diversity to promote clarity

Managing Change Add-On

Change is a constant in our lives, arguably more so than ever before. In this add-on workshop, participants will learn how to navigate change through the lens of personality type to successfully manage challenges and disruptions during times of change. Participants will be able to:

- Understand their own personality preferences and approach to change.
- Navigate change more effectively by identifying and applying type-based insights.
- Discuss and plan actions to increase their personal effectiveness during times of change.

OBJECTIVES AND LEARNING OUTCOMES

- Recognizing what you need during times of change
- Identifying how to better support others who have different needs during change
- Improving effectiveness by leveraging awareness of a variety of approaches to change

Building Resilience Add-On

Stress is the feeling of being under too much mental or emotional pressure. This add-on workshop helps participants understand their personal stress triggers and identify strategies for managing stress and building resilience both at work and at home. Participants will be able to:

- Identify and understand their own motivations, stress triggers, and responses to stress.
- Discuss and plan strategies for building resilience.
- Apply type-based insights to build their resilience at work and at home.

OBJECTIVES AND LEARNING OUTCOMES

- Understanding the source of your reactions to stress
- Recognizing that people need tailored support during times of uncertainty
- Devising a plan to build your own resilience toolkit

Creativity Add-On

Knowing your creativity type and those of your teammates helps teams break free from routine thinking fostering fresh ideas and innovative solutions to complex challenges. It encourages collaboration, adaptability, and a mindset that embraces change rather than resists it. Whether it's refining processes, improving customer experiences, or driving business growth, creativity fuels progress. By cultivating a culture of curiosity and open-minded problem-solving, organizations can stay ahead of the curve, turning challenges into opportunities and ideas into action.

Participants will be able to:

- Identify and understand their own creativity persona.
- Leverage their team mates creativity talents.
- Apply type-based insights to build their creativity, innovation, and problem solving skills.

OBJECTIVES AND LEARNING OUTCOMES

- Discuss the MBTI preferences and their creativity strengths
- Explore the challenges and opportunities of your MBTI creative strengths
- Challenge yourself to optimize and apply your MBTI creative strengths to your work and career
- Learn strategies to manage and collaborate with other MBTI creative strengths



Tilt Suite of Training



Leaders use the Tilt Suite of Training to:

- Celebrate progress, document change, and increase self-awareness
- Bridge divides caused by generational and multi-cultural differences
- Cultivate engaged employees with a socially responsible climate
- Develop people for high productivity, innovation, and pro-activity
- Focus on engagement, change, and value creation



Session One

Tilt Presence for Internal Agility Workshop

Tilt Presence is the first in a series of workshops that utilizes the Tilt Leadership Model which includes the four meta-factors (resilience, courage, wisdom, and humanity) required for Transcendent Leadership. Its focus is on internal, personal insights for the participants. This workshop answers a very important question: "What is it like to experience me?" Each participant will take a True Tilt Profile assessment, which helps individuals to recognize their personality and personal patterns of "being" and "doing." Team members need to recognize why they do the things they do and choose strategies to be their best selves for greater productivity.

OBJECTIVES & LEARNING OUTCOMES

- Explore True Tilt patterns
- Discover you are not a type & that you can Tilt
- Formulate a plan to be agile with a growth mindset
- Design a personal improvement plan

Session Two

Tilt Influence for External Agility Workshop

Tilt Influence focuses on why we interact with others as we do and ways we can use this knowledge for more positive influence. With intention and attention, participants will begin to explore the power of positive influence. Attendees participate in a feedback process that solicits data from stakeholders with a technology platform that surveys their influence. The Tilt Influence Predictor assessment offers insights into individual leadership style so that, ultimately, participants will determine the necessary traits, habits, and behaviors that will increase their positive influence.

OBJECTIVES & LEARNING OUTCOMES

- Explore the concept of positive influence
- Discover your large self & your small self
- Learn what drives individual behavior
- Design a personal improvement plan

Session Three Tilt Strategies Workshop

The Tilt Strategies workshop helps intact teams stay better aligned and choose the right strategies for not only achieving their goals, but also functioning more effectively as a team. Once the individual team members learn their Tilt, how to Tilt in context, and be a positive influence, the team can unite to Tilt as one unified force for good! This session challenges participants to embrace positive team dynamics to achieve organizational goals. The aim is to develop the tilting skills to create a peak team experience. The Team Climate Profile and the Tilt Team Agility Predictor assessments are utilized providing a real-time team case study.

OBJECTIVES & LEARNING OUTCOMES

- Learn to Tilt the team to achieve organizational goals
- Discover the character traits that create balance
- Engage the Tilt leadership model for change initiatives
- Apply the Tilt leadership model to your vision

Building a High-Performance Work Team

Organizations are finding that they can accomplish their goals and increase performance by harnessing the collective energy of teams. But arriving at these results is not easy, nor does it happen overnight. Team members need to learn how to share information, be willing to manage conflict, and provide feedback and support that will encourage each member to meet his/her commitment to the team and the organization.

Building a high-performance team requires that you establish a successful team culture, foster commitment, promote a sense of purpose, and outline clearly-defined objectives. This course will provide participants with the right strategies that will enable them to operate within and lead their team to excellence.

OBJECTIVES AND LEARNING OUTCOMES

- Recognize how organizations can create team players
- Identify what makes high-performing teams work so well
- Participate in team building activities to improve communication, increase trust and simply have some fun



Vibrant Change Management

We experience constant change. However, it is a fact that 70% of change initiatives fail. We are facing constant competition, changes in technology, and the changing needs of our customers. Our ability to become change agile and to proactively seek to learn new ways to reinvent ourselves, our teams, and organizations is critical. This Change Management and Organizational Development (OD) tools course is designed to provide you with the tools to effectively meet those challenges.

OBJECTIVES AND LEARNING OUTCOMES

- Exposure and understanding to a variety of change management models
- Learn and apply organizational development (OD) tools to effectively manage change
- Communication tips and techniques to ensure the whole team is on board
- Develop change agility with a proactive mindset
- Enhancing team and organizational performance



Vibrant Coaching for Performance

Winning teams don't just happen. It takes a skilled leader to show them the way - to motivate, inspire, and guide them to phenomenal success.. Coaching enables people to tap into their potential and simultaneously increases what the organization can do! Your teams need you to engage with them in a partnership for growth in their career. This session provides you the know how and tools to increase performance.

OBJECTIVES AND LEARNING OUTCOMES

- Define coaching and identify traits and behaviors of an effective coach
- Recognize your employees' capabilities so you can better align their efforts to produce the results needed
- Practice an effective coaching model to accelerate employee development
- Hone your listening and feedback skills to engage in a "guided discovery" dialogue and enjoy meaningful coaching conversations with your team
- Inspire peak performance and hyper-productivity
- Coach problem employees back on track
- Build team synergy to enhance collaboration
- Deliver spot-on feedback for speedy results
- Motivate morale, create team pride, and more

Vibrant Communicating Assertively

Communicating Assertively equips participants with the essential skills to express themselves confidently and constructively in various situations, identifying techniques and strategies that facilitate clear and impactful communication. Participants will begin by understanding the nuances between passive, aggressive, passive-aggressive, and assertive communication styles. Through interactive discussions and practical examples, they will explore how each style impacts relationships, productivity, and personal well-being. They will learn to craft messages that are both direct and respectful, ensuring their points are understood without causing undue conflict or misunderstanding

OBJECTIVES AND LEARNING OUTCOMES

- Identify communication styles
- Understand and differentiate between passive, aggressive, passive-aggressive, and assertive communication styles
- Develop assertive communication skills
- Enhance self-expression: Gain confidence in expressing thoughts, feelings, and needs clearly and respectfully
- Improve relationships and productivity
- Practice constructive communication

Vibrant Communication: Energize, Impact & Influence Others

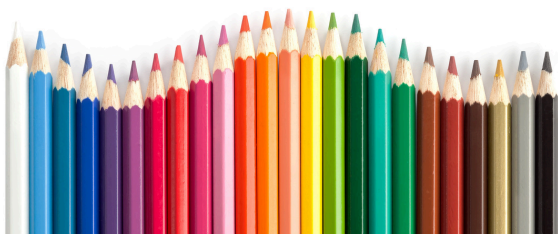
Vibrant Communication gives individuals the powerful tools they need to inspire, message, and impact their key stakeholders. In this training, core communication skills are defined, explained, and experienced. Through active learning and reflection, learners will hone communication skills while building confidence. To begin, each participant will take a communication assessment that will identify their personal communication style which will help enhance personal effectiveness and offer insights into how to build VIBRANT relationships. Next, learners will break down what occurs in communication, identifying the barriers to communication and the techniques necessary to eliminate those barriers. Participants will then put the strategies of powerful questions, listening, and curiosity to work doing group work. Finally, two systems for communication, delivering feedback and accountability, will be explored. Ultimately, this is a power-packed session that equips individuals to communicate at the next level!

OBJECTIVES AND LEARNING OUTCOMES

- Examine what it takes to be a vibrant communicator
- Uncover blind spots in your communication style
- Learn to adapt your delivery and message to your audience
- Examine techniques to become an active listener
- Use the C3 formula for delivering feedback
- Discuss the accountability model and apply it real time
- Identify your communication strengths and challenges
- Discover the relationship keys for vibrant communication

Communication in the Manufacturing Environment

This comprehensive training is designed to equip manufacturing leaders with the essential communication skills and strategies to foster effective teamwork, enhance productivity, and promote a positive work environment. Participants will delve into four key areas that are crucial for effective leadership communication in a manufacturing setting: Communication Strategies, Active Listening, Understanding Your Audience, and an overview of Conflict Resolution.



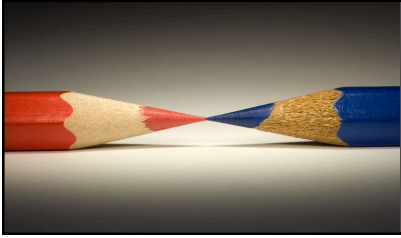
OBJECTIVES AND LEARNING OUTCOMES

- Develop clear and effective communication strategies
- Enhance active listening skills
- Adapt communication styles to different audiences
- Apply conflict resolution strategies
- Foster a positive and engaging work environment

Vibrant Conflict Management

*** Also available in Spanish ***

Conflict is an inevitable and often destructive part of workplace interactions, but it doesn't have to be that way. Vibrant Conflict helps you understand your conflict behaviors, and those of the people you work with, to improve your workplace relationships and results. In this session, participants uncover the reasons behind destructive responses to conflict and learn how to reframe them to become more constructive and useful. Leaders and team members must recognize the unique personalities of your coworkers and use healthy conflict to help solve business problems. Together real-time teams learn actionable strategies to engage in more productive and positive workplace conflict.



OBJECTIVES AND LEARNING OUTCOMES

- Understand the power of both destructive and productive conflict
- Explore unconscious bias
- Identify current personal habits, behaviors, and attitudes towards conflict
- Identify new habits, behaviors, and attitudes towards conflict
- Explore the art of dialogue: a group technique for exploring what is important

Courageous Conversations: Mastering De-escalation and Constructive Confrontation

In today's fast-paced and high-pressure work environments, conflict is inevitable—but chaos doesn't have to be. This high-impact training equips professionals with the emotional intelligence, communication tools, and situational strategies to de-escalate tense interactions and confidently address confrontation before it disrupts productivity or culture. Participants will explore the psychology behind conflict, learn how to remain calm under pressure, and practice real-life techniques for turning difficult conversations into constructive outcomes. Whether you're managing a heated customer, a challenging team dynamic, or peer disagreements, this session will help you lead with clarity, calm, and confidence.

OBJECTIVES AND LEARNING OUTCOMES

- Identify conflict triggers and escalation patterns in the workplace
- Apply real-time de-escalation strategies to defuse tense situations
- Communicate assertively with clarity, empathy, and confidence
- Lead difficult conversations with structure and resolution focus
- Foster a culture of respect, dialogue, and accountability



Critical Thinking and Problem Solving Like A Pro

In today's ever-changing workplace, being able to think critically is an essential skill. In addition, from a professional point of view, those with strong problem-solving abilities often rise through the ranks quickly, particularly if they can come up with effective business solutions. However, you can't solve a problem unless you can get to the cause - and sometimes there's more than one. In this course, participants will learn to use a methodical approach to reach the best decisions by establishing a context for success, framing the issue properly, generating and evaluating alternatives, and choosing the best option.

OBJECTIVES AND LEARNING OUTCOMES

- Identify your critical thinking style(s), including areas of strength and improvement
- Describe other thinking styles, including left/right brain thinking and whole-brain thinking
- Work through the critical thinking process to identify the real, underlying problem of a particular situation
- Develop and evaluate possible options
- Improve key critical thinking skills, including active listening and questioning

Vibrant Culture Toolbox

Winning teams don't just happen. It takes a skilled leader to show them the way - to motivate, inspire, and guide them to phenomenal success. The Vibrant Coaching Toolbox equips leaders with the essential skills and techniques to transform their teams into high-performing, cohesive units. This course covers a range of strategies designed to inspire peak performance and hyper-productivity, ensuring that every team member is aligned with the organization's goals. Become the leader who drives their team to phenomenal success through expert coaching and inspired leadership.



OBJECTIVES & LEARNING OUTCOMES

- Examine concepts of leadership, managing, mentoring, and coaching
- Learn to ask powerful questions
- Participate in active listening
- Engage with coaching and leadership frameworks
- Discuss and write a C3 feedback technique
- Learn the value of accountability and apply the accountability formula
- Learn to inspire peak performance and productivity
- Coach problem employees back on track
- Build team synergy to enhance collaboration
- Deliver spot-on feedback for speedy results
- Motivate morale, create accountable team members with integrity

Vibrant Customer Service: Service with Spark. Results with Impact.

Exceptional customer service isn't just a nice-to-have - it's a powerful differentiator. Every interaction with a customer is an opportunity to build trust, strengthen relationships, and create loyalty that lasts. This is the most important competency of an organization's team members, and even more importantly, its leaders. This training is designed to equip you with the mindset, skills, and tools to deliver outstanding service consistently, whether you're handling a routine request or resolving a tough issue or helping a fellow co-worker. They are customers too! Explore how small, thoughtful actions can make a big impact - and how you can be the reason a customer chooses to come back, again and again. And, create a Vibrant Culture of happy people doing work they love!

OBJECTIVES AND LEARNING OUTCOMES

- Define customer service in context
- Develop a service-oriented mindset
- Strengthen communication and listening skills
- Build positive relationships through empathy and respect
- Deliver consistent, high-quality service
- Problem-solve and handle service recovery with confidence
- Promote collaboration and support across teams
- Apply the organization's customer service standards
- Commit to continuous improvement



Vibrant DEI

Training for diversity, equity, and inclusion (DEI) is more than just a checkbox - it's a powerful driver of innovation, collaboration, and workplace success! By fostering an environment where every employee feels valued and heard, DEI training helps organizations tap into diverse perspectives, leading to better problem-solving and stronger team dynamics. These programs empower employees with the skills to recognize biases, champion inclusivity, and create a culture of belonging. When companies invest in DEI, they don't just improve workplace morale - they boost productivity, enhance customer relationships, and position themselves as leaders in a rapidly evolving global market. A truly inclusive workplace isn't just good ethics - it's great business!

OBJECTIVES AND LEARNING OUTCOMES

- Understand DEI concepts – Define DEI and its impact on workplace culture.
- Recognize unconscious bias – Identify and reduce personal and systemic biases.
- Foster inclusive communication – Communicate with empathy and cultural awareness.
- Create a culture of belonging – Promote inclusion and empower all team members.
- Enhance collaboration & innovation – Use diverse perspectives to boost creativity.
- Become an active ally – Practice allyship and support underrepresented colleagues.
- Drive organizational change – Apply DEI principles to transform workplace practices.

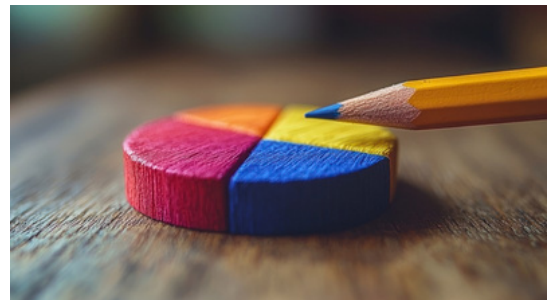


Vibrant Delegation: Engage, Develop, and Empower Your Team

Delegating is about making an impact on your life, your team member's future, and organizational results. Effective delegation is more than just assigning tasks - it's a strategic leadership skill that drives team performance, develops talent, and frees up your time for higher-level priorities. Individuals learn how to delegate with clarity, build trust, and match the right tasks to the right people. Whether you're a new manager or a seasoned leader, mastering delegation will help you empower others, reduce burnout, and create a more agile, accountable and cross-trained team. Gain the art of letting go to lead more effectively.

OBJECTIVES AND LEARNING OUTCOMES

- Understand the strategic value of delegation
- Know what (and what not) to delegate
- Match tasks to the right people
- Communicate delegation clearly and effectively
- Establish accountability without micromanaging
- Give feedback and coach through delegated work
- Develop a personal delegation plan



Vibrant Elements Team & Communication Training using the Path Element Profile (PEP)

*** Also available in Spanish ***

While diversity programs abound, the emphasis on race, age, and gender overlook the most basic fact of human diversity: personality. Personality-driven behavior dictates actions and actions determine success or failure, harmony or riot, in any and every endeavor. The Vibrant Elements is a core philosophy and training that gives participants a fundamental framework for navigating relationships, which is the heart of teamwork. The keys to productive relationships - whether in a billion dollar organization or an entrepreneurial team of two - are as basic as EARTH, WATER, WIND and FIRE. Using these highly visual and universally understood elements provides insight into your unique personality and that of your team members. The Vibrant Elements are a simple, sound, and effective personality and communication tool that will change the way you see your relationships and your team.

OBJECTIVES AND LEARNING OUTCOMES

- Examine what it really takes to be a great teammate
- Uncover blindspots in thinking and behavior changing individual's contributions that impact teamwork positively
- Identify four core personality styles impacting leadership, communication, diversity, and emotional intelligence
- Learn to quickly assess differences and choose strategies to empower people to do more together
- Discover the real motivations of each personality type
- Strengthen your communication skills including conflict management, negotiation, and motivation



- Build core agile behaviors that create trust enabling productivity and success
- Learn to quickly assess differences that could empower your job, relationships, and goals
- Understand your individual profile results
- Comprehend how your element, your strengths, and your challenges affect relationships
- Know what it means if your colleague, significant other, or teammate is an opposite element
- Examine practical ways to strengthen communication skills
- Learn to apply the vibrant elements to your organization's strategy and systems

Vibrant Email: Write Smart. Send Strong. Communicate with Impact.

Email remains one of the most critical tools for communication - and yet, it's often overlooked as a skill that requires intention and polish. Poorly written or misinterpreted emails can lead to confusion, delays, or even damaged relationships. This training program is designed to help professionals write clearer, more effective emails that reflect professionalism, foster collaboration, and improve productivity. From structuring messages for impact to using tone appropriately and managing inbox overload, participants will gain practical techniques to communicate with clarity, confidence, and courtesy in every message they send.

OBJECTIVES AND LEARNING OUTCOMES

- Understand the importance of professional email communication
- Apply core principles of email etiquette
- Write clear, concise, and purposeful emails
- Adapt communication style to different situations & audiences
- Use email strategically for collaboration and efficiency
- Apply best practices for response management and timeliness
- Practice writing and reviewing professional emails

Vibrant Emotional Intelligence

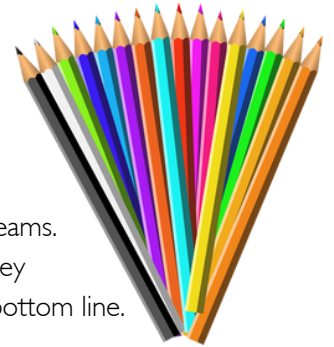
Emotional Intelligence is the capacity of an individual to recognize their own, and other's emotions, in an effort to use this information to guide thinking and consequently behavior to achieve goals. In essence, an individual with emotional intelligence is a savvy, insightful, and motivating within the culture. Their emotional intelligence (E.Q.) increases their leadership presence building trust making productivity among the team increase. While sound strategy is essential, organizations need motivated, passionate people to carry out the strategy. Emotional Intelligence has four competencies: self-awareness, self-management, social awareness, and relationship management. Mastery of these competencies results in higher levels of communication, teamwork, and goal achievement.

OBJECTIVES & LEARNING OUTCOMES

- Learn about the science of emotional intelligence and the brain
- Link the four competencies of emotional intelligence to habit work
- Take the vibrant emotional intelligence assessment
- Analyze the results of the vibrant emotional intelligence assessment
- Create an action plan to strengthen emotional intelligence

Vibrant Employee Engagement

Employees are a company's largest un-measurable asset and collectively they dictate success for a company. Well known leader Jack Welch states that there are three measurements that tell you everything about an organization: employee engagement, customer satisfaction, and cash flow - in that order. In this program, you will learn how engaged employees, at all levels, increase customer satisfaction, drive profitable results, all while creating cross functional, high performing teams. We will explore the interdependence of attracting, engaging, and retaining employees and how key organizational and managerial engagement drivers impact a company's culture and a company's bottom line.



OBJECTIVES AND LEARNING OUTCOMES

- Discuss the retention-engagement connection
- Identify the business case impact of employee engagement and retention
- Determine how to incorporate the employee life cycle in the organization's culture
- Recognize the importance of the employee value proposition
- Define key drivers of engagement including organizational and managerial drivers

Vibrant Employee Evaluations and Reviews

Employee evaluations aren't just a once-a-year checklist—they're powerful opportunities to inspire growth, recognize impact, and drive performance forward. When done right, reviews become conversations that motivate, align goals, and strengthen relationships between leaders and their teams. This high-energy training program will give you the tools and confidence to deliver evaluations that are clear, constructive, and meaningful. From giving balanced feedback to setting future-focused goals, you'll learn how to turn performance reviews into dynamic touch points that fuel engagement, development, and success—for your people and your organization.

OBJECTIVES AND LEARNING OUTCOMES

- Reframe reviews as opportunities for growth
- Prepare for performance conversations with purpose
- Deliver feedback that fuels motivation and improvement
- Set clear, collaborative, and future-focused goals
- Navigate tough conversations with confidence and care
- Make reviews an ongoing dialogue, not a once-a-year event
- Strengthen manager-employee relationships through trust and clarity
- Leave with tools to elevate every review conversation

Vibrant Employee Performance

Leaders, managers, and supervisors need actionable strategies, systems, and smarts to drive employee development and performance. In this active training program attendees will learn to engage, align, evaluate, and develop their people to drive results. Areas of performance management that are explored are setting goals, defining KPI's (key productivity indicators), offering feedback, correcting behavior, performance reviews, and developing career paths. Attendees leave this session inspired to lead, manage, coach, and mentor their people to achieve their career goals.

OBJECTIVES AND LEARNING OUTCOMES

- Communicate and plan with your employees and develop their capabilities
- Provide such effective feedback that employees feel valued, learn quickly, and succeed faster
- Hone your listening and feedback skills to engage in a “guided discovery” dialogue and promote professional growth
- Use regular check-ins to steer and guide performance
- Understand the powerful effect you can have to identify and develop the potential in others
- Set goals to provide a clear target of “success”
- Clarify competencies that generate top performance
- Learn a coaching model to accelerate employee growth



Vibrant Empowerment: The Art of Development and Delegation

Unlock the full potential of your leadership with this course, designed to equip leaders with the essential skills to develop their team members and delegate tasks effectively, fostering a culture of growth, trust, and productivity. Participants will explore the principles of empowerment, learning how to identify and nurture individual strengths within their teams, while discovering strategies to delegate tasks in a way that enhances team capability and engagement. The course will delve into the art of providing constructive feedback, setting clear expectations, and creating an environment where team members feel valued and motivated to take on new challenges.

OBJECTIVES AND LEARNING OUTCOMES

- Understand the foundational principles of empowerment and its significance in leadership and team performance.
- Learn techniques to identify and nurture individual strengths within team members for optimal performance.
- Master best practices for delegating tasks clearly and effectively, ensuring accountability and engagement.
- Develop skills to provide constructive feedback that promotes growth and motivation.
- Learn to identify and leverage individual team members' strengths for overall team success.
- Demonstrate the ability to delegate tasks effectively, setting clear expectations and ensuring accountability.

Vibrant Executive Presence

This course is designed to enhance leaders' abilities to project confidence, decisiveness, and credibility in strategic management and human resource functions. It will focus on developing key skills and knowledge areas that contribute to a strong, executive presence essential for effective leadership and organizational success.



OBJECTIVES AND LEARNING OUTCOMES

- Basic understanding of the current responsibilities and functions of management
- Overview of the tools and skills needed for effective management in today's business environment
- Understanding of current trends and issues critical to success in management
- A resource list for additional information in each of the functional areas
- A personal action plan for skill development

Vibrant Facilitation: The Art of Guiding Success

Facilitation is used to describe any activity which makes tasks for others easy. In business, organizational development (OD) and consensus decision-making refers to the process of designing and running a meeting according to a previously agreed set of requirements to attain a desired outcome or result. Facilitation in business is the act of organizing a meeting, event, or workshop and engaging participants in exploring, creating, and inventing solutions or learning paths. Unlike presentation, which is characterized by the top-down discourse of a “knower,” facilitation involves a “guide” who is not in the foreground, but at the side. He or she asks questions, moderates conversations, suggests activities, and helps participants to progress. Employers use facilitation to build teams and shape leaders. The main role of a facilitator is to add value to a group planning session or meeting by keeping a group on task and making progress, which saves the employer valuable time and money. Facilitators can also help resolve conflict and manage employee concerns. Facilitation can be done in individual sessions or a facilitator may participate in a group event or meeting. Facilitation depends on certain characteristics such as the ability to manage group and interpersonal dynamics, powerful listening, excellent verbal and nonverbal communication, and creative thinking.



OBJECTIVES AND LEARNING OUTCOMES

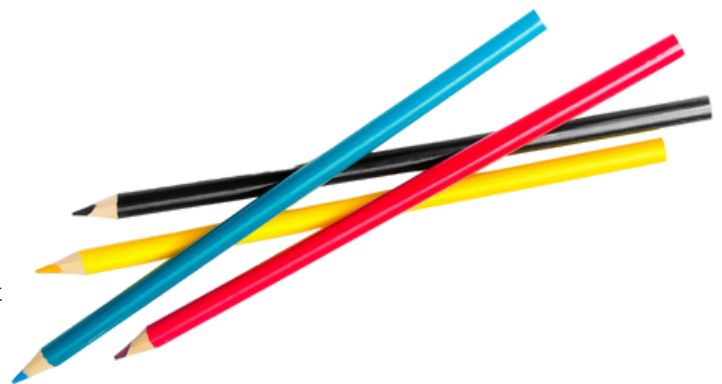
- Design, plan and prepare for effective meetings
- Explain the role of the facilitator before and during a meeting
- Differentiate between when to facilitate and when to lead
- Handle the dynamics of challenging group situations
- Effectively direct the energies and talents of a group to achieve the defined objectives and/or outcomes defined
- Facilitate a group from ideas to actions

Vibrant Feedback: Build Culture with a Growth Mindset

Feedback is one of the most powerful tools for personal development, team alignment, and organizational success - yet it's often misunderstood or avoided. This program is designed to help you deliver feedback that is clear, constructive, and actionable, while also receiving feedback with openness and resilience. Whether it's praise, coaching, or course correction, learning how to engage in meaningful feedback conversations strengthens trust, improves performance, and fosters continuous learning. Explore how to make feedback a confident, everyday habit.

OBJECTIVES AND LEARNING OUTCOMES

- Understand the purpose and impact of feedback
- Learn the principles of effective feedback
- Develop skills for delivering clear, respectful feedback
- Build the ability to receive feedback professionally
- Foster a feedback-positive environment
- Manage difficult feedback conversations
- Apply feedback to drive improvement and development



Vibrant Generations: Four Generations. One Powerful Team.

Today's workplace is more diverse than ever - especially when it comes to generations. With Baby Boomers, Gen X, Millennials, and Gen Z all working side by side, we have an incredible mix of experiences, values, communication styles, and work expectations. When harnessed effectively, this diversity becomes a powerful asset for innovation, collaboration, and performance. This high-energy training program dives into what makes each generation tick - and how we can bridge the gaps, break down stereotypes, and build stronger, more inclusive teams. Get ready to rethink assumptions, spark new conversations, and tap into the full potential of a multigenerational workforce!

OBJECTIVES AND LEARNING OUTCOMES

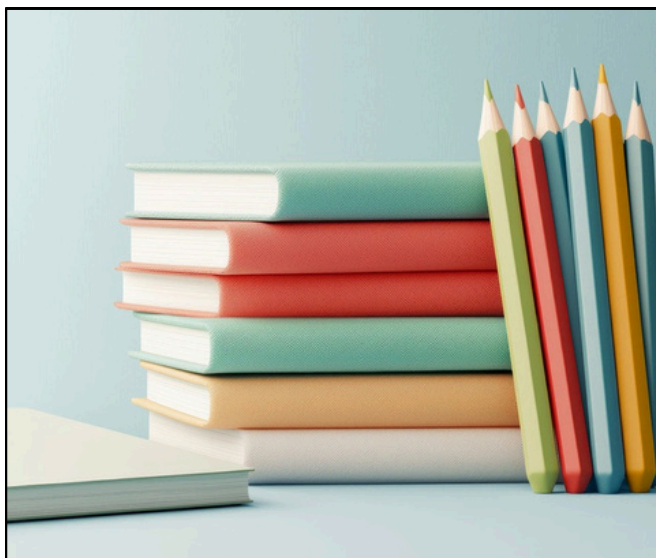
- Explore the unique strengths of each generation
- Break down stereotypes and biases
- Communicate across generations with impact
- Bridge generational gaps in the workplace
- Leverage generational diversity for better results
- Boost team engagement and collaboration
- Take action to lead across generations

Get Your GRIT On: Growth, Resilience, Inspiration, and Tenacity

Grit isn't one of those words that you hear very often today when it comes to leadership. These days we're hearing more around emotional intelligence and someone possessing the "secret sauce" to leadership success. However, Angela Duckworth, the psychologist and researcher who coined the term, defines grit as passion and perseverance for long-term and meaningful goals. It's the ability to persist in something you feel passionate about and persevere when you face obstacles. In this engaging course, participants will discuss what grit is, how it relates to one's growth mindset, and the importance it plays in the success of our lives and careers.

OBJECTIVES AND LEARNING OUTCOMES

- Establish an awareness of grit as it relates to fulfilling one's potential.
- Develop and apply grit strategies and practices that foster achievement.
- Become familiar with how to grow your grit and how to help others grow their grit.
- Examine and discuss your own beliefs and experiences related to passion and interest and how this compares to the growth mindset.



Vibrant Goal Setting

Vibrant Goal Setting provides your team members the Strategies, Systems, and Smarts for their organization development toolbox. From Mind Mapping to actionable tools that dial in the next right steps, your team members will gain understanding of the foundational VIBRANT mindset and a real time experience of goal setting!

OBJECTIVES AND LEARNING OUTCOMES

- Experience mind mapping
- Describe and experience listening, negotiating, persuasion, and asking powerful questions
- Participate in real time goal setting

Vibrant Human Resource Compliance

This course is designed to equip HR professionals with the essential knowledge and skills to ensure organizational adherence to legal and regulatory requirements while fostering a positive and transparent workplace culture. This comprehensive program covers critical aspects of HR compliance, including effective recruiting and interviewing practices, thorough onboarding procedures, and the development and implementation of clear company policies. Additionally, the course will address sensitive topics such as harassment, ensuring that HR professionals are well-prepared to handle these issues with care and legal compliance. At the end of the course participants will be equipped with the tools and knowledge to build transparency, rapport, and trust with employees, ultimately contributing to a compliant and vibrant workplace.



OBJECTIVES & LEARNING OUTCOMES

- Building transparency, rapport, and trust with employees
- Recruiting and interviewing practices
- Onboarding procedures and company policies
- Employee handbooks
- Unemployment benefits
- Worker's compensation
- Union contract compliance
- Employee benefits and leave
- HIPAA and OSHA regulations
- Employee contracts
- Harassment
- I-9 forms

Vibrant Human Resource Management

Building on the Human Resource's Body of Knowledge as defined by the Human Resources Certification Institute, this seminar examines current real life practices in each of the six functional areas. Designed to appeal to both new and experienced HR management professionals, topics include HR trends, developing issues, regulatory changes, and the changing business environment. The course provides an overview of current HR practices and helps participants develop skills and tools to deal with modern and developing HR challenges.

OBJECTIVES AND LEARNING OUTCOMES

- Basic understanding of the current responsibilities and functions of HR management
- Overview of the tools and skills needed for effective HR management in today's business environment
- Understanding of current trends and issues critical to success in HR management
- A resource list for additional information in each of the functional areas
- A personal action plan for HR skill development

Vibrant Instructional Design

Instructional design is about creating - and documenting! - a learning experience that has predictable and measurable results that are tied to business outcomes. The more skills you have, the more marketable, valuable, and impactful you are. Keep learning!

OBJECTIVES AND LEARNING OUTCOMES

- Ask powerful questions about the subject
- Establish learning objectives using the D/K/F
- Explore the reference models
- Design a learning experience
- Leverage a list of resources



Vibrant Initiative: Step Up, Speak Out, Stand Apart

Taking Initiative is all about owning YOUR ability to make an impact. Today's success isn't just about doing what's expected - it's about going beyond, stepping up, and making things happen. This program is designed to help you develop a proactive mindset, recognize opportunities to add value, and confidently take action without waiting for permission. By building initiative, you'll not only grow your own influence but also contribute to a culture of innovation, accountability, and forward momentum aka a VIBRANT CULTURE. Explore how you can take the lead - wherever you are in the organization.

OBJECTIVES AND LEARNING OUTCOMES

- Identify opportunities and benefits of taking initiative at work
- Overcome self-limiting thoughts about taking initiative
- Use the "if-then system" to weigh the consequences of action vs. inaction
- Use "I can" statements vs. "I can't" or "you can't" statements
- Act without direction
- Communicate your actions to leadership
- Learn to boldly make change and improvements
- Create a system to document and follow up on your efforts to ensure stakeholder satisfaction

Vibrant Interviewing: Interview Boldly. Hire Brilliantly.

Interviewing isn't just about asking questions - it's about uncovering potential, building connection, and making smart, strategic hiring decisions that shape the future of your team. Whether you're new to interviewing or looking to sharpen your skills, this dynamic training will equip you with the tools to conduct confident, engaging, and effective interviews. From crafting powerful questions to spotting red flags and reading between the lines, you'll learn how to go beyond the résumé and discover the right fit every time. Get ready to level up your interview game and bring fresh energy and insight to your hiring process!

OBJECTIVES AND LEARNING OUTCOMES

- Master the art of the interview conversation
- Craft and ask high-impact interview questions
- Recognize the markers of a great fit (and red flags)
- Sharpen listening and observation skills
- Avoid bias and stay legally compliant
- Deliver a consistent and professional candidate experience
- Represent your company brand with confidence and authenticity
- Evaluate candidates effectively and confidently
- Leave ready to interview like a pro

Vibrant Leadership: The Essentials for Positive Influence

Strong leadership is the backbone of every successful organization. In today's fast-changing corporate landscape, leadership is no longer just about management - it's about inspiration, adaptability, and vision. Leadership training equips professionals with the skills to motivate teams, make strategic decisions, and navigate challenges with confidence. It fosters emotional intelligence, effective communication, and a culture of accountability, ensuring that leaders at all levels drive productivity and innovation. Investing in leadership development isn't just about filling executive roles - it's about building a workforce that is resilient, engaged, and prepared to lead in an ever-evolving business world. Great leaders don't just manage - they inspire, empower, and transform organizations from the inside out.



OBJECTIVES & LEARNING OUTCOMES

- Develop a leadership philosophy
- Effective communication and influence
- Emotional intelligence and self-awareness
- Team building and collaboration
- Change management and adaptability
- Performance management and coaching
- Innovation and problem solving

Vibrant Listening Skills

Dynamic listening skills focuses on improving communication skills in professional environments emphasizing the practical application of listening skills in meetings, negotiations, presentations, and day-to-day office interactions. The course is designed to help employees at all levels enhance their ability to actively listen, understand key information, and respond appropriately in various corporate settings.



OBJECTIVES & LEARNING OUTCOMES

- Strengthen the ability to interpret verbal and non-verbal skills
- Acknowledge the emotions and ideas of others to build trust and improve communication in team situations
- Adjust communication behaviors to communicate with different styles
- Listen actively to separate message content from feeling
- Ask questions to expand knowledge and bring out new ideas

Vibrant Management & Leadership Skills for First Time Managers

This course is designed to equip first-time managers with the essential skills and knowledge required to excel in their new leadership roles. It focuses on fostering vibrant management and leadership capabilities that enable new managers to inspire, guide, and motivate their teams effectively. Participants will learn practical strategies for managing people, projects, and processes while developing the confidence and competence needed to navigate the challenges of their new responsibilities.

OBJECTIVES & LEARNING OUTCOMES

- Develop your personal leadership strengths
- Delegate effectively and communicate like a pro
- Handle problem behaviors and turn around difficult employees
- Tackle hiring, discipline, and firing with confidence
- Prioritize when everything is “urgent”
- And more!

Vibrant Management

This interactive and practical training equips leaders and managers with the essential skills to effectively manage people, build trust, and foster a positive workplace culture. Participants will explore key management competencies, including communication, decision-making, self-awareness, and influencing others. Through engaging discussions, self-assessments, and real-world scenarios, attendees will learn how to navigate challenges, delegate effectively, and develop strong, motivated teams.

OBJECTIVES AND LEARNING OUTCOMES

- Identify and develop core management competencies
- Enhance communication and relationship-building skills
- Create a culture of growth and development
- Master delegation and conflict resolution
- Strengthen leadership and team motivation



Managing Learning Programs

How does the head of learning ensure that an organization's learning strategy is aligned with its business strategy, particularly given the complexity and change that characterize the business world? The role of manager of the training/learning functions is increasingly challenging in today's complex and fast-paced business landscape. Gain a practical, how-to overview of the entire training function and learning environment through this course.

OBJECTIVES AND LEARNING OUTCOMES

- Managing organization structure and design for your learning function
- Managing learning strategy and direction vision to meet your business objectives
- Managing systems and processes (vendors, technologies and organizational learning environment)
- Managing projects (the learning project life cycle, the ADDIE model)
- Managing the marketing and compliance of learning programs
- Managing key relationships

Vibrant Mentoring:

Develop a Mentoring Program to Empower and Engage the Genius in Your Organization

Unlock the power of mentorship with our vibrant mentoring program that empowers your organization to develop talent at a whole new level! This engaging, hands-on session is designed to help organizations create impactful mentorship programs that drive professional growth, strengthen leadership, and build a culture of support. Participants will learn how to structure effective mentoring relationships, develop essential coaching skills, and empower mentors to guide with confidence and authenticity. Whether you're launching a new program or enhancing an existing one, this training will equip your team with the tools to foster meaningful connections, boost career development, and create a thriving, mentorship-driven workplace. Let's build the future - one mentor at a time!

OBJECTIVES AND LEARNING OUTCOMES

- Assess the core mentoring skills
- Understand the role of the mentor
- Develop effective communication skills
- Build trust and rapport
- Strengthen self-awareness and emotional intelligence
- Support goal setting and career/personal development
- Encourage accountability and progress tracking
- Foster inclusive mentoring practices
- Navigate challenges in the mentoring relationship
- Understand the structure of the mentoring program
- Commit to continuous learning and reflection



Vibrant Motivation

There is an energy source inside each of us! It's MOTIVATION! When it is tapped into we can do amazing things. This session gives insight into what makes people tick and how to get yourself and your teams moving. Participants will explore intrinsic and extrinsic motivation and take away a plan for energizing their team and team members.

OBJECTIVES AND LEARNING OUTCOMES

- Define the effects of tangible and intangible rewards
- Identify a range of situations where motivational skills can be applied and determine an appropriate way to initiate and maintain motivation in each of those situations
- Review the motivation process and recognize the nature and scope of motivation
- Overcome reluctance, resistance, and lack of motivation

Vibrant Negotiating: Creating Value Through Partnership

Whether you're closing deals, managing partnerships, or aligning internal priorities, effective negotiation is a critical skill that drives business outcomes and builds long-term relationships. In this session, you'll learn proven strategies to prepare for, conduct, and close negotiations with confidence and clarity. We'll explore key concepts like interest-based bargaining, active listening, and finding win-win solutions - all within a practical, real-world business context. This training will help you strengthen your influence, navigate difficult conversations, and achieve outcomes that benefit both you and your organization. Let's get started on developing your negotiation edge.

OBJECTIVES AND LEARNING OUTCOMES

- Learn to develop a BATNA (Best Alternative To a Negotiated Agreement)
- Utilize the circle chart tool for diagnosing options for mutual gain
- Explore communication tips and techniques
- Examine the role of emotional intelligence in negotiations
- Identify your personal negotiating style and the style of others
- Learn from the researchers at Harvard University using their "negotiation on the merits" strategy
- Investigate the four parts of negotiation: people, interests, options, and criteria
- Diagnose which options provide mutual gain with the circle chart tool
- Develop objective criteria for a win-win outcome

Vibrant Networking: Relationships Drive Results

Success is often built not just on what you know, but who you know and how well you build and maintain those relationships. Networking is more than just exchanging business cards or connecting on LinkedIn, it's about creating genuine, mutually beneficial connections that open doors, spark ideas, and foster collaboration across teams, departments, and industries. This training program will equip you with the mindset, skills, and confidence to network effectively - both internally within your organization and externally in professional settings. Whether you're looking to grow your influence, find new opportunities, or simply communicate more effectively, mastering the art of networking is a powerful step in your professional journey.

OBJECTIVES AND LEARNING OUTCOMES

- Understand the value of professional networking
- Develop a strategic networking mindset
- Build confidence and overcome networking barriers
- Strengthen communication and relationship-building skills
- Leverage internal networking for collaboration and influence
- Expand and maintain an external professional network
- Use digital tools and platforms effectively
- Apply networking skills to real-world scenarios

Vibrant Powerful Questions

Unlock the transformative power of communication with our dynamic course, Vibrant Powerful Questions. Designed for professionals, leaders, and anyone seeking to enhance their interpersonal skills, this course will guide you through the art of asking questions that inspire, engage, and drive meaningful conversations. Participants will discover the key elements that make a question powerful and vibrant and how these questions can significantly impact your personal and professional interactions. Master the techniques of crafting questions that are open-ended, thought-provoking, and aligned with your communication goals. By the end of this course, you will have a solid foundation in the art of vibrant questioning, along with practical tools and techniques to elevate your communication skills. Whether you're leading a team, coaching others, or simply looking to improve your interpersonal connections, this course will equip you with the knowledge and skills to ask the right questions and listen with intention.



OBJECTIVES & LEARNING OUTCOMES

- Learn and gain insights into asking vibrant, powerful questions
- Understand the application of powerful questions
- Learn and apply the proper construction of powerful questions
- Practice asking powerful questions
- Take away strategies, systems, and smarts to enhance your listening skills

Vibrant PowerPoint Presentations

Powerpoint presentations and the skills needed to utilize this essential business application provides users with a wide range of tools and features to create professional-looking presentations that effectively communicate their message to audiences. Using PowerPoint correctly is important for several reasons: Clarity, Engagement, Professionalism, Time Efficiency, and Visual Appeal.



OBJECTIVES & LEARNING OUTCOMES

- Create visually appealing and polished PowerPoint presentations that effectively communicate a message.
- Customize slide layouts and utilize design principles to enhance the visual impact of presentations.
- Structure content logically using PowerPoint's features like bullet points, headers, and subheaders.
- Use PowerPoint's collaboration features to work with team members on presentations, share documents online, and manage contributions in real-time.
- Ensure presentations are visually cohesive and aligned with the message.

Vibrant Presentations & Public Speaking

Public speaking doesn't have to be intimidating. In this dynamic and interactive training course, participants will develop the skills and confidence needed to speak effectively in front of an audience. Whether you're speaking in front of a classroom, a boardroom, or a large crowd, this course will equip you with the tools to communicate clearly, confidently, and with impact. Through a combination of best practice reviews, real-world presentation analysis, and hands-on practice, you'll discover your unique speaking style and learn how to overcome stage fright.

OBJECTIVES & LEARNING OUTCOMES

- Understand and apply best practices in public speaking
- Analyze effective presentations to identify key techniques
- Develop strategies to manage and overcome stage fright
- Discover and refine your personal speaking style
- Practice and deliver a live presentation to peers



Vibrant Problem-Solving and Decision-Making

Elevate your problem-solving and decision-making skills with our comprehensive course, Vibrant Problem-Solving and Decision-Making. Designed for professionals at all levels, this course equips you with the tools, techniques, and confidence to tackle complex challenges and make sound decisions with clarity and precision. Participants will learn to apply creative problem-solving and decision-making processes, as well as using powerful tools designed to enhance these skills, including: Decision Matrix, Vibrant Strategy Tool™, and the Vibrant Influencer Filter™. By the end of this course, you will have a robust toolkit for solving problems creatively and making decisions with confidence. Whether you're facing strategic business challenges, team-related issues, or personal dilemmas, this course will empower you to navigate complexity with ease and achieve your desired outcomes.

OBJECTIVES & LEARNING OUTCOMES

- Apply creative problem-solving and decision-making processes
- Identify common barriers to effective problem-solving and decision-making
- Ask the right questions that get you the answers you need
- Evaluate solutions and anticipate likely risks
- Become more confident in making sound decisions
- Work with the decision matrix, Vibrant Strategy Tool™, and the Vibrant Influencer Filter™

Project Leadership and Stakeholder Engagement

Effective project leadership requires more than technical expertise; it demands strong communication, stakeholder engagement, and team management skills. This course equips participants with the tools and strategies to successfully lead projects while managing diverse stakeholder expectations. Participants will explore key topics such as stakeholder analysis, communication planning, conflict resolution, leadership styles, and team motivation. Through case studies, role-playing exercises, and interactive discussions, attendees will gain practical insights into fostering collaboration, handling challenges, and ensuring project success.

OBJECTIVES AND LEARNING OUTCOMES

- Identify key stakeholders, assess their influence, and develop strategies for effective engagement.
- Create structured plans to manage stakeholder expectations and align them with project goals.
- Design communication strategies, craft key messages, and select appropriate communication channels.
- Apply management and leadership principles to build high-performing project teams.
- Learn techniques to navigate difficult conversations.

Vibrant Recruiting & Retention

As professionals, we know everything rises and falls on the quality of the people doing the work. Recruitment and retention are reflections of different sides of the same employee value proposition coin. Organizations that fail to reinvent their approach to attracting and retaining talent by focusing on candidate and employee experience risk turnover, vacancies, and lost opportunities that can negatively impact the bottom line. The success of our business is dependent on HR Strategy. Join us for a content rich presentation with tools, techniques and learning.

OBJECTIVES AND LEARNING OUTCOMES

- Understand EVP, the employer value proposition
- Apply the seven P's of marketing to your recruiting efforts
- Create a working strategic plan for your recruiting & retention HR effort

Vibrant Strategic Planning

Strategic Planning is an interactive, exploratory process between leaders, followers, and managers about the direction an organization needs to take. Leaders and members of an organization take initiative and work together to change something building a sense of ownership and creating excitement about a more vibrant future. This work is essential to stay competitive in the market, build collaboration within the organization, and define and defend the mission and vision for stakeholders. Engage in Vibrant Strategic Planning to create a shared vision consisting of a set of goals, aligned tactics, and action steps that are calendared with accountability in place. Turn the possible into the probable.

OBJECTIVES AND LEARNING OUTCOMES

- Learn and apply the eight steps to strategic planning
- Explore the difference between leading and managing the strategic planning process
- Establish your strategic planning line of sight
- Create a vision for the future
- Create, revise, or re-invent your mission
- Establish or enhance your core values
- Devise the cascading strategies, tactics, and to-do's to manifest the vision
- Summarize the accountability for leaders, departments, and individuals
- Comprehend the leadership skills, models, and tools needed to execute the strategic plan



Strategies, Systems & Smarts to Become Vibrant and Spark Transformation

In this dynamic and highly interactive session, participants will experience a "real-time coaching session" that brings leadership development to life, guided by Nicole Greer's S.H.I.N.E. Coaching Methodology™. This is not your typical sit-and-listen workshop—instead, participants will be actively engaged, moving around, connecting with peers, and embracing powerful learning moments designed to spark growth and transformation.

In a lively large-group format, Nicole will weave together storytelling, humor, and practical insights, creating an atmosphere of connection and energy. Through engaging examples drawn from real-world leadership challenges, participants will explore the five key factors essential for Building a Vibrant Culture of happy, engaged people who genuinely love their work. Nicole's masterful storytelling will captivate the audience, while her insightful coaching will challenge them to step beyond their comfort zones and take action.

Participants will have the opportunity to dive into a robust workbook filled with actionable takeaways, reflection exercises, and coaching prompts they can immediately apply back on the job. They will leave with fresh perspectives, practical tools, and a renewed sense of purpose, ready to elevate their leadership skills and positively impact their teams.

This isn't just a session—it's an experience. Expect your group to be energized, inspired, and transformed, empowered to lead with confidence and create a culture where people thrive. Get ready for a session filled with high energy, impactful coaching, and actionable insights that leave a lasting impression.



SELF-ASSESSMENTS **KNOW WHO YOU ARE.**

We develop a clear vision for how you operate as your best self. As you become aware of your blindspots and how other people experience you, you are empowered to take ownership of your own choices.



HABITS **WATCH THE LITTLE THINGS.**

You will learn the small steps you can take to show up differently. We celebrate the habits that serve you well and target the ones that are destructive to your goals.



INTEGRITY **DEVELOP YOUR CHARACTER.**

Using Tilt and other tools, you become aware of where and when you are operating outside of your integrity and are empowered to choose behaviors with character traits that best serve you.



NEXT STEPS **SET THE RIGHT GOALS.**

You will learn to build goals based on your personal and organizational missions and create action plans to achieve those goals. You will learn the systems and structures you need to take the right next steps.



ENERGY **MAINTAIN YOUR MOMENTUM.**

You will learn how to access and self-manage new energy in six key areas that affect your work (intellectual, emotional, spiritual, physical, social, and financial) so that you can sustain your growth.

Vibrant Stress Management

Stress can be defined as the physical and mental wear and tear we experience in our lives. In this session, you'll explore how to move to higher ground! Participants will move from a state of "you stressed" to EUSTRESS! Our aim is shift our time, energy, and mental state so that we don't react to situations. Instead, we begin to be proactive in taking care of ourselves adopting strategies, systems, and smarts to create wellbeing.

OBJECTIVES AND LEARNING OUTCOMES

- Define stress
- Learn about the different categories of stress
- Explore the two main strategies for stress reduction
- Examine your stress "type"
- Look at your workplace and its stressors
- Take the Holmes-Rahe Life Stress Inventory
- Evaluate your power and load
- Assess your six energies



Vibrant Succession Planning: Powering Leadership Continuity

For senior leaders and HR managers, succession planning is a strategic imperative - critical to ensuring business continuity, leadership readiness, and long-term organizational success. It's not just about filling roles, it's about cultivating a strong, diverse pipeline of future leaders who are aligned with the company's vision and culture. This training program will empower you to take a proactive, intentional approach to identifying high-potential talent, developing key competencies, and building a succession strategy that supports both immediate needs and future growth. As stewards of talent and organizational capability, your role in succession planning is vital to sustaining momentum and driving lasting impact.

OBJECTIVES AND LEARNING OUTCOMES

- Understand the strategic importance of succession planning
- Identify key roles and critical talent needs
- Assess talent and leadership potential effectively
- Create and implement development plans for future leaders
- Integrate succession planning into organizational culture
- Ensure diversity, equity, and inclusion in succession planning
- Measure, monitor, and refine the succession planning process

Vibrant Team Building

The aim of Vibrant Team Building is to improve communication, collaboration, trust, and problem-solving skills within the team. In service to achieving common goals, team members work together to innovate, create, and respect diverse perspectives. This produces a team climate where there is increased efficiency and productivity. Participants will gain skills in building trust and improved communication. Working with real-time examples, team members will improve accountability, clarity, and alignment.

OBJECTIVES & LEARNING OUTCOMES

- Learn brainstorming, ideation, and visioning a brighter future together
- Develop the speed of trust
- Explore conversation intelligence

Vibrant Teamwork: Collaboration, Performance, and Engagement

This workshop is designed for leaders and managers who want to develop strong team-building skills and foster a collaborative, high-performing, VIBRANT work environment. Through a combination of interactive activities, case studies, and practical exercises, participants will learn how to build trust, improve communication, and enhance team cohesion. Key topics such as team development, leadership philosophy, and building trust foster a Vibrant Culture™. Participants will also explore techniques for recognizing individual strengths, promoting inclusivity, and driving team engagement. By the end of the program, participants will have a deeper understanding of how to create and sustain a motivated, productive team that contributes to organizational success.

OBJECTIVES AND LEARNING OUTCOMES

- Turn individual contributors into collaborating team players
- Assess what makes VIBRANT teams so successful
- Implement strategies, systems, and smarts to ignite vibrant teams
- Identify the stages of team development and utilize techniques to navigate these stages
- Create an action plan to engage your team and manage team building initiatives



Vibrant Time Management: Productivity with Purpose

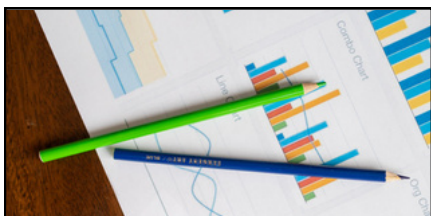
In today's fast-paced work environment, managing your time effectively is more than just staying organized - it's about working smarter, prioritizing what truly matters, and maximizing productivity without burning out. This course will equip you with practical tools and techniques to take control of your schedule, set meaningful goals, manage distractions, and stay focused under pressure. Whether you're juggling multiple projects, meetings, or competing deadlines, you'll learn strategies to boost efficiency and create more space for impactful work. Let's dive in and start making time work for you.

OBJECTIVES AND LEARNING OUTCOMES

- Understand the principles of purposeful productivity
- Evaluate and prioritize high-value activities
- Set clear, achievable goals aligned with broader objectives
- Build effective planning and scheduling habits
- Develop strategies to minimize distractions and interruptions
- Master the art of saying "no" with professionalism
- Utilize technology and tools intentionally
- Create a personal system for sustainable productivity

Using Data Analytics to Give You a Competitive Advantage

In today's data-driven world, organizations that effectively leverage data analytics gain a significant competitive edge. This course provides a practical introduction to data analytics, focusing on how to capture, analyze, and apply data insights to improve decision-making and drive business success. Participants will explore key concepts, including big data, types of data inquiries, creative financial data uses, and the risks associated with data collection. The course also covers real-world applications, strategies for overcoming common hurdles, and ethical considerations in data analytics.



OBJECTIVES AND LEARNING OUTCOMES

- Understand the fundamentals of data analytics
- Identify and capture valuable data
- Analyze data for business insights
- Mitigate risks and ethical concerns in data collection
- Apply data-driven decision making

Vibrant Virtual Meetings

Virtual meetings don't have to be boring, chaotic, or draining. When done well, they can be powerful spaces for collaboration, creativity, and connection. In this engaging session, participants will discover how to lead VIBRANT Virtual Meetings that are productive, inclusive, and energizing. Using the VIBRANT Framework - Strategies, Systems, and Smarts - participants will explore practical tools and techniques to foster strong team dynamics, encourage participation, and get meaningful results.

OBJECTIVES AND LEARNING OUTCOMES

- Understand the elements of a vibrant virtual meeting and how to implement them
- Build inclusive meeting environments that engage all voices
- Use facilitation techniques that spark creativity and collaborative problem-solving
- Strengthen team relationships and alignment through purposeful meeting design
- Leverage technology tools to enhance interaction and reduce friction
- Learn how to avoid common virtual meeting pitfalls and fatigue

Vibrant Vision

Without a vision, the people perish! This ancient wisdom still holds true today! A clear vision, backed with the courage to carry it out, significantly increases your chances of success. It's that simple. When your human resources are focused and filled with purpose, you are far more likely to experience fulfillment and significance. Join Nicole Greer for an interactive, fast-paced experience in developing a new future state for your organization. A vision helps move people, ideas, and your business to new levels of success!

OBJECTIVES AND LEARNING OUTCOMES

- Define a strategic business vision
- Identify the systems needed to implement the vision
- Outline the strategies of execution
- Convert the vision into action plans



Writing for Results: Composing Successful Business Communications

Writing well is one of the most important skills you can develop to be successful in the business world. Every word you write tells your readers who you are. Effective and efficient writing is essential to maintaining client relations, winning job proposals and grants, and garnering support for action within the company. This course will help participants send the right message to supervisors, colleagues, and clients by developing their skills in planning, writing, and reviewing a variety of writing projects from email to short reports. This highly interactive course will help participants compose powerful, professional documents that get attention and prompt action.

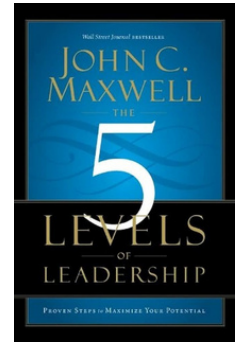
OBJECTIVES AND LEARNING OUTCOMES

- Rediscover basic business writing concepts
- Write conversationally to engage your readers
- Be specific, concrete, personal and positive
- Organize information to help your readers
- Recognize & eliminate unnecessary words, phrases & repetition
- Substitute heavy, confusing phrases with simple language
- Recognize how action verbs improve writing
- Adapt salutations and openings that get attention
- Foster effective transitional sentences and closings
- Personalize your writing to create interest and establish credibility
- Be positive and convey sincerity
- Illustrate correct grammar, punctuation, and word usage

5 Levels of Leadership

based on the book by John Maxwell

*** Also available in Spanish ***



John Maxwell's The 5 Levels of Leadership is a framework that outlines the progressive stages of leadership development, providing a roadmap for leaders to grow their influence and effectiveness.

- Position (Level 1): At this initial level, people follow you because they have to. Your influence comes from your title or position.
- Permission (Level 2): At this level, people follow you because they want to. Your influence grows as you develop genuine relationships with your team members.
- Production (Level 3): Here, people follow you because of what you have done for the organization. Your leadership is characterized by achieving results and setting a good example.
- People Development (Level 4): At this level, people follow you because of what you have done for them personally. The focus is on mentoring, coaching, and developing future leaders.
- Pinnacle (Level 5): This level is achieved when people follow you because of who you are and what you represent. Leadership at this stage is marked by a legacy of influence and a lasting impact on the organization and its people.

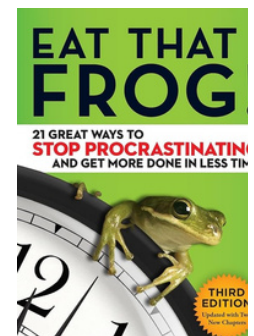
Maxwell's framework emphasizes that leadership is a journey that requires continuous growth and development. By understanding and progressing through these levels, leaders can increase their effectiveness and leave a meaningful impact on their teams and organizations.

OBJECTIVES AND LEARNING OUTCOMES

- Understand & apply the 5 Levels framework
- Explore the 21 irrefutable laws of leadership
- Create a mission statement for work and life
- Complete the vibrant identify model
- Take your team members through a learning curve
- Learn and execute action planning

Eat That Frog: Mastering Time Management for Maximum Productivity

In today's fast-paced world, mastering time management is crucial to achieving personal and professional success. Inspired by Brian Tracy's best-selling book Eat That Frog, this workshop provides practical strategies to help you overcome procrastination, prioritize effectively, and maximize your productivity. Participants will learn how to identify and tackle their most important tasks, those that have the greatest impact on their goals, first thing each day. Through interactive exercises and real-world examples, you'll develop the skills to break down large tasks, stay focused, and manage your time with greater efficiency. Whether you're looking to improve your daily productivity or make meaningful progress toward long-term goals, this workshop will equip you with the tools and mindset to take control of your time and achieve more.



OBJECTIVES & LEARNING OUTCOMES

- Recognize and prioritize high-impact tasks to achieve your most important goals
- Apply strategies to overcome procrastination and start your day with productive action
- Break down complex tasks into actionable steps, making them easier to accomplish
- Utilize time management tools and techniques to maintain focus and minimize distractions
- Establish daily habits and routines that support sustained productivity and time efficiency
- Experience increased confidence in their ability to manage time and achieve personal and professional success

7 Habits of Highly Effective People

The 7 Habits of Highly Effective People training, based on Stephen Covey's principles, focuses on personal and interpersonal effectiveness, teaching individuals how to take control of their lives, align actions with values, and build meaningful relationships.

Habit 1: Be Proactive: Assume responsibility for your actions and focus on what you can control, rather than reacting to external circumstances.

Habit 2: Begin with the End in Mind: Define clear goals and create a plan to achieve them, both in the short and long term.

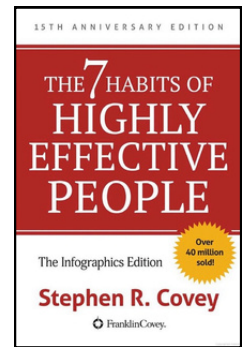
Habit 3: Put First Things First: Prioritize tasks and focus on achieving the most important goals, rather than reacting to urgencies.

Habit 4: Think Win-Win: Approach situations with the mindset of finding solutions that benefit everyone involved.

Habit 5: Seek First to Understand, Then to Be Understood: Listen actively and empathize with others' perspectives before expressing your own.

Habit 6: Synergize: Work collaboratively with others to achieve results that are greater than the sum of individual efforts.

Habit 7: Sharpen the Saw: Continuously renew and improve your physical, mental, emotional, and spiritual well-being.



OBJECTIVES & LEARNING OUTCOMES

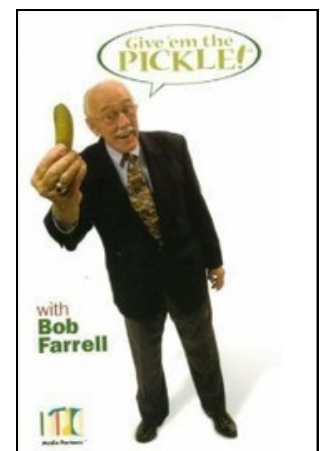
- Apply proactive thinking to focus on what you can control and influence, rather than reacting to external circumstances.
- Develop a clear vision for your future by setting meaningful, long-term objectives.
- Use time management strategies to focus on high-impact tasks that align with your goals.
- Learn to approach interactions with a collaborative and mutually beneficial perspective to build strong relationships.
- Practice active listening and empathy to understand others' perspectives before sharing your own ideas.

Giv'em The Pickle: A Practical Fun Approach to Customer Service

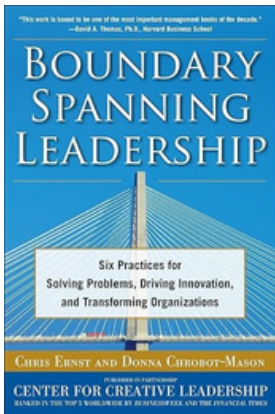
This classic customer service philosophy comes to life in this workshop inspired by Bob Farrell's engaging message in his best selling book, Give 'Em the Pickle! This fun, high-energy session is all about going the extra mile to create memorable customer experiences. Based on Farrell's simple yet powerful philosophy - find out what your customer wants and give it to them - this workshop will challenge and inspire you to deliver service with heart, consistency, and a personal touch. Whether you're on the front lines or behind the scenes, you'll learn how small actions, your "pickles," can build loyalty, strengthen relationships, and make a lasting impact. Discover what your customers' "pickles" really are and delight them with vibrant customer service.

OBJECTIVES & LEARNING OUTCOMES

- Understand the "Pickle Philosophy"
- Recognize the impact of exceptional service
- Identify customer expectations and needs
- Apply the four key principles of the Pickle Philosophy
- Practice delivering "Pickles" in daily interactions
- Overcome service challenges with empathy and creativity
- Create a personal or team "Pickle Plan"



Boundary Spanning Leadership: Six Practices for Solving Problems, Driving Innovation, and Transforming Organizations



Boundaries exist, whether among cultures or across physical distances. What matters most is how you work to bridge these divides to leverage their team's wide-ranging talents and abilities to deliver value. Powered by data from the Leadership Across Differences project, a global research initiative of The Center for Creative Leadership (CCL), Boundary Spanning Leadership provides a world of vital guidance, tools, and knowledge that lets you resolve conflicts, eliminate miscommunication, and foster collaboration among diverse teams. Built around Six Key Practices:

- Buffering: Creating Safety
- Reflecting: Fostering Respect
- Connecting: Building Trust
- Mobilizing: Developing Community
- Weaving: Advancing Interdependence
- Transforming: Catalyzing Reinvention

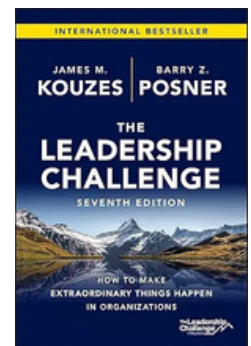
Boundary Spanning Leadership will help you transform borders from flashpoints for conflict and limitation into the frontiers of break-through ideas and solutions, and ways to reinvent your organization.

OBJECTIVES & LEARNING OUTCOMES

- Understand the concept and importance of Boundary Spanning
- Explore the six practices of Boundary Spanning Leadership
- Apply tools to navigate and bridge organizational divides
- Strengthen collaborative leadership skills
- Foster innovation through integration of diverse perspectives
- Create alignment around shared vision and purpose
- Develop a personal or team action plan

The Leadership Challenge

Based on the principles outlined in *The Leadership Challenge* by James Kouzes and Barry Posner, this training provides a research-backed framework for developing effective leadership skills. Participants will explore the five practices of exemplary leadership and learn how to inspire, motivate, and drive extraordinary results in their teams and organizations. Through engaging discussions, real-world case studies, and interactive exercises, this course will equip leaders with the tools to foster collaboration, build trust, and navigate the challenges of today's dynamic workplace. This course is designed for emerging and experienced leaders who seek to enhance their leadership impact, inspire their teams, and drive meaningful change in their organizations.

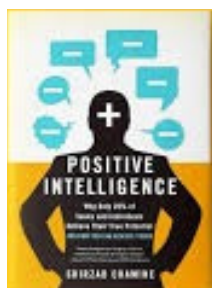


OBJECTIVES & LEARNING OUTCOMES

- Understand and implement key leadership behaviors that drive high performance and engagement
- Develop leadership as a collaborative process by fostering trust, credibility, and shared purpose
- Adapt leadership strategies for hybrid teams, overcome workplace cynicism, and engage diverse teams effectively
- Create a vision for the future, encourage innovation, and empower teams to take initiative
- Model the way by demonstrating integrity, aligning actions with values, and fostering a culture of accountability and excellence.

Positive Intelligence (PQ)

Strengthening Mental Fitness for Peak Performance



Positive Intelligence: Strengthening Mental Fitness for Peak Performance, inspired by Shirzad Chamine's groundbreaking work provides you the tools and techniques to improve your mental fitness, relationships, and performance. Based on the insights from his book, Positive Intelligence, this program explores how mastering your mind, by weakening your internal Saboteurs and strengthening your inner Sage, can transform the way you lead, collaborate, and respond to challenges. Through practical tools and science-backed strategies, you'll learn how to build mental fitness, improve resilience, and shift from self-sabotage to self-mastery. Enhance not just your performance, but your well-being, relationships, and overall satisfaction at work and beyond.

OBJECTIVES & LEARNING OUTCOMES

- Understand the core concepts of Positive Intelligence (PQ)
- Identify and recognize your internal saboteurs
- Strengthen your sage mindset
- Develop and apply PQ reps to build mental fitness
- Enhance emotional intelligence and self-command
- Cultivate a positive, resilient mindset
- Apply Positive Intelligence tools to leadership and team development

Radical Candor

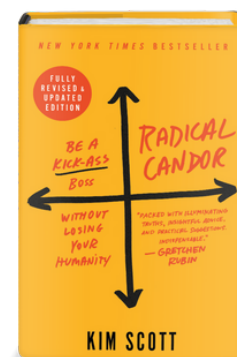
Kim Scott's concept of Radical Candor is a framework for effective communication and leadership that emphasizes the importance of caring personally while challenging directly. This approach aims to create an environment of open, honest, and respectful communication. Here's a detailed breakdown of the Two Dimensions of Radical Candor: Care Personally & Challenge Directly

Care Personally

- Empathy and Respect: Show genuine concern for the well-being of team members. This involves building relationships based on trust and respect.
- Human Connection: Understand that each team member is a person with their own experiences, emotions, and needs. Leaders should invest time in getting to know their employees beyond just their work roles.

Challenge Directly

- Honest Feedback: Provide clear, direct feedback without sugar-coating or avoiding difficult conversations. The goal is to help team members grow and improve.
- Accountability: Hold team members accountable for their performance and actions, ensuring they meet high standards and organizational goals.

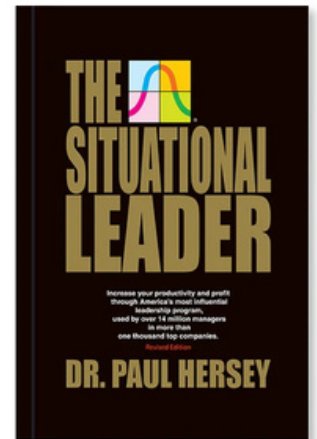


OBJECTIVES & LEARNING OUTCOMES

- Understand, define and explain the concept of radical candor & its two dimensions:
- Learn how to build empathy and respect
- Practice giving clear, direct feedback that is both constructive and respectful
- Develop skills for holding team members accountable for their performance and actions
- Implement strategies to foster an environment of open, honest, and respectful communication within teams
- Gain confidence in your ability to lead with empathy and assertiveness.

The Situational Leader

Situational Leadership Training is focused on developing leaders who can adapt their leadership style to fit the needs of different situations and the readiness level of their team members. The concept, originally developed by Paul Hersey and Ken Blanchard in the 1960s, is based on the idea that no single leadership style is effective in all situations. Instead, effective leaders should be able to adjust their approach depending on the task at hand, the individuals they are leading, and the specific circumstances. This training focuses on following key principles of directing, coaching, supporting, and delegating in an effort to develop follower readiness. Participants learn flexibility, advanced communication, and performance management. Situational Leadership training is about becoming a more effective, adaptive leader by learning to assess and respond to the specific needs of individual team members and tasks. It empowers leaders to be flexible, responsive, and supportive, fostering a work environment that promotes growth, accountability, and high performance. By understanding both their own leadership style and the readiness levels of their team, leaders can make more informed decisions, build stronger teams, and achieve better results.

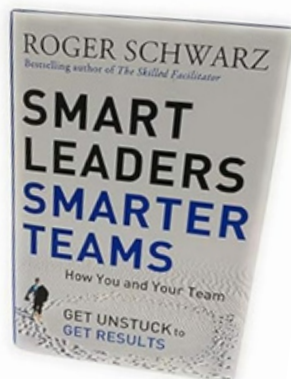


OBJECTIVES & LEARNING OUTCOMES

- Learn advanced communication skills
- Examine the power of effective one to one's
- Discern the difference between development and training
- Evaluate how to empower others to perform

Smart Leaders, Smarter Teams How You and Your Team Get Unstuck to Get Results

Based on Smart Leaders, Smarter Teams by Roger Schwarz, this training equips leaders with the mindset and skills needed to drive high-performance teamwork. Participants will learn how to shift their thinking to improve collaboration, enhance decision-making, and build trust within teams. By exploring core leadership values and practical facilitation techniques, attendees will gain actionable strategies to foster innovation, increase commitment, and achieve stronger business results. Through interactive exercises, case studies, and self-reflection, this course empowers leaders to transform team dynamics and create a culture of transparency, accountability, and mutual success.



OBJECTIVES & LEARNING OUTCOMES

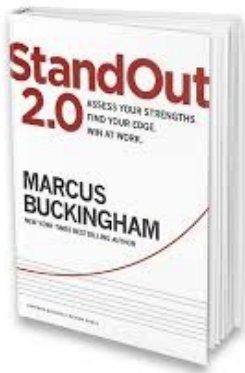
- Adopt a high-performance leadership mindset
- Enhance decision-making and commitment
- Build trust and transparency within teams
- Integrate values including curiosity, accountability, and informed choice to strengthen team effectiveness
- Utilize facilitation techniques to encourage creativity, reduce conflict, and align teams toward shared goals.

Stand Out 2.0

A Strategic Strengths-Based Training for High-Performing Teams

Looking to unlock greater performance, engagement, and retention across your organization? Stand Out 2.0 is a dynamic, research-backed training program designed for forward-thinking companies that want to develop people from the inside out. Built on the acclaimed work of Marcus Buckingham, this program helps leaders and employees identify and activate their unique strengths, and more importantly, learn how to apply them in real time to deliver exceptional results. Unlike traditional one-size-fits-all development tools, Stand Out 2.0 equips participants with personalized insights and actionable strategies that directly impact performance, collaboration, and job satisfaction. For organizations, this means stronger teams, better alignment, and a culture where talent is not only recognized, but fully leveraged. Whether you're investing in leadership development, upskilling teams, or driving a strengths-based culture, Stand Out 2.0 offers immediate value and long-term ROI.

Empower your people to stand out—because when strengths lead, results follow.



OBJECTIVES & LEARNING OUTCOMES

- Identify their top standout roles to understand personal value and contribution through the StandOut 2.0 assessment
- Apply strengths-based insights to enhance daily work effectiveness, engagement, and impact
- Recognize and develop the strengths of others to foster high-performing, collaborative teams
- Customize communication and collaboration using strength-based strategies to build trust and reduce friction
- Align individual strengths with organizational goals to improve alignment, innovation, and productivity
- Embed strengths-based practices into leadership through coaching, delegation, and performance management

Traction: Strengthening the Six Components of Your Organization's Operating System

Traction training is a business system called EOS, the Entrepreneurial Operating System based on Gino Wickman's book, Traction. This is a comprehensive framework for managing and scaling businesses effectively. The book is aimed at entrepreneurs and business leaders who want to achieve clarity, accountability, and growth in their organizations. Traction is a practical set of tools and processes to help businesses:

- Overcome chaos and inefficiency
- Align teams around common goals
- Build consistent and predictable growth

OBJECTIVES & LEARNING OUTCOMES

- Develop a vision
- Collect the right data to make decisions
- Develop and implement the right processes to drive outcomes
- Create a meeting and strategy cadence to ensure optimal productivity
- Address the issues that hold back progress
- Analyze, develop, and retain the highest quality employees

