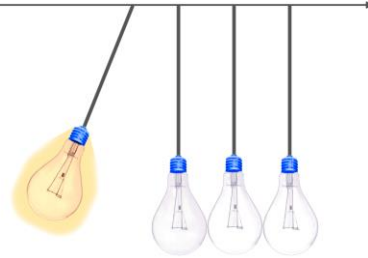


Practical Management & Leadership Consulting



Speaker Menu - Jessica Ellis-Wilson

Fake It Till You Make It

Harsh internal critics can derail even the most successful professional! Leaders are often far more capable and knowledgeable than they give themselves credit for. The best leaders accurately assess their own competence, embrace their vulnerabilities, and forge authentic connections in order to silence their inner saboteurs.

Objectives:

- Describe the signs and symptoms of imposter syndrome.
- Discuss the archetypes of inner critics in the human psyche.
- Practice learned cognitive and behavioral skills to counteract these obstacles to success.

7 Habits of Highly Effective Communicators

Exceptional leaders are always – always – exceptional communicators. In a world where it is easier to communicate across the globe than at any other time in history, many people are struggling to engage in authentic, genuine communication. Get back to basics with simple techniques to transform your communication style!

Objectives:

- Review the obstacles to open communication in today's society.
- Describe best practices in interpersonal communication.
- Practice learned techniques through interactive exercises to improve communication style.

Networking for Scaredy Cats

When asked what part of their career they find most intimidating, the common answer is: networking. Networking is essential to career and personal success, but many professionals struggle to develop authentic connections. Robust professional networks lead to more career opportunities, broader expertise, more innovation, and deeper understanding of their fields. Building and nurturing professional relationships also improves overall job performance, career satisfaction, and resilience.

Objectives:

- Identify common obstacles which can impede effective networking.
- Review communication techniques shown to build interpersonal connections.
- Practice learned techniques to build a more robust professional network.



Breaking the Bias

We live in a world which feeds on our insecurities in a destructive, self-perpetuating cycle. This program will explain what implicit biases are, how they come to be, how they have allowed us to achieve remarkable cognitive advancement, and ultimately, how they can cause self-limiting behaviors and unconscious discrimination. The best leaders have strategies to mitigate effects of implicit biases on self-perception, on their perception of others, and on their thoughts, behaviors, and actions.

Objectives:

- Explain the concept of implicit biases.
- Describe how implicit bias manifests in the world around us and how it upholds and entrenches institutionalized, societal, and systemic bias.
- Practice strategies to mitigate the effects of implicit bias on perception and behaviors in ourselves and others.

Leading Change: Resilience, Authenticity, and Accountability

There's an old seafarer's saying: "It's the set of your sails, not the direction of the wind, that determines which way you'll go." Many things happen in life; good and bad, incredible and mundane. The way we experience things and the stories we tell ourselves shape how we walk through the world and interact with others. We are living through extraordinary times, and for many of us, the future remains uncertain. Now, more than ever, leaders must model resiliency to ensure that they – and their organizations – are well positioned to respond as challenges and opportunities present themselves.

Objectives:

- Discuss the research on how resilience and authenticity can affect leadership and communication styles and effectiveness.
- Practice cognitive and behavioral skills that enable resilience and authenticity.
- Employ learned skills to embrace and embody resilience and authenticity in themselves, as well as in their teams, workplaces, and organizations.

Carpe Diem

Don't let striving for greatness prevent you from making progress. LEAN thinking tells us that few things hinder process improvement like the quest for the perfect plan; it's true for systems and processes, and it's true for leadership as well. The biggest thing holding you back is you. Stop waiting for the right time to make a change and embrace the imperfection of evolution.

Objectives:

- Identify how cognitive function can become a self-limiting factor.
- Practice cognitive and behavioral skill sets which may help overwrite existing heuristics.
- Apply learned skills to progress toward a defined behavioral or heuristic change.



Ask the Inclusion Expert (AMA Session)

Diversity and inclusion are more than policies or headcounts. Organizations that embrace diversity, equity, inclusion, & belonging are proven to have lower levels of employee turnover, increased rates of worker job satisfaction and commitment, and to outpace their competitors by respecting the unique needs, perspectives, and potential of all their team members.

Have specific questions about your team or organization? New to the field and don't even know where to start? Our DEI&B experts are here to answer all your questions in a supportive, non-judgmental environment.

Objectives:

- Describe what is meant by diversity, equity, inclusion, & belonging (DEI&B).
- Identify disparities linked to lack of DEI&B.
- Explain best practices for fostering DEI&B.

Mind The (Empathy) Gap / Choosing Kindness in an Unkind World

Our society – in America and around the globe – has embraced some terminal flaws. Many of our daily pain points can be assuaged – if not eliminated – by embracing empathy, compassion, and kindness for ourselves and those around us. Following a few simple steps, we can all lead the change to choose kindness and start the work of healing an unkind world.

Objectives:

- Review some of the common pain points in the world today, including isolation, societal disparities and inequities, and systemic bias.
- Review the research on how a shift towards empathy, compassion, and kindness can make a difference in many of these areas.
- Discuss how to create and shape this shift in ourselves, as well as in our teams, workplaces, and organizations.
- Explore how attendees can help those around them to embrace and embody a culture of empathy, compassion, and kindness.

Leading Change: Ally is a Verb

The science is clear: bias in the world around us can be linked to socioeconomic disparities, health inequities, systemic and structural injustices, and the growing empathy deficit in the US. The best leaders are aware of their own biases, and those embedded in their organizations, and have strategies to identify and neutralize any disparities those biases may have contributed to, in order to ensure an inclusive culture that is welcoming to all.

Objectives:

- Explain the concept of unconscious or implicit bias and how it upholds and entrenches institutionalized, structural, and systemic bias.
- Interpret how systemic bias can be linked to lowered mental and physical health quality metrics/outcomes among marginalized populations.
- Identify strategies to reduce or eliminate structural bias to mitigate disparities within our organizations – for our customers and our teams.



Challenging Our Biases

Recent events have shone a spotlight on some of the nation's most entrenched societal divides, and have reintroduced the concepts of implicit bias, unconscious bias, and anti-bias into mainstream conversation. This program will explain what biases are, how they come to be, how they have allowed us to achieve remarkable cognitive advancement, and ultimately, how they can cause unconscious discrimination. The best leaders are aware of their own biases and have strategies to identify and neutralize any disparities their biases may have contributed to, in order to ensure an inclusive culture for all.

Objectives:

- Explain the concepts of conscious and unconscious biases.
- Describe how implicit bias manifests in the world around us and how it upholds and entrenches institutionalized and systemic bias.
- Identify strategies to test for and confront implicit bias.

Cultural Competence and Diversity, Equity, & Inclusion: What You Can Do Right Now To Make A Difference *(also available in an extended session (2-4 hours) as DEI for Scaredy Cats)*

When considering cultural competence and diversity, equity, and inclusion work, leaders can easily feel overwhelmed figuring out where to start leading change within their organizations. This high-level overview will level-set attendees' understanding of cultural competence and DEI work, and empower them with simple, actionable steps to evolve their organizations.

Objectives:

- Explain what is meant by cultural competence, diversity, equity, and inclusion.
- Describe the research on health disparities linked to lack of cultural competence.
- Identify how to embrace diversity, equity, and inclusion by manifesting a culture of empathy, compassion, and kindness in ourselves, as well as in our teams, workplaces, and organizations.



Extended sessions

DEI for Scaredy Cats

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Public Speaking for Scaredy Cats

Public speaking is the art of being informative and persuasive while entertaining your audience. Being a good speaker can enhance your reputation, boost your self-confidence, advance your career, and create new opportunities, both personal and professional. This course can be adapted to accommodate a fully inclusive experience for students of all levels of experience and abilities, so please reach out if any special accommodations are needed. Learn the basics of public speaking and practice your new skills!

Objectives:

- Identify skills to refine your message, deliver it confidently, and combat your fears.
- Practice rehearsal techniques to reduce distractions in your delivery with voice, speech, gesture, and movement.
- Develop learned skills through practice with peers in a safe, welcoming environment.



Speaker Menu - Garrett Olson

How Active Is Your Listening?

Active listening is the foundation of all good conversations! The best leaders employ simple techniques to stay fully engaged when interacting with others. Get back to basics with simple techniques to transform your communication style!

Objectives:

- Review the differences between passive and active listening.
- Discuss listening techniques.
- Practice active listening techniques through interactive exercises.

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Extended sessions

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Extended sessions - Multiple Presenters

Improv Your Leadership

Our world moves at a lightning pace. Successful leaders can adapt quickly to steer their organization through the currents of change. Neuroscience shows that exposure to improvisation and other creative imagination exercises increases adaptability, improves creative thinking, and breaks people out of old habits and learned behaviors! This course contains a basic introduction to the art of improvisation and demonstrates how participants can apply its principles to become stronger leaders and build a culture of innovation and agility. Course work includes games and exercises exploring awareness, relaxation, observation, the senses, voice, and physicality. Students should dress comfortably and be prepared to move, because anything can happen in improv! This course can be adapted to accommodate a fully inclusive experience for students of all levels of experience and abilities, so please reach out if any special accommodations are needed. Students are encouraged to bring any and all questions regarding all aspects of improvisation and its application in leadership.

Objectives:

- Review the basics of the art of improvisation and its application to leadership.
- Practice rehearsal techniques participants can use to strengthen their improv skills.
- Develop these skills to build trust, encourage risk-taking, increase collaboration, and promote creativity within themselves and their organizations.
- Build trust, encourage risk-taking, increase collaboration, and promote creativity within your team.

Improv Your Communication

Neuroscience shows that exposure to improvisation increases adaptability, improves creativity, and disrupts habits and learned behaviors! This is a basic introduction to the art of improvisation and demonstrates how participants can apply its principles to become stronger leaders and build a culture of innovation, agility, and inclusion. Course work includes games and exercises exploring awareness, relaxation, observation, the senses, voice, and physicality, and how they related to creating a culture that is welcoming to all! Attendees should be prepared to participate fully, because anything can happen in improv! This course can be adapted to accommodate an inclusive experience for students of all levels of experience and abilities, so please reach out if any special accommodations are needed.

- Review the basics of the art of improvisation and its application to communication styles, innovation, leadership, and inclusion.
- Practice rehearsal techniques participants can use to strengthen their improv skills.
- Develop these techniques to build trust, encourage innovation, increase collaboration, and promote creativity and welcoming within themselves and their organization.



Improv Your Team

Healthcare moves at a lightning pace. The best teams can adapt quickly to steer their organization through the currents of change. Neuroscience shows that exposure to improvisation and other creative imagination exercises increases adaptability, improves creative thinking, and breaks people out of old habits and learned behaviors! This course contains a basic introduction to the art of improvisation and demonstrates how participants can apply its principles to become a stronger, more cohesive team and build a culture of innovation and agility. Course work includes games and exercises exploring awareness, relaxation, observation, the senses, voice, and physicality. Students should dress comfortably and be prepared to move, because anything can happen in improv! This course can be adapted to accommodate a fully inclusive experience for students of all levels of experience and abilities, so please reach out if any special accommodations are needed. Students are encouraged to bring any and all questions regarding all aspects of improvisation and its application in business, teambuilding, and leadership.

Objectives:

- Review the basics of the art of improvisation and its application to teambuilding and communication styles.
- Practice rehearsal techniques participants can use to strengthen their improv skills.
- Develop these techniques to build trust, encourage risk-taking, increase collaboration, and promote creativity within themselves and their organization.

Improv Your Teaching

Our world moves at a lightning pace, with constantly competing priorities. The best teachers can adapt quickly to lead their students through their learning challenges. Neuroscience shows that exposure to improvisation and other creative imagination exercises increases adaptability, improves creative thinking, and breaks people out of old habits and learned behaviors! This course contains a basic introduction to the art of improvisation and demonstrates how participants can apply its principles to become a stronger, more adaptable instructor and build a culture of innovation and agility. Course work includes games and exercises exploring awareness, relaxation, observation, the senses, voice, and physicality. Students should dress comfortably and be prepared to move, because anything can happen in improv! This course can be adapted to accommodate a fully inclusive experience for students of all levels of experience and abilities, so please reach out if any special accommodations are needed. Students are encouraged to bring any and all questions regarding all aspects of improvisation and its application in learning, instruction, and education.

Objectives:

- Review the basics of the art of improvisation and its application to learning, instruction, and communication styles.
- Practice rehearsal techniques participants can use to strengthen their improv skills.
- Develop learned techniques to build trust, encourage innovation, increase collaboration, and promote creativity within themselves and their organization.



Improv Your Inclusion

Neuroscience shows that exposure to improvisation increases adaptability, improves creativity, and disrupts habits and learned behaviors! This is a basic introduction to the art of improvisation and demonstrates how participants can apply its principles to become stronger leaders and build a culture of innovation, agility, and inclusion. Course work includes games and exercises exploring awareness, relaxation, observation, the senses, voice, and physicality, and how they related to creating a culture that is welcoming to all! Attendees should be prepared to participate fully, because anything can happen in improv! This course can be adapted to accommodate an inclusive experience for students of all levels of experience and abilities, so please reach out if any special accommodations are needed.

- Review the basics of the art of improvisation and its application to communication styles, innovation, leadership, and inclusion.
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- Develop these techniques to build trust, encourage innovation, increase collaboration, and promote creativity and welcoming within themselves and their organization.

