



LifeBalance Solutions provides high quality wellness and family education to employees where they work, in order to strengthen individuals, families, and communities. We work with over 30 expert trainers offering leading-edge tools and information based on the latest research. Your employees take away practical tips they can implement immediately. Each session is 1-hour unless requested by the customer.

Subject Content Areas:

Health & Wellness
Resilience & Wellbeing
Professional Development
Diversity and Inclusion
Financial Wellbeing
Healthy Families
Eldercare and Aging Readiness

Kathy Kacher

LifeBalance Solutions Program

2804 Highland Drive
Burnsville, MN 55337
952-201-0595

kkacher@clalliance.com



Career/Life Alliance Services, Inc.

Content Catalog

Health & Wellness page 2

- Stress Reduction, Mindfulness & Mental Health
- Food and Nutrition
- Fitness, Prevention and Lifestyle
- Motivation and Behavior Change
- Aging Well

Resilience & Wellbeing..... page 11

- Building Resilience
- Confidence & Positivity
- Work/Life Integration
- Organization and Time management
- Goals, Purpose, Motivation and Mindset
- Healthy Relationships

Professional Development..... page 17

- Leadership Skills
- Communication with Impact and Influence
- Emotional Intelligence
- Teaming Skills
- Accountability and Responsibility
- Building Trust and Transparency
- Managing Conflict
- Positive Relationships at Work
- Virtual/Remote Workplace Competencies

Diversity and Inclusion..... page 23

- Building an Inclusive, Culturally Competent Culture
- Understanding Bias and Stereotypes

Financial Wellbeing..... page 25

Healthy Families..... page 26

Eldercare and Aging Readiness..... page 29

Full Catalog..... page 32

Health & Wellness Featured Session



Rachel Thiemann, with a background in Social Psychology, Rachel Hastings has built on her knowledge of interpersonal dynamics in the workplace with an international career of 18 years as an internal and external organizational consultant and trainer. She also has a keen interest in the link between mind and body and has trained and practiced as a hypnotherapist, NLP practitioner and life coach. Rachel has authored the online tool "From Stress to Resilience" for the US Navy, as well as many other classroom and online courses. She has been Vice-President of WFC Resources, a work-life company, since 2003.

Just Be Still

Neuroscience research is beginning to endorse what our bodies and brains have intuitively known for years...not only do our bodies need to rest and recharge our brains do, too! One way to do this is to take short "brain breaks," using mindful breathing and meditation.

Evidenced-based studies are now clearly showing that the practice of meditation produces measurable changes in our brains, which can result in a variety of neurological benefits. Some of the benefits of a regular meditation practice include: the reduction of stress and anxiety; improved attention, concentration, and memory; a boost in creativity and productivity; and increased overall psychological well-being. Meditation does not need to be intimidating or complicated!

During this workshop, participants will gently transition from the practice of "mindful breathing," learned in Just Breathe, to simple, practical ways to give their brains a vacation, with the practice of meditation!

#DOMOREWITHLESS

Not enough time! To do what we need AND what we want- a constant stressor in an already volatile, uncertain, chaotic, ambiguous world. Research shows many of us spend only 2 of 8 hours working productively. What if we could double that by improving our focus and managing our energy for greater performance and productivity? While time is finite, energy can be expanded. What if you could work smarter, not harder?

- By understanding how to manage stress more effectively
- By understanding how to create energy and focus for productivity
- By understanding how to become more present in the moment

Walk away with:

- Tools and tips to manage stress, overwhelm, and energy
- Know how to work with, not against your biology for greater focus
- Tools and tips for aligning priorities with what matters

Creating Your Happy Space

Interiors, whether at home or work, need to represent our personality, optimize different activities, as well as providing peace of mind, safety and well-being. Our surroundings play a crucial role in setting us up for success and well-being. This session will allow you to mindfully consider the needs your space can

fulfill, and work towards creating an environment that satisfies the many needs we all have, both practical and emotional. We'll examine and re-design our workspaces through the following five lenses:

- **Organization** for clarity and efficiency
- **Ergonomics** for physical health and vitality
- **Privacy** for productivity and planning
- **Identity** for belonging and goal setting
- **Sanctuary** for peace of mind and reflection

You'll leave this session with a plan to customize and adapt your space, large or small, into a place that delights the senses, enhances your work satisfaction, and helps drive you forward.

Melinda Shamp believes that people living with mental health and other life challenges can attain their personal measure of success and greater satisfaction in life. Over the past 30 years, she has pursued opportunities that moves people forward in their hopes and dreams. She has worked for the State of Minnesota, as well as non-profit organizations in policy, program implementation, and consultation. Melinda has harnessed her interests, skills, and talents through supporting people with a mental health and other life challenges seeking competitive employment, provider organizations, and the communities in which they live through advocacy, training, and education

Breaking YOUR Distress Cycle

Are you having one of those days where you are running late for work? The kids are fussy and not ready for school? You reach for your cell phone and realize you left it at home?

Now is the time to break Your Distress Cycle. This one-hour workshop will describe the relationship between thoughts, emotions, and behaviors that impact our lives. Not only will you be able to identify triggers of stress, but through the acceptance of the stressors in our lives, begin to build skills that break the distress cycles we experience.



Dr. Gregory Alch, experienced Founder with a demonstrated history of working in the professional training & executive coaching industry. Skilled in Executive Development, Career Development, Coaching, Organizational Development, and Conflict Resolution. Strong business development professional with an Ed.D. focused in Organization Learning and Development from the University of St. Thomas.

****All sessions ADDITIONAL \$150***

Conquering Fear and Anxiety: A 2 (or 3) Part Series on "Self" Management

Part One of this two-part series examines:

- What is Anxiety and How Does it Differ from Worry
- Roots of Fear and Anxiety
- The Time Competence Model
- Understanding the power of your thoughts

Part Two of this series continues with:

- The Single and Double Learning Model
- Conquering Fear and Anxiety
- Mindfulness and Acceptance
- A Tool Kit for Maintenance

Coping with Chronic Medical Illness in the Family

Living with illness, especially chronic illnesses like cancer, MS, asthma, and the like are becoming more and more the norm. This workshop examines the impact chronic or ongoing medical illnesses have on the affected person and the family as a whole. How to manage worries and fears, keeping up with everyday life, effective communication with healthcare professionals, and building resilience are also discussed.

Learning Objectives:

- Participants will learn the Time Competence Model and how to implement it in daily life.
- Understand how to take charge of and navigate their doctor visits.
- The key steps in building and maintaining resilience.

Be Here Now: How Mindfulness, Effectiveness, and Happiness (and Less Stress!) Meet

In today's fast paced, constantly shifting world, it has become increasingly difficult to stay "present" when so much pulls us in different - often competing - directions. Who hasn't been at dinner and watched as the smart phones take us to different places (like the office)? An important link between stress and where one's thoughts are has been found. This workshop lays out a model for how to stay as present as possible, feel less stressed and more in charge and in control. And Harvard University agrees!

Learning Objectives:

- Participants will learn where their own "mental time" is and how to change it when desired.
- Will understand the role stress plays in our mental, emotional, and physical health.
- Will learn the steps necessary for exerting more control over their lives.



Dr. Bill Kriva is dedicated to helping people achieve and maintain optimum health and wellness. He is a Doctor of Chiropractic with a post-graduate certification in Herbal Medicine. His expertise is promoting wellness through healthy food choices, physical fitness, and removing any obstacle that is keeping the body from performing at its best. Dr. Kriva is also an inspirational national speaker and award-winning author. He is the Clinic Director of Parkview Chiropractic Clinic in Oakdale and an adjunct faculty member of Northwestern Health Sciences University. Interestingly, Dr. Kriva also holds a master's degree in Business Administration and a bachelor's degree in Industrial Engineering as well as years of experience in both fields.

This diverse background brings a well-rounded perspective to his presentations and uniquely qualifies him to speak on topics like injury prevention, ergonomics and a healthy work place. His passion is helping people learn more about their health, so they can make educated decisions that lead to a healthy life.

Natural Approaches to Maintaining Your Memory

This workshop will discuss the causes of memory loss and non-drug related approaches to maintaining a healthy memory. These include the importance of diet, exercise, staying mentally active, socializing, as

well as supplements that may help boost mental performance. Dr. Kriva will also discuss cutting edge research that may open new doors for future management of age-related memory maintenance and when to seek professional help for memory loss. Take home messages; there are basic things that can be done easily to help boost memory function, the future for memory management is exciting given our new understandings of the brain.

Managing Stress Naturally

"Managing Stress Naturally" looks at the role of stress in detrimentally impacting our health. The physiological response we have to stress is discussed and the impact of stress on productivity is explored. A personal and private stress survey is included to help participants gauge their stress exposure. Finally, practical approaches to managing stress are presented. This talk has been extremely popular with all types of audiences from the workplace to the general public. Take home message: stress is the leading cause for visits to doctor's offices in this country, there is good and bad stress, managing stress using the techniques presented is critical to good health and overall productivity in all aspects of life.

How to Stay Fit While You Sit

This workshop is designed for people who sit at a desk or computer all day. Proper techniques for ergonomic workplace design are discussed, as well as techniques to maintain fitness while sitting. Emphasis is placed on injury prevention. Take home message: sitting at work can be hazardous to health, proper workstation design is critical to avoiding health problems due to sitting, participants are given exercises they can use at their work station to reduce the risk of injury from sitting.

The 12 Health Myths that Even Your Doctor May Not Know

This workshop reviews 12 common health myths even many doctors believe. Dr. Kriva looks at what current research is telling us and provides you with information you can use to make better informed decisions regarding your health. He takes on topics as varied as fluoride in the water and tooth decay, the use of sunscreen and the incidence of skin cancer and the ever popular and controversial topic of vaccinations. Be prepared to be surprised and leave better equipped to take care of your health. Take home message: common wisdom is often not supported by scientific fact, you may be making good intentioned decisions that are negatively impacting your health, you will have the most up to date information after this class to make better choices for your health.



Marc Anderson has a long and distinguished career as an artist, educator and spiritual leader. The combination of his unique talents, education and passion to bring the benefits of mindfulness to a larger community led to the creation of M2 in 2011. In his many years of Zen practice Marc has participated in dozens of intensive retreats and training's in a variety of related fields. In support of his work, Marc has received grants, fellowships and commissions from The Minnesota State Arts Board, The McKnight Foundation, The West Bank School of Music, The American Composers Forum, The Trust for Meditation, The McNeely Foundation and The Jerome Foundation. Marc is an adjunct professor at Hamline University in St. Paul and a well-established lecturer, clinician and facilitator.

****All sessions ADDITIONAL \$100.***

Sleep Well

A workshop on strengthening the body and mind with a good night's sleep. Getting a full-night's sleep is one of the most important things we can do to enhance our overall well-being. Sleeping well has a

positive effect on both our physical and emotional health. Those benefits play out in family life, at work, in day-to-day attitudes and in long-term health. This workshop examines some of the common obstacles to adequate sleep. And, strategies and tools for establishing healthy and sustainable sleep habits. Learning to sleep well is one of the most beautiful things a person can do for themselves and for their loved ones.

Introduction to the Miracle of Mindfulness

“Instructions for Living A Life” by Mary Oliver

Pay attention, be astonished, tell about it. Mary Oliver discovered and taught us through her poetry the central importance and power of mindfulness. It is the base of everything done well – music, math, love And, it is the foundation for stability and understanding. Through mindful living we can develop the skills to be less reactive, more patient, more focused and observant. And, as our capacity for calmness grows so too does our ability to see clearly what is happening in and around us. Participants in this workshop will learn the basics of mindful meditation as well as other mindfulness practices that can be easily applied to everyday life situations.

Hygge: The Art of Coziness

The Danes are regularly reported to be one of the happiest groups of people in the world. They attribute it in large part to the Scandinavian tradition of hygge. The Danish are all about it in everything they do – the way they think about light and furnishing their homes, in the foods and drinks they enjoy and especially in the value they hold for socializing with small groups of friends. In Dan Buettner’s book, Blue Zones, studied groups of people around the world that have the highest rates of longevity and shares some of the principles they share. One them could be characterized as a hygge like attitude for social interaction and simplicity. In this workshop we will discuss the principles of hygge and explore simple and straightforward ways to bring more coziness into our American lifestyles.



David Brueshoff, Certified Parent and Family Life Educator has been teaching and speaking on issues of human potential for twenty-five years. College professor, family life educator, theologian and corporate communicator, Dave has the unique ability to help busy people thrive in a world that is becoming increasingly toxic and overwhelming. He has also worked extensively in the area of stress management. Along with his wife Bonnie, who is Director of Public Health for Dakota County in Minnesota, Dave has two adult children and an English bulldog named Dolly. When time permits Dave runs for his mental health!

Men’s Health 101

Discover the leading causes of death, what makes men’s health different, risk factors, and what men must do to lead healthier lives.

Relax Your Body – Calm Your Mind

It’s one thing to talk about stress management, it’s another thing to practice stress management. In this seminar, participants will practice deep breathing, progressive muscle relaxation, and visualization as a way to relax the body and calm the mind.

Get a Good Night’s Sleep – The Seven Things You Must Do

You're not doomed to toss and turn every night. Consider the Mayo Clinic's seven simple tips for better sleep, from setting a sleep schedule to including physical activity in your daily routine.



Carolyn Denton, Specialties: Integrative, complementary medicine, as a licensed nutritionist, I focus on nutrition in terms of general health and disease prevention as well as complimentary therapies for existing chronic and degenerative diseases.

In addition to nutritional counseling, I have developed and implemented nutritional programs that address specific health concerns. I also have designed and conducted numerous large-group patient education and deliver nutritional education in a variety of corporate settings. My specialties include nutrition for general health and disease prevention, nutrition for chronic and degenerative diseases.

I have published articles in various magazines and periodicals as well as wrote the nutritional content for the University of Minnesota's Center for Spirituality and Healing's web site, *Taking Charge of Your Health*. I am a co-author of *The Chemistry of Joy Workbook* with Henry Emmons, MD. I also teach nutrition courses at the University of Minnesota.

Sugar Addiction Questions and Solutions

Are you a self-proclaimed sugar addict with a long sweet tooth?
Do you feel a midday slump and experience a strong craving for sugar?
Do you find that once you start eating sugar, you can't stop?
If the answer to any of these questions is yes, you may be sugar sensitive.

Join us to learn how sugar works in the body to trigger imbalances. Identify strategies to reduce sugar cravings and how to cut your sweet tooth down to size. Learn about patterns of eating that promote balanced blood sugar, ease cravings and impulsive or compulsive behaviors.

Mood and Food, Using One to Manage the Other!

Healthy Eating for a Healthy Mind and Body focuses on food. Food feeds the body and influences the mind. Food sends messages to the brain and body about how it is going to behave. This course provides the "recipe" for making brain hormones such as serotonin and dopamine. Additional strategies to escape cravings and understand how stress can sabotage even the best laid plan will be covered.

Cooking Simply: Good Food Fast

Want the benefits of eating at home, without having to cook from scratch each day?

Please join us to learn techniques such as batch cooking, using premade ingredients, revamping recipes and other strategies such as "Assembly Cooking". Become inspired to get Cooking Simply. These ideas are especially useful for non-crowd cooking; for one or two people.



Karly Hall, Karly Hall is an award-winning certified marketer, life coach, wellness consultant, and blogger. She's counseled a wide variety of clients from Fortune 100 companies to stay-at-home mothers to CEO's and start-up entrepreneurs. Karly believes in the limitless potential of others and the incredible impact they can have within the workplace, and their communities.

Understanding Inflammation

In today's world, our bodies are riddled with inflammation and most of us don't even know it. While inflammation is typically thought of as pain or swelling from an injury, it's the silent and internal inflammation, over time, has serious consequences on our overall health. Learn how the basics of inflammation and how to take back control of your health and body.

Wellness 101: Nutrition, Fitness, and Self-Care (3-part series workshop; includes goal setting and homework assignments)

How much do I need to exercise? What foods should I eat? I just want to start feeling better! Wellness can be an overwhelming topic and it may be confusing knowing where to start. Take the guessing out of it with this easy-to-follow wellness workshop where we'll cover the basics and break it down into manageable and attainable steps.



Sarah Moe, RPSGT is a Board Registered Polysomnographic Technologist and sleep specialists, and is the founder of Sleep Health Specialists, which provides sleep health education to the employees of local businesses and corporations focusing on wellness and productivity through better sleep. She is also an Adjunct Professor in the Polysomnography (Sleep) Program at Minneapolis Community and Technical College.

Sarah sits on the Board of Directors for the Minnesota Sleep Society, and volunteers on the Educational Products Committee for the American Association of Sleep Technologists and the Events committee for GenY, a subset of the YWCA.

Sleep's Role in Our Work/Daily Lives

Our sleep impacts every aspect of our lives- our health, motivation, judgment, memory and productivity. Learn what to do- or not do- to ensure your sleep is positively impacting your work/life balance.

Sleep-The 3rd Pillar of Health

Diet, Exercise and Sleep are considered the "3 Pillars of Health." Yet sleep is widely ignored or sacrificed despite it's how necessary it is to maintain every aspect of our health- physical, emotional and mental. Learn about sleep's impact on your body as the 3rd important pillar of health.

Pediatric Sleep

As a parent, you want your children to be as healthy and happy as possible. Sleep plays a major role in their ability to achieve those goals. Learn about the impact your child's sleep has on their ability to learn and grow.

Teenagers and Sleep (No, they're not just lazy...)

Our community's teenage population is one that suffers from fatigue the most. Learn how their shift in circadian rhythms leave them vulnerable to our society's expectations, and what you can do to help them.



Jenn Espinosa-Goswami, private health coach and motivational speaker, I help people filter through misleading or ludicrous health claims to add their own flavor to a wellness plan that fits into their busy schedules. I have been featured in a national US magazine with over 4 million subscribers. I also am a volunteer speaker for the American Heart Association.

** Can be bundled into a 3-workshop Wellness series*

5 Morning Rituals for a Healthier Day

Did you know that the most successful people in the world have already accomplished 5 major habits every morning before 7? No early bird herself, Jenn will share principles based off of Hal Elrod's internationally best-selling book, *The Miracle Morning*, and how it supercharged her health.

Key Learnings:

- Begin appreciating the benefits of early morning rituals
- Understand the importance of cornerstone habits for lifestyle change
- Implement a 30-day action plan to shift from night owl to early bird

*** Movement Maximizers for Cube-Dwellers**

Seminar Description: Think you need a company gym to get fit at the office? Or that you need to spend 8 hours a week hitting the pavement? Jenn debunks the common gym myths and shares a simple exercise prescription to make the most of the brief "movement breaks" in your long day. She will also share her top tools to boost fat burning, even while you sleep!

Key Learnings:

- Why most gym members stop going within 5 months
- How to get fit in just 10 minutes a day
- The best way to burn fat while you sleep (it's not what you think!)

*** Resolution Solutions**

Did you know that up to 65% of resolutions die by February 1? Join Jenn Espinosa-Goswami, health coach, for powerful solutions to turn your resolutions into reality, using techniques you might have ignored in the past. Take goal-setting to a marathon level (the easy way).

- Why SMART goals are really dumb
- How to establish milestones to long-term success
- The truth about accountability partners and how to find the support you really need

Unleash Your Inner Wonder Woman

When was the last time you used your superhuman powers to conquer your life? Diana Prince, aka Wonder Woman, is not the only female superhero in town. In this powerful session, Jenn uncovers the mystique behind Wonder Woman, and helps us all unveil our superhero strength and unleash our goddess-like legacy.

- Why Wonder Woman is so iconic
- How to identify your own superpowers for good
- Action steps to becoming your own hero

* Flexing Your Willpower

You wish you had more willpower but feel like you are just weak-willed. The good news is- willpower is a muscle you can train. Learn how willpower actually works and how to flex it like a body-building champ.

- What the “marshmallow study” on willpower tells us
- Why we have been led to believe that willpower can be used up
- Strategies to strengthen and flex your willpower in situations you have always succumbed to



Rev. Catherine Duncan, MA, BCC, is an Integrative Spiritual Consultant passionate about whole person healing with a focus on emotional and spiritual health. With a reverence for exploring the sacredness and meaning of life, she companions individuals on their journey. She has worked extensively in the areas of chronic illness, life transitions, grief, loss and finding meaning and purpose.

Catherine is an Ordained Minister with the United Church of Christ, board certified chaplain, spiritual director, energy healer, tapping (EFT) practitioner and works with mind-body therapies and aromatherapy. She served for many years as a hospice chaplain and now works with

Newbridge Health & Wellness, Partners In Resilience, and private practice. Catherine speaks on Resiliency, Self-Compassion, and Self-Care in the community.

Self-Care: Do You Make Yourself a Priority?

Self-Care and well-being go hand in hand. Self-Care is tending to and balancing our whole self-mind/body/spirit. If we are not our priority how can we help anyone else?

We all have the capacity to make ourselves better today than we were yesterday. We all have the ability to mitigate the daily stresses of everyday living. And, we all could use some inspired guidance to help us find our own path to inner strength and resilience.

We will explore stress, health and the healing benefits of truly attending to your body, mind and heart. We'll delve into the healthful advantages of breath, mindfulness, movement, sleep and nutrition. We'll learn about how we can rewire our brain, neuroplasticity, and why it is important to create space for creativity, self-care and self-compassion. We will discover the ways you can apply all of this into your daily life.

Strength of Spirit: Resiliency, Self-Compassion, Self-Care

What is resilience? Why does resilience matter? How can I become more resilient? We all have the capacity to make ourselves better today than we were yesterday. We all have the ability to mitigate the daily stresses of everyday living. And, we all could use some inspired guidance to help us find our own path to resilience.

Our one-hour sessions will explore stress, health and the healing benefits of truly attending to your body, mind and heart. We'll delve into the healthful advantages of breath, mindfulness, movement, sleep and nutrition. We'll learn about epigenetics, the neuroplasticity of the brain and why it is important to create space for curiosity, creativity and self-compassion. We will discover the ways you can apply all of this into your daily life.

Resilience & Wellbeing



Rev. Catherine Duncan, MA, BCC, is an Integrative Spiritual Consultant passionate about whole person healing with a focus on emotional and spiritual health. With a reverence for exploring the sacredness and meaning of life, she companions individuals on their journey. She has worked extensively in the areas of chronic illness, life transitions, grief, loss and finding meaning and purpose.

Catherine is an Ordained Minister with the United Church of Christ, board certified chaplain, spiritual director, energy healer, tapping (EFT) practitioner and works with mind-body therapies and aromatherapy. She served for many years as a hospice chaplain and now works with

Newbridge Health & Wellness, Partners In Resilience, and private practice. Catherine speaks on Resiliency, Self-Compassion, and Self-Care in the community.

Proactive Positivity

What does it mean to live a positive life and love others?(Or, if we go with the title, Awakening Self-Compassion - What does it mean to awaken our inner healer and open our heart?). It starts with first loving ourselves. We cannot begin to love another until we fully love ourselves. We will explore empathy, compassion and self-compassion. What happens when we live with stress, and how do we truly attend to our body, mind and heart. Learn about the healing benefits of living a compassionate life and the importance of having a community. We will discuss neuroplasticity and the power of your mind and how you can reshape your limbic system and create a better, healthier life.

We'll delve into the healthful advantages of breath, mindfulness, movement, sleep and nutrition. We'll explore why it is important to create space for curiosity, creativity and self-compassion. We will discover the ways you can apply all of this into your daily life.

Five Awakening Lessons

Some life changes come rushing out of the blue, others sit quietly on the porch, and yet others we can see waiting for us from a mile away. FIVE AWAKENING LESSONS is a talk that explores three life-changing events and the five life lessons learned. Life is the ultimate continuing educator. Realizing and living one's true life is a sacred gift we all deserve. But, how do you get there? How do we genuinely open our hearts to ourselves and to others? Our destinations are varied and vague, but we do control each footstep we take and the mark we leave behind. Let your mind unburden and your soul unfold.

Resiliency – Mind/Body/Heart

What is Resilience? Why Does Resilience Matter? How Can I Become More Resilient? The Body - What does it mean to be resilient? We will discuss the sympathetic and parasympathetic nervous system and the impact on stress and health. Catherine will cover neuroplasticity of the brain and the role of sleep, nutrition and exercise.

The Mind/Heart – How can we minimize distractions and use the mind to improve work, relationships and our health? What are benefits of having a compassionate outlook and supportive community? Catherine will share evidence-based research that the source of all health and healing starts with self-compassion and self-care.

Putting it in Practice – Catherine will share exercises and tips to bring resiliency and healing into our lives.



Bruce Christopher, psychologist and humorist, is America's foremost "Enter-Trainer" today. He has earned this distinction because of his high-energy style and humorous presentation of his material. He is a licensed psychologist holding degrees in Professional Psychology and Interpersonal Communications from the University of Minnesota and the University of St. Thomas. Bruce has Enter-Trained audiences internationally because of his humorous approach to today's hot topics which impact our personal, professional and practice lives. He combines excellent content with loads of laughter and contagious comedy. Bruce is a credentialed professional speaker and trainer, he is a member of the American Psychological Association, the National Speakers Association, and is a practicing clinical psychologist. He has earned the Certified Speaking

Professional designation (CSP), which is the speaking profession's highest merited international measure of professional platform competence. Less than 12 percent of speakers worldwide, currently hold this professional designation. He speaks over 100 times each year and is one of the most sought-after speakers in the Fortune 500 and at the most prestigious medical and dental conventions.

Are We Having Fun Yet? Attitude, Humor, and Peak Performance

In this very humorous session, the audience learns the power of a positive attitude and the secrets only OPTIMISTS know! They will discover how attitude creates success, shapes moods, and is contagious. Great for employee motivation, sales and customer service training, stress, management, leadership and personal life attitude adjustments. Very funny, great stories, and excellent content. The most important thing about you is your attitude. Studies have shown that people with a positive attitude -- get sick less often, have better relationships, and are more successful in their careers. Attitude is contagious and helps to create an energized work environment. We would all like to have a positive attitude. Laugh and Learn!

BAMBI vs GODZILLA: Dealing with Difficult People

Difficult people are everywhere! They can be customers, co-workers, bosses, neighbors, even spouses. This program humorously reveals the six basic difficult personality styles that are out to drain you and your organization of vital energy. You will learn what they do, why they do it, and what you can do about it! Your group will learn how to stay empowered in the face of negative, reactive, and draining people – and laugh while they do it.



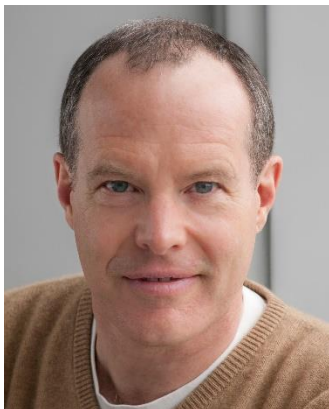
Rachel Thiemann, with a background in Social Psychology, Rachel Hastings has built on her knowledge of interpersonal dynamics in the workplace with an international career of 18 years as an internal and external organizational consultant and trainer. She also has a keen interest in the link between mind and body and has trained and practiced as a hypnotherapist, NLP practitioner and life coach. Rachel has authored the online tool "From Stress to Resilience" for the US Navy, as well as many other classroom and online courses. She has been Vice-President of WFC Resources, a work-life company, since 2003.

Mind Over Matter

You've probably heard that our minds and hearts can impact our actions and even our physical health. This fascinating session will provide evidence for a number of practices which can make a powerful difference in your life. Learn about the medically proven "relaxation response" and experience a deep state of calm during this session.

Resilience is Your Superpower: Thriving Through Change and Adversity

Did you know you had a hidden superpower? Resilience is our ability to bounce back when bad things happen. While some of us are naturally more resilient to start with, the great news is resilience is a set of skills that can be developed. Better news, we can actually create opportunities from adversity and challenge once we learn resilience. Learn how to work with, not against, your biology, and why you are wired the way you are. Learn why mindset is so important, and what you can do to change it. Understand the key components of resilience, backed by research, and why it's so critical for surviving and thriving in today's complex, fast paced world. Walk away with your personal framework for understanding resilience and stress management, how to build it, and a few easy tools to restore performance and focus and manage your stress on the fly.



Tom Glaser, MS, LP is a psychologist and life coach with over 30 years of experience, Tom Glaser, MS, is author of Amazon.com bestseller Full Heart Living: Conversations with the Happiest People I Know. He practices at Partners in Resilience near Loring Park and is now working on a second book, on Resilience and Trauma. Whether counseling individuals or groups, writing, hosting a radio show, or teaching, his passion for helping people live their best lives flows through. For further information, including a free workbook, visit www.fullheartliving.com.

"Connecting with Happiness," a Playshop

In conducting interviews for his book, *Full Heart Living: Conversations with the Happiest People I Know*, psychologist Tom Glaser discovered that happiness is connecting—with ourselves, others, and our passions. Through practicing deep listening and utilizing cultivated “Conversation Sparks,” this beloved “playshop” provides participants an immediate experience to enhance such connections, leading to more satisfying relationships and a happier life.

Resilience and Trauma: 9 Pathways to Restoring Vitality following Trauma

What is trauma? How does it affect us? And perhaps more important, after experiencing trauma, how can the power of resilience lead beyond surviving to thriving?

In this interactive workshop, you’ll start by viewing inspiring videotaped interviews of trauma survivors explaining what trauma means to them and how, in overcoming it, they catapult themselves into living life with greater meaning and purpose. Psychologist Tom Glaser then further explores the nature of modern trauma, emotional triggers, and how the Nine Pathways of Resilience restore equilibrium and allow trauma survivors to thrive. The resilience and spirit trauma survivors inhabit informs all of us of how to live better, fuller, more meaningful lives.

Learning Objectives:

- Expand your appreciation of the broad nature of trauma
- Increase your understanding of “emotional triggers”
- Identify at least one new strategy for enhancing resilience



Carolien Moors is the founder of HardTalk Biz Coaching. She provides executive coaching, keynotes, team workshops, webinars, and change management consultation. Carolien has 28 years of experience in Europe and the U.S. teaching at the U of M and serving many industries such as the legal field, IT, finance, utilities, hospitality, food, education, healthcare, manufacturing, and government. Examples of her topics are emotional intelligence, leadership influence, accountability, teamwork, communication, and stress and conflict management. Carolien has master’s degrees in psychology and education and a practical, engaging approach with insights from neuroscience, leadership research, and other fields. Every year Carolien donates her

expertise to a selected non-profit and she loves family, travel, books, jazz, theater, hiking, and her Yamaha FZ8.

What’s *your* relationship with mistakes?

Maybe you were raised by a perfectionistic parent, maybe your previous boss had no tolerance for mistakes, maybe you just really want everything to go flawless. If you are even just a little bit human however, you will make mistakes and you will encounter coworkers, bosses, friends, and family who at times make a mistake. Your relationship with mistakes is unique, it’s the result of many different factors and influences, and it can help or hurt your present performance. This seminar:

- Helps you reflect on your personal mistake-narrative
- Provides practical tips to handle mistakes in such a manner that you learn from them
- Helps you address other people’s mistakes in a positive and principled manner

How do you keep your cool when dealing with ‘difficult people?’

You may be a member of a great team, you may excel in your job, and you may have an awesome manager yet this does not protect you from complicated and tense interpersonal situations with coworkers, clients, and other stakeholders, put more bluntly, from having to deal with 'difficult people.' This is a practical session during which we will walk through several models that help you analyze and navigate difficult situations more effectively. Examples of what this session covers are:

- Self-critical questions to assess your own role in tense situations
- The Core Qualities model about the connection between strengths and hot buttons
- A model for applying different types of thinking to allow a variety of perspectives

What's this thing called 'change intelligence?'

You are smart and insightful, and you know how to do your job. You have dealt with quite a few personal and professional changes in your life, yet it's not always easy. Change and transition can take us by surprise and drain us. Having to let go of what's familiar to embrace the unknown is quite the challenge and for many of us, change is pain. This seminar provides you with insights and tips to strengthen your change intelligence and agility. Some of the topics we will cover are:

- Change and learning agility self-assessment
- Transition preparation and management
- Tips to better equip you for change

Mindset is Everything

Attitude and mindset are important players in your life. Good attitudes and a constructive mindset may not guarantee individual success or wellness, but bad attitudes and mindsets sure guarantee failure. As John Maxwell describes in his book *Attitude 101*, attitudes have the power to lift up or tear down a person or a group and attitude and mindset are contagious. What you focus on, whether it's positive or negative, impacts the results you create. Your beliefs about how things should be and how people should act do influence your emotional well-being and your outcomes. Examples of a negative mindset and unhelpful attitudes are an inability to admit wrongdoing, a failure to forgive, the disease of me, being overly critical, and a desire to be in the spotlight and get all the credit. Usually we don't see these attitudes as strongly as they are worded here, but even lesser versions can hamper your performance and wellbeing. And it doesn't have to be this way! In this engaging, practical seminar you will gain insights and tips to:

- Examine and minimize unhelpful assumptions and thinking patterns
- Apply Carol Dweck's growth mindset to your life
- Use on-the-spot techniques to improve your mindset in challenging situations

Focus, Time, Priority, and Energy Management

Studies by Professor of Psychology at Florida State University Roy Baumeister and his colleagues show that each task that you perform tends to make you less effective at the next task. One reason being that you use oxygenated glucose every time you focus your attention. Add to this the fact that we are constantly fighting off internal and external distractions and that we often battle conflicting priorities. The good news: Managing your focus, time, energy, and priorities is possible. In this engaging, practical seminar you will gain insights and tips to:

- Understand, avoid, and manage unhelpful distractions
- Sustain your attention and energy in a variety of ways
- Set priorities with the help of a structured and strategic method

How to Control Smart Devices and Not Let Them Control You

The prevalence of (mostly) self-imposed stress is increasing as smart devices, technology, and constant access increase, further blurring the line between work and home and thus requiring increasing willpower and better priority setting. The biggest problem is of course the way we use technology and smart devices, not the technology or advice itself. Prevention is always better than intervention, so this seminar provides insights and tips from neuroscience and psychology on topics such as multitasking, willpower, and mindfulness practices. Specifically, in this engaging, practical seminar you will gain insights and tips to:

- Better understand your many habits around devices and technology
 - Strengthen your willpower and avoid the wrong kind of multitasking
 - Thwart the effects of stress while not abandoning the technology you depend upon daily.
-



David Brueshoff, Certified Parent and Family Life Educator has been teaching and speaking on issues of human potential for twenty-five years. College professor, family life educator, theologian and corporate communicator, Dave has the unique ability to help busy people thrive in a world that is becoming increasingly toxic and overwhelming. He has also worked extensively in the area of stress management. Along with his wife Bonnie, who is Director of Public Health for Dakota County in Minnesota, Dave has two adult children and an English bulldog named Dolly. When time permits Dave runs for his mental health!

Essentials for Reasonable Living

According to James Garbarino, we live in a socially toxic environment. Knowing what the best use of our time and talents is, how much is enough and how much is too much, illustrates toxicity. This seminar tackles this important issue and offers essential ideas to live reasonably.

Secrets to Living Longer

Based on bestselling author, Dan Buettner's book, The Blue Zones, we will identify the four places in the world where people live amazingly long, healthy and productive lives. Discuss what has been learned about these 'blue zones' and how we too can add years to life and life to years!



Tina Feigal, Parent Coach, M.S., Ed. is the Director of Family Engagement at Anu Family Services/Center for the Challenging Child. A former school psychologist, Tina is the mother of three wonderful sons, and nana to four grandchildren who light up her life. Tina's passion is bringing peace to homes and schools, by helping adults to heal challenging child behavior with the specific, highly effective Present Moment Parenting and Teaching. As a parent coach and trainer, Tina supports adults in applying the techniques in her

book. Tina trains coaches as part of her vision that every adult who wants a parent coach can pick up the phone and find one! Tina has been featured as the Minneapolis Star Tribune and KARE 11 TV Extra's "Supernanny." Learn more about parent coaching and coach training at www.parentingmojo.com

Trauma: It's Not Just Affecting Our Clients - Workers Feel It, Too

"Secondary trauma" is a term you've heard many times. You know about it, but what are the steps to understanding its effects and reducing those effects on your own life? Parenting, loving partnerships, collaborating with co-workers, your extended family - every aspect of your life can be influenced by the impact of trauma on your clients, and the ways in which you carry it with you. You deserve to have tools to assure that being a caring professional doesn't cost you your own peace of mind.

Professional Development



Vikas Narula is an entrepreneur, speaker, and blogger and the creator and co-founder of Keyhubs – a software and services firm specializing in the power and wisdom of human networks, heightening awareness of self and others, and fostering connection. His work has been featured in Pollen, Twin Cities Business Magazine, Forbes, and The Financial Times. Corporations routinely engage Vikas to help with difficult challenges, including large scale change initiatives, new executive integrations, succession planning, mergers and acquisitions and cross-functional collaboration. Vikas has presented at a variety of conferences and venues, including Commencement, TEDx, and HATCH.

Do You Know How You Impact Others?

Do you ever wonder how and why low EQ individuals make it to high ranks of organizations? Do you wonder how you influence and impact those around you? In this engaging and experiential session you will examine how you impact others, learn how to enhance your own awareness and take away 3 new competencies/lessons that you can put into practice immediately.

3 outcomes or learning objectives:

- 1) How networks and relationships tell us the story of influence and impact
- 2) How leaders and individuals often over or underestimate their impact on others
- 3) How you impact others and how that might inform your own personal growth plan

Learn from the latest in social science and business research. See specific case studies and walk away with personally relevant insights that will make you a more self-aware person.



Karl Mulle graduated from Cornell University and holds professional degrees in Divinity and Counseling Psychology from Trinity International University in Chicago. He is a corporate trainer and a popular keynote speaker, as well as a personal achievement coach. Karl has also recently authored the book *Emotional Intelligence Training* and co-authored the book: *Put Emotional Intelligence to Work: EQuip Yourself for Success*.

Emotional Intelligence: The New Science of Success (Could also be leadership or TEAM training)

What are the factors that lead to success in life? Not just financially, but in our relationships, in our health, and in our career - what are the ingredients of success?

In the past, it was believed that academic achievement and intellectual potential (IQ) had a lot to do with success. We now know that this is not the case. Recent research has uncovered a new dimension for success. It is called "Emotional Intelligence", and it is highly linked to personal and professional accomplishment.

What does emotion have to do with success? Well, have you ever let your emotions get the best of you in a certain situation? Did you achieve from that situation what you had hoped? Emotional intelligence or EQ refers to an individual's ability to use his or her emotions *intelligently*. It is the ability to understand what your emotions are telling you and to choose appropriate action.

In this program you will explore your *E.Q.* and find out how well you handle yourself, your emotions, and your interactions with other people.

Learning Objectives

- Delineate the four domains of emotional intelligence
- Assess your own emotional intelligence
- Develop awareness of how your emotions impact your thoughts and behaviors
- Learn cognitive and behavioral strategies for managing emotions
- Explore empathy as the foundational competence of emotional intelligence
- Understand the difference between content and feeling in communication
- Manage the emotional side of conflicts and difficult conversations
- Learn to recognize, understand and work within other people's emotional states and achieve healthier, more positive relationships

Emotional Intelligence: The New Science of Leadership

An old Afghan Proverb reads: "If you think you are leading, and no one is following, then you are taking a walk." Leadership is influence and influence primarily flows from the quality of our interpersonal interactions, not from our position. Breakthroughs in Emotional Intelligence research show us why our moods and actions have enormous impact on those we seek to influence. In fact, Emotionally Intelligent leadership allows us to inspire, arouse passion and enthusiasm, and keep people motivated and committed. Every member of an organization has the potential to be a great leader, not because of positional power, but because of the interpersonal effectiveness that comes from developing emotional competence.

Learning Objectives

- Explore the 4-domain model of Emotional Intelligence
- Understand how Emotional Intelligence relates to leadership effectiveness
- Distinguish between dissonant and resonant leadership
- Learn the four styles of leadership that create resonance in relationships
- Learn the emotional competencies that support these four different leadership styles
- Develop self-awareness of how emotions impact behavior, performance, and interpersonal effectiveness
- Learn how to manage disruptive emotions that threaten leadership success
- Discover why empathy is the foundational skill of all influence
- Learn how to create a motivating emotional climate

1+1=3 Building the Dream Team

Teams are pervasive in the workplace today - we often find ourselves on several at one time. The success of teams begins with each individual member and their understanding of their own contributions to team effectiveness. How strong is your team performance?

Sharpen your teaming skills and achieve greater team results. Regardless of your participation on a formal work team, in an informal problem-solving group or as part of a simple collection of workmates, you have more to offer and more to gain from exercising your teaming skills to their fullest.

Learning Objectives

- Learn the dynamics of effective teamwork and how to apply them to the teams you serve with
- Discuss how to manage trust, vision, alignment, expectations, accountability and results
- Understand the benefits of diversity within workplace teams
- Explore the true meaning of being a team player
- Create an action plan for enhancing your own team performance



Joayne Larson is a facilitator of knowledge. I am passionate and fierce in my belief that education can open opportunities and we all have the right to seek what makes us happy. Through my professional life, I have chosen positions that align with my beliefs of service, discovery and growth. I delight in learning and growing and look forward to doing it with you as well. It all started with some tutoring, grew into being a Peace Corps Volunteer teaching in Far East Russia, and was formalized through graduate school and teaching high school full-time before moving into designing adult

and non-formal education, training and coaching. I am a Certified Professional Co-Active Coach (CPCC), Associate Certified Coach (ACC) and member of the International Coach Federation.

<http://www.sparksofchangetogether.com/>

****All sessions ADDITIONAL \$50***

Boost Your Presentation Skills

Need to give your presentation skills a boost? Struggle with public speaking? Whether you're presenting at a large professional conference or to a small group within your institution, this session will help you prepare. Discover easy techniques for designing a memorable presentation that will deliver your message effectively.



Rachel Thiemann, with a background in Social Psychology, Rachel Hastings has built on her knowledge of interpersonal dynamics in the workplace with an international career of 18 years as an internal and external organizational consultant and trainer. She also has a keen interest in the link between mind and body and has trained and practiced as a hypnotherapist, NLP practitioner and life coach. Rachel has authored the online tool "From Stress to Resilience" for the US Navy, as well as many other classroom and online courses. She has been Vice-President of WFC Resources, a work-life company, since 2003.

Truth and Honesty – A User's Guide for the Workplace

Honesty is one of the critical elements of integrity, but we can all find a host of ways in which we and those around us bend or conceal the truth to one degree or another. This workshop will explore ways to create constructive, healthy and appropriate honesty in our thinking, acting and communicating.



Dr. Gregory Alch, experienced Founder with a demonstrated history of working in the professional training & executive coaching industry. Skilled in Executive Development, Career Development, Coaching, Organizational Development, and Conflict Resolution. Strong business development professional with an Ed.D. focused in Organization Learning and Development from the University of St. Thomas.

****All sessions ADDITIONAL \$150***

Leading Others Who Are Coping with Chronic Illnesses

Leading others who are coping with chronic illnesses/conditions can be a challenge. Meeting organizational expectations while being responsive to the ever-changing needs of the affected employee requires leaders to be flexible and responsive - to both the employee and any affected team members.

This workshop outlines the necessary skills needed to navigate these challenging waters. Specifically,

1. Navigating communication between employees and team members while maintaining confidentiality and privacy.
2. Maintaining employee productivity during difficult times.
3. Leader skills essential for having sensitive conversations.

Let's All Get Along! Professional Boundaries in the Workplace

Boundaries are a funny thing - they are rarely noticed or spoken about - UNTIL they are broken. In this workshop, tips and tools for creating and maintaining healthy professional boundaries are outlined, including: Knowing when to speak up and set boundaries (and doing so with confidence); Using Meta-communication to set expectations and intentions in positive ways; Maintaining respectful relationships with your colleagues.

Learning Objectives:

- Participants will learn Meta-communication and how to use it when addressing boundary issues.
- Will understand the role professional boundaries play in their work (and personal) relationships.
- How to listen to their internal "voice" to know when to address boundary concerns.

Conflict Management 101: Keys to Maintaining Good Relationships

It's not what you say, it's how you say it. When people "bump heads," it is essential to be able to sort out differences without harming the relationship. In fact, studies indicate that for organizations to learn and grow, some conflict is actually necessary. This seminar outlines the different kinds of conflict (and how to recognize them), small but key things to do to minimize differences, and how to navigate stressful interactions toward mutually positive results.

Learning Objectives:

- Participants will learn the different types of conflict and how to identify them in their interactions.
- Learn Meta-communication and how to use it to keep an interaction from escalating.
- Learn and understand "Process v. Content" and how to use it to determine how to resolve any potential conflict.

EQ (Emotional Intelligence): The Foundation for Getting Along with Anyone, Anywhere, Anytime!

Studies have repeatedly found that EQ (Emotional Intelligence) is a better predictor for success in life than IQ. Contrary to IQ, EQ is able to grow and develop by learning from experiences and from focused attention on the 15 specific skills that are measured in determining one's EQ. This workshop outlines the 15 scales used to assess Emotional Intelligence (e.g., Flexibility, Self-Regard, Problem Solving) and gives specific actions that can enhance each area. Links to how to take the Bar-On EQ-i 2.0 (Emotional Intelligence Assessment Inventory) are given.

Learning Objectives:

- Participants will understand what EQ is - and what it is not.
- Will learn the principles to growing their own EQ.
- Will learn how to use EQ skills in their daily interactions.

Simple Steps to Dealing with Difficult People/Situations

Conflict is inevitable in any long-term relationship and the key to maintaining respectful work (and personal) relationships is easier than you think. Most people struggle not with WHAT to say; rather, they struggle with the actual saying of it. In step by step fashion, this workshop gives you the keys to keeping your relationships on a healthy and long- lasting track.

The Customer is Always...The Customer: Keys to Delivering Excellent Customer Service

Customers see into the organization through a unique window: The actions and words of frontline employees. In a world where SERVICE is often the only thing that helps you to stand out from your competitors, great customer service is a central factor for continued success. This seminar outlines the 6 critical ingredients for providing superior customer service as well as 5 steps to comprehensive customer satisfaction. These tried and true practices work for both external AND internal customers.



Carolien Moors is the founder of HardTalk Biz Coaching. She provides executive coaching, keynotes, team workshops, webinars, and change management consultation. Carolien has 28 years of experience in Europe and the U.S. teaching at the U of M and serving many industries such as the legal field, IT, finance, utilities, hospitality, food, education, healthcare, manufacturing, and government. Examples of her topics are emotional intelligence, leadership influence, accountability, teamwork, communication, and stress and conflict management. Carolien has master's degrees in psychology and education and a practical, engaging approach with insights from neuroscience, leadership research, and other fields. Every year

Carolien donates her expertise to a selected non-profit and she loves family, travel, books, jazz, theater, hiking, and her Yamaha FZ8.

Communicating Strategically and with Impact

Successful careers and effective team leadership require the ability to communicate effectively both orally and in writing. These critical competencies will become more valuable as technology intensifies the significant role of messages in the workplace. Success on the job is contingent upon your ability to express and articulate ideas, input, and feedback clearly. In this practical seminar, participants will learn:

- Best practices for effective communication in a variety of settings
- Tips for handling communication challenges and tensions
- Keys to crafting emails that increase clarity and generate response

Keys to Improve Trust and Credibility

Productive collaboration within and across teams and successful team leadership are built on a foundation of trust and credibility. A team without trust is not a team, but a group of individuals working together, probably with subpar performance. It doesn't matter much how capable or talented you are, without trust among team members, most people do not reach their full potential. However, when team members feel safe in an atmosphere of trust, they will share, open up, take risks, expose vulnerabilities, and act accountable without wasting time being overprotective of their interests. In this engaging, practical seminar you will gain insights and tips to:

- Make use of Kouzes' and Posner's 6 A's to restore credibility
- Apply Stephen Covey's 13 trust-building behaviors to your situations
- Benefit from innovative exercises and techniques to continually strengthen trust between people.

Candid Communication That Works

Do you wish to be more direct and honest but don't know the right way? Do you fear creating the wrong results when speaking openly? Do you ever regret causing confusion because you sugar-coated your message? Your biggest hurdles in increasing candor are misguided beliefs, a lack of insight into when and how to apply candor, and unrealistic fears of negative consequences of candor. Many of us worry about being liked, we shy away from confrontation and misjudge possible harmful effects of candor, so we revert to sugar-coating, postponing, or withholding the message. This session helps you sustain frank, open discussions even during difficult conversations. In this practical seminar you will gain insights and tips to:

- Understand what keeps you from conducting frank conversations
- Create the right conditions for all parties for candid communication
- Deal effectively with unexpected negative dynamics during honest conversations.



Kathy Kacher is founder and President of Career/Life Alliance Services, Inc., co-founder of The SMART Workplace, and has worked for over thirty years consulting on workforce transformation. Kathy is a faculty member at World at Work, facilitates the Twin Cities Work-Life Think Tank, and is a partner in the eWorkPlace-MN initiative to help organizations promote telework in an effort to reduce traffic and improve air quality. Most recently Kathy has joined a new team and co-founded The SMART Workplace, a collaboration of practice leaders that teaches organizations, teams and individuals how to be agile in a distributed, mobile and flexible workplace.

Creating Success at Work and in Life

This 60-minute workshop can be delivered via webinar or onsite. IN A CRAZY-BUSY WORLD, it's very easy to get caught up in a work style that makes us act before we think, reacting instead of planning. It's a pattern that leads us to doing more than we can do well, resulting in mistakes, stress, burnout, and reduced productivity.

There's a better way to work and live: managing demands, instead of having them manage us. This inspirational and interactive workshop takes attendees through a series of questions that will help them understand if they are meeting their most basic of needs and living what they value. Using the results from the questions and through peer discussion, attendees will decide where to make key adjustments to how they do their tasks and respond to stress, and other reflex behaviors.

During the workshop specific employee benefits and external resources are shared, which will equip attendees with an array of self-management tools to improve time management and prioritization and activate a fulfilling life both inside and outside the workplace.

Building Effective Teams in a Flexible/Mobile Workplace

Today's team doesn't always work in the same office — or even the same country. This session provides interactive activities that will show participants how to keep flexible and remote employees engaged and productive by leveraging technology, improving communication and implementing accountability. The session will cover:

- Assess team practices that are strengths or areas for improvement
- Establishing effective practices to enhance communication, teaming, innovation, and a strong team culture
- Identifying potentially ineffective work processes and practices that contribute to heavy workload, frustration and low-value work
- Developing practical, high-impact solutions that the team has some control over and can be implemented quickly to improve individual, team and business performance
- Create a team action plan to meet individual, team and business goals

Staying Visible and Connected in a Flexible/Mobile Workplace

This workshop is delivered via webinar for up to 50 attendees) With e-mail, instant messaging, Web-Ex and video conferencing, employees are almost as connected as if they were in the office, right? Not quite. When the workplace is flexible, barriers of time and distance can put employee's visibility at risk. It can be challenging to stay connected to managers, co-workers, clients and customers who are thousands of miles away.

Staying Visible When You're Virtual is a workshop filled with solid tips, real-life examples and practical advice to help employees stay connected in a virtual workplace and learn to use online tools and technology to cultivate powerful relationships with their managers, co-workers, clients and customers. Content will be customized to reflect Guardians capabilities and technology.

Diversity and Inclusion



Joayne Larson is a facilitator of knowledge. I am passionate and fierce in my belief that education can open opportunities and we all have the right to seek what makes us happy. Through my professional life, I have chosen positions that align with my beliefs of service, discovery and growth. I delight in learning and growing and look forward to doing it with you as well. It all started with some tutoring, grew into being a Peace Corps Volunteer teaching in Far East Russia, and was formalized through graduate school and teaching high school full-time before moving into designing adult

and non-formal education, training and coaching. I am a Certified Professional Co-Active Coach (CPCC), Associate Certified Coach (ACC) and member of the International Coach Federation.

<http://www.sparksofchangetogether.com/>

****All sessions ADDITIONAL \$50***

Intercultural Competence: What makes a difference?

In today's global economy, we are constantly being asked to work across cultures and it's not just race and nationality. Differences that may make a difference include education, religion, able-ness, personality styles, geography, or other identity groups. Each of these and more can be seen as cultures. Intercultural competence is a skill that we rarely get trained on and yet it is the foundation of successful relationships, inclusive environments and productive teams. Learn how your own cultural experiences can provide a targeted plan for increasing your intercultural competence.

Diversity, Inclusion and Equity: How can you be even better?

Diversity is when you count the people. Inclusion is when the people count. Equity is when outcomes count. How equitable are your team outcomes? Are all individuals and groups of people achieving the same successes? Reflect on your current approach and learn a model for developing your team's ability to recruit for and support diversity, act inclusively and produce equitable outcomes.

Goals, Purpose and Motivation

What would you like to be doing? Who would you like to be? It's easy to get caught in the minutiae of day to day without centering on what's important to you. In this session, you will use your most important values to clarify your goals and identify specific actions you can take to be in line with your purpose. This is a powerful exercise for both professional and personal settings.

Working with Differences

If only everyone thought just like me!" Not really, but sometimes we can long for that, right? In this session, we'll dig in to identify your major triggers around differences and learn specific strategies for transforming the way you approach differences, so you can leverage them for maximum productivity.



Karl Mulle graduated from Cornell University and holds professional degrees in Divinity and Counseling Psychology from Trinity International University in Chicago. He is a corporate trainer and a popular keynote speaker, as well as a personal achievement coach. Karl has also recently authored the book *Emotional Intelligence Training* and co-authored the book: *Put Emotional Intelligence to Work: EQuip Yourself for Success*.

Emotional Intelligence: Focus on Diversity Inclusion and Unconscious Bias

For at least the last two decades, organizations across America have implemented programs and strategies designed to create an environment where employees recognize and value one another's unique differences and are therefore better able to work with each other as well as serve the diverse communities where our clients live. Our ability to provide positive connections and to remain inoffensive is often dependent on appreciating and respecting these differences. Unfortunately, sometimes our differences are subtle and our reactions to those differences are both unconscious and biased, interfering with even the best-intentioned leadership. The result is the creation of an environment where certain individuals or groups can be treated as unwelcome, invisible, or incapable of performing well.

The good news is that there are tools and competencies that can enable us to minimize and even eliminate bias. In this program we will explore how developing our emotional intelligence can enable us to value and respect the differences that represent the strengths, experiences, and unique skills of each and every individual. We will learn how to value difference *and* build relationships with people who are different in order to create and sustain a truly inclusive workplace in which every member of the team contributes to the best of his or her ability.

Participants will learn the skill of people agility, or how to approach people with an attitude of openness, curiosity, appreciation and respect. They will also learn proactive tools for building diverse networks, improving cross cultural communication, adapting to cultural value systems when necessary, and leveraging diversity through action learning.

Learning Objectives

- Learn about the anatomy of an emotion and how emotions and thoughts work together to influence behaviors
- Learn the difference between automatic bias decisions and intentional, conscious decisions
- Discover when our automatic processes get in the way of creating a culture of inclusion
- Recognize stereotyping, bias, and how our brain tends to quickly jump to conclusions
- Explore the emotional competency of social awareness and how it can help us to value uniqueness
- Practice agile thinking, and how to consciously, intentionally overcome bias
- Discuss the difference between inclusion and assimilation
- Learn how to manage the difference between assimilation and inclusion with both resilience and adapting
- Discuss how to create an inclusive culture
- Evaluate your social network and take steps to build a more diverse network if necessary
- Practice Action Learning as a tool that leverages diversity for better problem solving
- Discover why leveraging diversity and moving toward inclusion is the cornerstone of building a great organization

Financial Wellbeing



Suzy Wheeler is the Education Coordinator at Family Means/Consumer Credit Counseling Services (CCCS). She has been with CCCS since 1987 where she has also been a financial counselor and a manager of the counseling department. Ms. Wheeler has a Bachelor of Arts Degree in Social Work from the University of Wisconsin, Madison. She has three years of experience in mortgage banking and is a Certified Consumer Credit Counselor. She also received the award for “Counselor of the Year” (1991) from the National Foundation for Consumer Credit and is a Certified Foreclosure Prevention Specialist.

Breezing thru the Holidays without Overspending

The holidays are a time of giving and receiving, but sometimes the giving can leave you broke. Learn how to organize holiday shopping and limit unplanned purchases, as well as many creative tips to make your holidays happy without overspending.

Outcomes: After attending this seminar, you will learn valuable tips to organizing your holiday shopping, factors that go into helping you limit those unplanned purchases, and why holiday door busters can be more like holiday budget busters.

What’s Your Money Personality?

Do you find yourself frustrated by the way that you or a significant other spends money? This seminar will help you understand why you treat money as you do. Based on Olivia Mellon's work on different money personalities, we will guide you through five different money personality types, explain how these types inter-relate and illustrate what this means for establishing personal money harmony and money harmony within your relationships. In addition, we will review tips on budgeting, saving, spending, and credit.

Healthy Families



Mary O'Brien, Accomplished educator, facilitator and public speaker focusing on the unique needs, joys and concerns of those age 55+. Utilizing research along with career and life experiences, Mary creates meaningful, connected learning environments where participants will find a safe place to explore what life can and does look like in the last decades.

Advocating for Your Child

Whether you’re at a doctor’s office or a school conference it can be intimidating to oppose their professional opinions and many parents wonder when is the right time to challenge and the right time to accept information that is being shared. As a parent, you know your child's abilities and challenges more intimately than other people do, so it’s important to be comfortable stating what you know to be true about your child. This workshop outlines strategies to clearly and effectively communicate with your child’s teacher, doctor or other professional to build a strong partnership with your child’s best interests in mind.

Sports: When Enough is Enough, and Too Much is too Much

The “Magic Moment:” your child’s coach takes you aside and says s/he thinks that your child should increase his/her participation in this sport. Businesses have grown up around helping young athletes garner interest from collegiate coaches, with an eye to a scholarship and even a pro career. How do you continue to encourage a healthy interest and participation in sport in today’s climate? What are realistic expectations of your young athlete? This seminar will look at statistics regarding young athletes, research about physical and emotional growth and development as it relates to youth sports. Efforts to find a balance for your young athlete and family will be discussed.

Managing the Gaming Appetite/Screen Time in Your Teens and Tweens

Although some gaming time can be fun, and even educational, it's easy to go overboard. In our increasingly hi-tech age, television is just one form of screen time for kids. Add in videos, computer games, handheld game and the latest generation Apps, and you have a bewildering array of screens for our kids to stare at. Recent studies increasingly weigh in on the downside of too much screen time while some report that the generation raised with screens prefer that as their primary method of communicating. This seminar will present recommendations from the medical community regarding screen time and encourage conversation about how we can modulate our own screen usage, as well as moderate our children’s.



David Brueshoff, Certified Parent and Family Life Educator has been teaching and speaking on issues of human potential for twenty-five years. College professor, family life educator, theologian and corporate communicator, Dave has the unique ability to help busy people thrive in a world that is becoming increasingly toxic and overwhelming. He has also worked extensively in the area of stress management. Along with his wife Bonnie, who is Director of Public Health for Dakota County in Minnesota, Dave has two adult children and an English bulldog named Dolly. When time permits Dave runs for his mental health!

A Fragile Juggling Act - Work and Family

Boundaries between work and home are no longer clear and maintaining work-life balance is a fragile juggling act, but it is not out of reach. This seminar will help you strike a better work-life balance by considering how to -take advantage of your options, learn to say no, leave work at work, manage your time, find support, and take care of you.

Change: It is Not Just in Your Pockets...Managing Life’s Stresses

There was a time when change usually meant the coins that were in your pocket. Today, more often than not, change is something that presses us out of our comfort zone. It is an unavoidable constant stressor in our work and personal lives. Sometimes it’s within our control, but most often it’s not. In all cases, your attitude will likely determine how you experience it.

In this seminar we will discuss three different ways people approach change, understand common reactions to change, and you will take away the single best behavioral tool to positively impact how you manage change.



Cathi Weber has been researching her family tree for over 40 years and is the owner of NorthStar Genealogy. She teaches genealogy classes and assists clients in researching their families. She is the president of the Anoka County Genealogical Society and Chair of the Education Committee at Minnesota Genealogical Society. She has researched and compiled a number of charts and books for family, friends and clients.

Genealogy 101

Genealogy 101 - Getting Started Do you want to learn more about your ancestors? I will share with you some basic forms to start your family tree. Then you will learn about different types of records that are available to gather information about who you descend from and where they lived, worked, and raised their families. Woven into all this information is the story of how I finally discovered the story of my own grandfather through 25 years of on and off research. **Thursday Schedule Works Best.*



Rhonda Nordin is a family advocate, educator, and author who provides positive, proactive training and direction to parents, professionals, and policymakers, helping to build skills and knowledge, normalize behaviors, reduce stress and offer support to enhance worker resilience and productivity.

Rhonda has been researching and writing about family issues, most notably family formation and family preservation, for more than 28 years. Her research culminated in the publication of *After the Baby: Making Sense of Marriage After Childbirth* (Taylor Publishing, Dallas, Texas.) Concerned with the transition to parenthood, marital wellbeing, and the status of the family, Rhonda's messages provide concrete practical information laced with stories, statistics, and practical solutions to benefit those in the corporate, health, community and faith environments. Rhonda is a contributor to *Parents' Magazine* and other publications. A compilation of her research, "An Assessment of Marital Satisfaction and Change in Early Parenting Years," was published by University of Pennsylvania (2012 & 2014.) And her lively commentary on marriage and family issues is available through the Institute of Family Studies at the University of Virginia and at the Minnesota think tank Center of the American Experiment of which Rhonda is a Senior Fellow.

AFTER THE BABY: Maximizing Employee Transitions to Parenthood

Indeed, having a baby is a joyous occasion for most employees, yet the changes and necessary adjustments that come with the birth of a child often strain many marriages and partnerships, sometimes to the breaking point. In fact, parent relationship conflict increases by a factor of nine and marital quality is known to drop sharply within the first year of a baby's birth – a time when parents often revert to stereotypical gender roles and are overwhelmed due to family care, housework and career responsibilities.

While the rate of divorce in the United States has slowed, still, nearly one million couples end their marriage each year. Of these divorces, 62% involve parents, and roughly 45% of the parents who divorce do so before a first child leaves kindergarten; 15% end their marriage before a child is even 18 months of age. Parents who are not married at the time of birth experience almost twice the risk of relationship dissolution.

Clearly, there is stress in the homes of new parents that undoubtedly travels to the workplace to show itself in lost productivity, increased absences, distracting presenteeism, lower profits, and higher health

costs due to physical and emotional concerns, widespread depression, and fallout from associated risky behaviors.

Drawing from nearly thirty years of research and insight on the relationship of parents, author and family advocate Rhonda Nordin steps her audiences through the “natural progression of the relationship of parents as it expands to include children.”

Scientifically documented, *After the Baby* offers practical, tactical strategies that increase worker productivity, reduce absences, and maximize retention during early parenting years. Advising that challenges are natural, predictable and manageable, this workshop offers proven methods for building stronger families and more resilient workers.

THE RELATIONSHIP IMPRINT: Messages Children Learn from Their Parents Relationship

We teach our children to read, to ride bikes, to pick up their rooms and mind their manners. However, the most important learning they will do in our homes has to do with learning how to love. We, as parents, are our children’s blueprint for intimacy. Based on what our children see in their parents’ relationship – whether parents are married, divorced, single or parenting together – they draw conclusions and form permanent beliefs and expectations about marriage and relationships.

What is your parent-relationship teaching your children about love? What does it say about respect, cooperation and trust? Bottom-line, is it preparing your children to be successful in their own love story later in life? Furthermore, is it preparing your children to be good workers in the workplace? Some qualities go hand in hand.

Join family advocate Rhonda Nordin as she steps through essential messages children learn from their parents’ relationship. Based on recent research that shows children form opinions and expectations about marriage at a very early age, this session has the potential to not only influence how we parent, but how we as mothers and fathers, interact with each other.

From making marriage and partnerships a priority, to building trust and negotiating differences, this session helps men and women improve their partnership and to lead their children into successful adult relationships.

This message appeals to parents of children at all ages.

CHORE WARS: Mastering Housework, Family-care & Career-work While Seeking Work/Life Balance

Who takes care of the children and the home- or who doesn’t – causes more relationship distress than any one single issue? *Chore Wars* attempts to vividly and honestly shed light on the nature of family-care and housework and explains how factors combine to shade the landscapes of our homes to create obstacles – unchallenged – to the sustained relationship satisfaction of parents.

Three of every four couples perceive a decrease in levels of physical and emotional support during the early years of parenthood. Attendees of this workshop will learn what men and women really think about housework and family-care. Here revealed is the real-life split and what keeps it this way. Of course, this topic would not be complete without a discussion of what happens when two bring home the bacon or why many parents fail to “lean-in.”

The nature of childcare and the number of domestic responsibilities does not seem to change – nor potentially, will they, for a good number of years – but what can change is how these chores are done, how one feels about them, and most importantly, how parents act and feel toward each other. This selection helps parent-employees master the complexities of family-care and housework in ways that strengthen families – and in turn increase worker productivity.

Eldercare and Aging Readiness



Mary O'Brien, Accomplished educator, facilitator and public speaker focusing on the unique needs, joys and concerns of those age 55+. Utilizing research along with career and life experiences, Mary creates meaningful, connected learning environments where participants will find a safe place to explore what life can and does look like in the last decades.

The Day After Retirement

What will your life look like once you don't answer the call of the alarm clock? What can you do in advance to plan for a positive transition into retirement? Having a sense of purpose is an important key to satisfaction. Change is inevitable. How to put your arms around the changes inherent in retiring and grow is the focus of this class. It will help you explore a variety of ways to identify what is significant to you, then establish a purpose-filled life in retirement.

Staying Connected After Retirement

Your job offered social relationships just because you showed up. Research says that good relationships are critical to healthy aging. How do you rebuild relationships that may not have been given much attention while you were working? Where do you look to develop new relationships and social communities? This class will discuss a variety of ways that retirees can stay socially connected, including seeking volunteer opportunities.

Traveling in Retirement: Sharing the Wisdom

Travel is high on many people's retirement list. How do you decide where, when and how to go? What resources are available on the web? Whether you are experienced and widely travelled or will be new to the world outside your backyard, talking with others is a valuable resource that should not be overlooked. This class will provide some basics on using internet travel sites and tour groups, as well as encouraging group input on personal travel experiences to share the wisdom.

Managing Stress in Retirement

As we grow older, we sometimes believe that our lives will be stress less—or at least less stressful—especially once we are no longer working. This isn't necessarily true. Relationships and life circumstances may continue to be sources of stress. Research has shown that effectively managing stress can contribute to us leading healthier, longer lives. We will review stress management techniques with a focus on how to apply these to the everyday retirement life, as long as explore some strategies that we may not have had time to use while working.

The Road Next Taken: Fearless Aging

You may not have a choice about aging, but you do have a choice about how you approach growing older. What better way than fearlessly? Fearless aging is the power to positively impact your future. This class explores the normal, natural processes of aging—physical and lifestyle--and what you can do to markedly improve the quality of your life. Discover what you can expect and lifestyle choices that will help you make the most of what you've got as you age. Let's explore the inevitable forces of change in your life and be fearless!

Parenting Your Parents

1 in 4 Americans is a caregiver for an aging friend or family member, a number only expected to increase as the population ages. How can you effectively partner with your parents so that you can best meet their needs, given your family circumstances? What kind of information will you need from them? Information about convening a family meeting and preparing to care are components of this class.

Being Mortal

Based on the bestselling book by Dr. Atul Gawande, this class provides a platform for discussing how to live a very good life in the face of our own mortality—and what will matter to us in the end. Participants will have an opportunity to consider how they may want to live at their end of their lives. The roles that medicine and communication play will also be discussed. Participants are encouraged to either read the book or view the PBS Frontline Special, but do not need to do either before attending class.



Jenny West is the Community Educator for FamilyMeans in Stillwater, MN. Jenny has a B.S. degree in Therapeutic Recreation from the University-Wisconsin La Crosse. After graduation, she volunteered for a year out in New York and served individuals living with HIV/AIDS. She has over ten years of experience working with residents and caregiving families in long term care facilities and in the community. Her current focus is providing caregiver education and support to those in Washington County and the Metro area.

Help! My Parents are Getting Old - What do I Need to Know?

Because adult children are often the key contact for their aging parents, it is valuable to collect the right information and health history. Participants will understand key information to know about parents, documents to gather and critical conversations to start about aging.

Learning outcomes:

- understand the importance of gathering and sharing key information
- learn the importance of planning ahead
- give you confidence and a sense of peace for planning ahead

When to Worry? Understand Changes and a Dementia Diagnosis

Have you ever wondered about your memory? Join us for a conversation to better understand what “normal” memory loss verses signs of early dementia may be. Discuss tips on how to manage difficult behaviors, repetitive questions and various approaches that can lessen stress for everyone involved. Understand the disease process and maintain one's independence with a diagnosis of a dementia.

As You Age - What Do You Want Your Family to Know?

No one can read your mind – even though we wish others could. Learn what documents to gather and just how to share these important documents with those you trust. Having things in order can bring confidence and a sense of peace as we all look into our retirement years. Objectives

Learning outcomes:

- understand the importance of gathering and sharing key information
- gain confidence and a sense of peace for planning ahead
- learn how to initiate those difficult conversations
- equitable outcomes

**ADDITIONAL CLASSES AVAILABLE ON THE FOLLOWING PAGES,
CUSTOMIZED WORKSHOPS ARE AVAILABLE!**

	Health & Wellness	
Conquering Fear and Anxiety: A 2 (or 3) Part Series on “Self” Management	<p>Part One of this two-part series examines:</p> <ul style="list-style-type: none"> • What is Anxiety and How Does it Differ from Worry • Roots of Fear and Anxiety • The Time Competence Model • Understanding the power of your thoughts <p>Part Two of this series continues with:</p> <ul style="list-style-type: none"> • The Single and Double Learning Model • Conquering Fear and Anxiety • Mindfulness and Acceptance • A Tool Kit for Maintenance 	<p>Alch *All sessions ADDITIONAL \$150</p>
Coping with Chronic Medical Illness in the Family	<p>Living with illness, especially chronic illnesses like cancer, MS, asthma, and the like are becoming more and more the norm. This workshop examines the impact chronic or ongoing medical illnesses have on the affected person and the family as a whole. How to manage worries and fears, keeping up with everyday life, effective communication with healthcare professionals, and building resilience are also discussed.</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> • Participants will learn the Time Competence Model and how to implement it in daily life. • Understand how to take charge of and navigate their doctor visits. • The key steps in building and maintaining resilience. 	<p>Alch *All sessions ADDITIONAL \$150</p>
Be Here Now: How Mindfulness, Effectiveness, and Happiness (and Less Stress!) Meet	<p>In today’s fast paced, constantly shifting world, it has become increasingly difficult to stay “present” when so much pulls us in different - often competing - directions. Who hasn’t been at dinner and watched as the smart phones take us to different places (like the office)? An important link between stress and where one’s thoughts are has been found. This workshop lays out a model for how to stay as present as possible, feel less stressed and more in charge and in control. And Harvard University agrees!</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> • Participants will learn where their own “mental time” is and how to change it when desired. • Will understand the role stress plays in our mental, emotional, and physical health. 	<p>Alch *All sessions ADDITIONAL \$150</p>

	<ul style="list-style-type: none"> Will learn the steps necessary for exerting more control over their lives. 	
How to Stay Fit While You Sit	This workshop is designed for people who sit at a desk or computer all day. Proper techniques for ergonomic workplace design are discussed, as well as techniques to maintain fitness while sitting. Emphasis is placed on injury prevention. Take home message: sitting at work can be hazardous to health, proper workstation design is critical to avoiding health problems due to sitting, participants are given exercises they can use at their work station to reduce the risk of injury from sitting.	Kriva
The 12 Health Myths that Even Your Doctor May Not Know	This workshop reviews 12 common health myths even many doctors believe. Dr. Kriva looks at what current research is telling us and provides you with information you can use to make better informed decisions regarding your health. He takes on topics as varied as fluoride in the water and tooth decay, the use of sunscreen and the incidence of skin cancer and the ever popular and controversial topic of vaccinations. Be prepared to be surprised and leave better equipped to take care of your health. Take home message: common wisdom is often not supported by scientific fact, you may be making good intentioned decisions that are negatively impacting your health, you will have the most up to date information after this class to make better choices for your health.	Kriva
Natural Approaches to Maintaining Your Memory	This workshop will discuss the causes of memory loss and non-drug related approaches to maintaining a healthy memory. These include the importance of diet, exercise, staying mentally active, socializing, as well as supplements that may help boost mental performance. Dr. Kriva will also discuss cutting edge research that may open new doors for future management of age-related memory maintenance and when to seek professional help for memory loss. Take home messages; there are basic things that can be done easily to help boost memory function, the future for memory management is exciting given our new understandings of the brain.	Kriva
A Holistic Approach to Managing Chronic Pain, Fatigue and Fibromyalgia	This workshop examines the multiple causes of chronic pain and fatigue including neurogenic pain, arthritis, chronic fatigue syndrome and Fibromyalgia. Current research is provided and natural approaches to managing these conditions will be discussed. Take home points: there are many causes of chronic pain and fatigue, there are many drug free approaches to managing chronic pain without side effects, there is hope for a normal life even with chronic pain and fatigue conditions being present.	Kriva
The "New Biology" and What it Means for Your Health	This workshop is based on cutting edge research in epigenetics and cell biology which is shattering our previous notions of how the body operates and provides clues for further improving our health. Dr. Kriva looks at what the research is saying and explains it in a way that is understandable. He then lays out the implications for the listeners in terms of long-term maintenance of health. This talk has the power to forever change old views of health and empower the listeners to make better decisions regarding their own health in the future. Take home message: how you think and how you perceive the environment directly impacts the expression of the DNA in your body, the new scientific field of epigenetics is radically altering our understanding of how the body works, based on this new understanding, there are things you can do to improve your health today.	Kriva
How to Control Smart Devices and Not Let Them Control You	The prevalence of (mostly) self-imposed stress is increasing as smart devices, technology, and constant access increase, further blurring the line between work and home and thus requiring increasing willpower and better priority	Moors

	<p>setting. The biggest problem is of course the way we use technology and smart devices, not the technology or advice itself. Prevention is always better than intervention, so this seminar provides insights and tips from neuroscience and psychology on topics such as multitasking, willpower, and mindfulness practices. Specifically, in this engaging, practical seminar you will gain insights and tips to:</p> <ul style="list-style-type: none"> ▪ Better understand your many habits around devices and technology ▪ Strengthen your willpower and avoid the wrong kind of multitasking. ▪ Thwart the effects of stress while not abandoning the technology you depend upon daily. 	
Eat Your Way to Great Health	<p>This talk provides an introduction to the primary nutrients we need in our diet to achieve outstanding health. The basic foods groups including fats, proteins and carbohydrates are discussed. Nutritional supplements are also introduced. Most importantly, the audience is given key guidelines to follow in order to achieve the best results from their diet. Take home points: foods from all three major types are essential to good health, current research is showing trans fats and sugar to be major contributors to poor health, eating whole foods close to the source is best for long term health.</p>	Kriva
Treating Acid Reflux and Hiatal Hernia Naturally	<p>This seminar focuses on the symptoms and causes of Acid Reflux, Hiatal Hernia and other common digestive disorders. Non-drug-based approaches to treatment including diet, chiropractic adjustments and herbal supplements are discussed. Take home message: Acid reflux and hiatal hernia are not well understood, there are alternative approaches to managing digestive conditions, there is hope</p>	Kriva
The Five Secrets to Permanent Weight Loss	<p>This class offers a realistic and practical approach to weight management and overall health. Participants will learn: why typical diets don't work, what kind of exercise is the most beneficial for weight loss, and how to increase energy levels while losing weight through simple changes in eating habits. Key barriers to losing weight are also discussed. Take home message; diets don't work for a reason, once this is understood, weight loss can be achieved, common barriers to losing weight, once identified, can be eliminated.</p>	Kriva
Peak Performance	<p>Peak performance is designed to teach the participants how to achieve peak levels of energy and performance in all areas of their lives. Topics covered include proper nutrition to maximize energy throughout the day, the role of water in performance, the potential need in our modern world for nutritional supplements, ways to enhance joint flexibility for maximum physical performance, and injury prevention at home and at work to avoid the devastating impact injuries can have on performance. Take home message: there are things you can do right now to boost your energy and performance, your food is your fuel, avoiding injury is critical to achieving long term peak performance.</p>	Kriva
Managing Migraine Headaches Naturally	<p>This talk focuses on new understandings of the cause of migraine headaches based upon the latest research using upright MRI imaging. The new understandings gained from this cutting-edge research yield insight into managing migraine headaches naturally, without the use of medications. These methods as well as research in support of these methods are explored and discussed with the audience. Take home message: there are natural and effective alternatives to managing migraines without drugs and their side</p>	Kriva

	effects, migraines can be dramatically improved or eliminated using these techniques.	
Managing Bone and Joint Health Naturally	This seminar examines the common causes of bone density and joint problems. Conditions discussed include osteopenia/osteoporosis, osteoarthritis, rheumatoid arthritis, and other auto immune joint disorders. Dr. Kriva then presents natural methods to manage these conditions, including the use of dietary supplements. Take home message: bone and joint problems are common and preventable, proper diet and supplementation can dramatically improve joint and bone health, exercises taught in the class can prevent joint problems or if the joints are already damaged, reduce the impact on a healthy lifestyle	Kriva
Herbal Supplements=A Natural Alternative	This class includes a brief history of the use of herbal medicine, as well as an overview of categories of herbal supplements. Several commonly used herbal supplements will be discussed, with emphasis on their uses, effectiveness, and possible interactions with other substances. Dr. Kriva has earned post-graduate certification in herbal medicine from the University of Colorado and Western states Chiropractic College. Take home points: the use of herbal supplements as medicine has a long and proven history, scientific studies have demonstrated the effectiveness of herbal supplements for various health conditions, many common supplements can be safely incorporated in a healthy lifestyle.	Kriva
Protecting Your Back in the Workplace	This seminar outlines specific tools any worker can use to prevent back injuries at work. This talk can be tailored to your workplace. Dr. Kriva has extensive experience in workplace safety issues and injury prevention due to his previous career as an industrial engineer. He has worked with many companies in the manufacturing and service sectors to help them reduce workers' compensations costs. Topics covered include not just proper lifting technique, but the "why" behind proper lifting. Also covered are common causes of back injury that may not be recognized as potentially hazardous. Exercises are incorporated to help employees strengthen and stabilize their backs. Take home message: There is a reason why proper lifting is taught the way it is, and this is important, common causes of back injury may not be readily visible, if you take care of your back, it will take care of you.	Kriva
Train Wreck to Terrific! The 5 Keys to Vibrant Health	This class focuses on moving from a "Train Wreck" with respect to health to being terrific. Dr. Kriva reviews 5 key areas that have to be in place in order for the participants to enjoy vibrant health. The talk is fun and energizing and provides specific actions the attendees can take immediately following the class to get on track to improving their health. Take home message; many people are train wrecks with respect to their health, it is possible to radically improve health with 5 simple steps, it is your birthright to be healthy and enjoy a healthy lifestyle	Kriva
Natural Management of Carpal Tunnel Syndrome	This workshop will talk about the causes and symptoms of arthritis. Osteoarthritis as well as autoimmune based conditions like rheumatoid arthritis are discussed. Joint anatomy is reviewed and non-drug non-surgical approaches to managing arthritis are presented. Take home message: arthritis is a common and debilitating condition, arthritis is preventable, arthritis if already present can be managed naturally to minimize the negative impact on an active lifestyle.	Kriva
Natural Solutions to Managing Arthritis	This workshop will talk about the causes and symptoms of arthritis. Osteoarthritis as well as autoimmune based conditions like rheumatoid arthritis are discussed. Joint anatomy is reviewed and non-drug non-surgical	Kriva

	approaches to managing arthritis are presented. Take home message: arthritis is a common and debilitating condition, arthritis is preventable, arthritis if already present can be managed naturally to minimize the negative impact on an active lifestyle.	
How to Prevent On-the-Job Injuries	This seminar focuses on ways to prevent workplace injuries which will reduce workers' compensation costs and lost workdays. Topics discussed include definitions of MSD (musculoskeletal disorder), how injuries occur and can be prevented, and proper ergonomics. The teamwork of employers and employees is stressed in injury prevention. This talk conforms to the currently voluntary OSHA guidelines for workplace ergonomics, and a certificate of participation is available for participants' personnel files if desired. Take home points: preventing injuries is more effective than treating injuries that have already occurred, common workplace conditions that may seem safe have potential to cause injuries, awareness and prevention are the best ways to maintain health in the workplace.	Kriva
Men's Health 101	Discover the leading causes of death, what makes men's health different, risk factors, and what men must do to lead healthier lives.	Brueshoff
Get a Good Night's Sleep – The Seven Things You Must Do	You're not doomed to toss and turn every night. Consider the Mayo Clinic's seven simple tips for better sleep, from setting a sleep schedule to including physical activity in your daily routine.	Brueshoff
30 Lessons for Living: Tried and True Advice from the Wisest Americans	Weaving together the experience of more than a thousand Americans over the age of 65, learn what advice these older Americans wish someone has given them when they were young.	Brueshoff
A Battle Plan for Burnout	If constant stress has you feeling disillusioned, helpless, and completely worn out, you may be suffering from burnout. When you're burned out, problems seem insurmountable, everything looks bleak, and it's difficult to muster up the energy to care—let alone do something about your situation. But burnout can be healed. You can regain your balance by reassessing priorities, making time for yourself, and seeking support. Join us to develop a battle plan for burnout.	Brueshoff
Sugar Addiction Questions and Solutions	Are you a self-proclaimed sugar addict with a long sweet tooth? Do you feel a midday slump and experience a strong craving for sugar? Do you find that once you start eating sugar, you can't stop? If the answer to any of these questions is yes, you may be sugar sensitive. Join us to learn how sugar works in the body to trigger imbalances. Identify strategies to reduce sugar cravings and how to cut your sweet tooth down to size. Learn about patterns of eating that promote balanced blood sugar, ease cravings and impulsive or compulsive behaviors.	Denton
Mood and Food, Using One to Manage the Other!	Healthy Eating for a Healthy Mind and Body focuses on food. Food feeds the body and influences the mind. Food sends messages to the brain and body about how it is going to behave. This course provides the "recipe" for making brain hormones such as serotonin and dopamine. Additional strategies to escape cravings and understand how stress can sabotage even the best laid plan will be covered.	Denton
Strategies for Quality Sleep	If you are one of millions who do not wake feeling rested and refreshed this course will help. Discover the science of sleep and what sleep does for us. Learn how diet sets the stage for normal sleep patterns. Understand daily rhythms and how the choices you make throughout the day influence your sleep at night. Also included are strategies for calming the unsettled mind.	Denton

Cooking Simply: Good Food Fast	Want the benefits of eating at home, without having to cook from scratch each day? Please join us to learn techniques such as batch cooking, using premade ingredients, revamping recipes and other strategies such as “Assembly Cooking”. Become inspired to get Cooking Simply. These ideas are especially useful for non- crowd cooking; for one or two people.	Denton
Food Literacy: What, Why and How to Eat.	Advice on diet is plentiful but can easily be overwhelming and confusing. This course will help sort through diet fact from diet fiction. Food Literacy not only describes what a healthy diet looks like but broadens knowledge of nutrition beyond calories, grams and fat. This course will explore how food impacts the body and health with concept of ‘food as information’.	Denton
Vitamin and Mineral Supplementation	A healthy diet consists of a variety of foods that nourish the body. Each food is made up of an assortment of nutrients. Most nutrients cannot be made in the body and need to be included in the diet we eat each day. Sometimes supplements need to be included to assure the body is getting what it needs to work. This course will cover what targeted nutrients to supplement and why. Phytonutrients will also be covered as the “darlings” of the research world.	Denton
Choosing Your Lifestyle for a Healthy Brain and Body *Additional \$100	Do your food choices, exercise and sleep habits affect how you feel – your mood and behavior? Did you know that there are steps you can take to keep your brain healthy and to feel better every day? In this class learn how foods can make you feel tired, depressed, or happy and how to make changes to your diet to improve how you feel every day. You will also learn the impact exercise and sleep have on the health of your brain and activities you can choose or avoid for better brain health.	Enright
The Strong Pull of Sugar – Eliminate the Sugar Cravings, Feel Your Very Best *Additional \$100	Do you hear the ice cream calling you from the freezer? Do you have greater success with weight loss and management on a low carb diet, but are not sure it is the healthiest option? In this class you will learn why some people find sugar in their diet a great challenge and how to plan a diet that will eliminate sugar cravings and promote a healthy weight.	Enright
How your Diet Impacts Your Risk of Disease *Additional \$100	Many of the chronic diseases prevalent today are directly associated with our diet and lifestyles. In this class you will assess how your diet affects your risk and you will leave with tools to get started on making your lifestyle healthier to prevent disease	Enright
Blood Sugar Control – Are You at Risk for Diabetes? *Additional \$100	Over 79 million people in the United States are considered pre-diabetic with an additional 7 million with undiagnosed Diabetes. Are you at risk? Before Diabetes is diagnosed damage to arteries that increases risk for heart disease, stroke and blindness may occur. In this class you will learn what the numbers from your doctor mean and simple things you can start doing today to control blood sugar and prevent disease.	Enright
IBS, Fibromyalgia and Migraines -Food Sensitivities and Chronic Ill Health *Additional \$100	Do you regularly experience extreme fatigue, joint pain, headaches, and/or digestive distress? Does the medical community tell you there is nothing wrong and it must be in your head? Food sensitivities affect 20-30% of the population and may be a cause for many inflammatory conditions including IBS, Fibromyalgia and Migraines. In this class you will learn the difference between food allergy and food sensitivities and if food sensitivities may be impacting your health.	Enright
Stop the Inflammation! – Healthy Choices to Reduce	Inflammation is the body’s natural response to injury, infection or what it sees as a foreign invader. Though acute inflammation is short lived, chronic inflammation is a continual response of the immune system and can lead to	Enright

Inflammation that Causes Aging and Disease *Additional \$100	degeneration. Chronic inflammation creates aches and pains, digestive upset, skin issues, and long-term chronic diseases including heart disease. In this class you will learn what lifestyle choices you can make to prevent inflammation and promote good health and a long life.	
Are You an Emotional Eater? *Additional \$100	Do you feel like you know what you need to eat for a healthy weight, but you just can't get yourself to make the right choices? Emotional eating can be one of the biggest struggles towards healthy living. This class will help you understand what emotional eating is and how you can take control of your eating habits.	Enright
Clean Eating – Choosing Foods to Feel Your Best *Additional \$100	Are you concerned about the quality of your diet? Do you hope for your food to help you feel better not worse? Clean eating is a simple way of eating not focusing specifically on calories, fat or carbs but on the quality and the wholeness of the foods you eat. In this class you will learn what it means to eat clean and how you can incorporate clean eating into your everyday life.	Enright
Understanding Inflammation	In today's world, our bodies are riddled with inflammation and most of us don't even know it. While inflammation is typically thought of as pain or swelling from an injury, it's the silent and internal inflammation, over time, has serious consequences on our overall health. Learn how the basics of inflammation and how to take back control of your health and body.	Hall
Wellness 101: Nutrition, Fitness, and Self-Care *3-part series workshop	How much do I need to exercise? What foods should I eat? I just want to start feeling better! Wellness can be an overwhelming topic and it may be confusing knowing where to start. Take the guessing out of it with this easy-to-follow wellness workshop where we'll cover the basics and break it down into manageable and attainable steps.	Hall
Sleep Well *Additional \$150	A workshop on strengthening the body and mind with a good night's sleep. Getting a full-nights sleep is one of the most important things we can do to enhance our over all well-being. Sleeping well has a positive effect on both our physical and emotional health. Those benefits play out in family life, at work, in day-to-day attitudes and in long-term health. This workshop examines some of the common obstacles to adequate sleep. And, strategies and tools for establishing healthy and sustainable sleep habits. Learning to sleep well is one of the most beautiful things a person can do for themselves and for their loved ones.	Anderson
Introduction to the Miracle of Mindfulness *Additional \$150	"Instructions For Living A Life" by Mary Oliver Pay attention, be astonished, tell about it. Mary Oliver discovered and taught us through her poetry the central importance and power of mindfulness. It is the base of everything done well – music, math, love And, it is the foundation for stability and understanding. Through mindful living we can develop the skills to be less reactive, more patient, more focused and observant. And, as our capacity for calmness grows so too does our ability to see clearly what is happening in and around us. Participants in this workshop will learn the basics of mindful meditation as well as other mindfulness practices that can be easily applied to everyday life situations.	Anderson
Hygge: The Art of Coziness *Additional \$150	The Danes are regularly reported to be one of the happiest groups of people in the world. They attribute it in large part to the Scandinavian tradition of hygge. The Danish are all about it in everything they do – the way they think about light and furnishing their homes, in the foods and drinks they enjoy and especially in the value they hold for socializing with small groups of friends. In Dan Buettner's book, Blue Zones, studied groups of people around the world that have the highest rates of longevity and shares some of the principles they	Anderson

	share. One them could be characterized as a hygge like attitude for social interaction and simplicity. In this workshop we will discuss the principles of hygge and explore simple and straightforward ways to bring more coziness into our American lifestyles.	
Sleep's Role in Our Work/Daily Lives	Our sleep impacts every aspect of our lives- our health, motivation, judgment, memory and productivity. Learn what to do- or not do- to ensure your sleep is positively impacting your work/life balance.	Moe
Sleep – The 3rd Pillar of Health	Diet, Exercise and Sleep are considered the "3 Pillars of Health." Yet sleep is widely ignored or sacrificed despite it's how necessary it is to maintain every aspect of our health- physical, emotional and mental. Learn about sleep's impact on your body as the 3rd important pillar of health.	Moe
Sleep=Safety	The prevalence of home or workplace falls and injuries, motor vehicle accidents, and other unnecessary dangerous situations is growing year by year- and a large percentage of these issues are caused by fatigue. Learn how caring for your sleep can help keep you safe.	Moe
Pediatric Sleep	As a parent, you want your children to be as healthy and happy as possible. Sleep plays a major role in their ability to achieve those goals. Learn about the impact your child's sleep has on their ability to learn and grow.	Moe
Teenagers and Sleep (No, they're not just lazy...)	Our community's teenage population is one that suffers from fatigue the most. Learn how their shift in circadian rhythms leave them vulnerable to our society's expectations, and what you can do to help them.	Moe
Our Sleep as We Age	As we are lucky enough to age, one of the most consistent changes we experience physiologically is with our sleep. In this class, we will learn what happens as structurally, hormonally and neurologically as we age that impacts our sleep, and how to address these changes to be as rested as possible.	Moe
Carbohydrates and Grains	In this one-hour workshop, Dr. Renee will differentiate between complex and simple carbohydrates and explain why carbs have gotten such a bad reputation in the American Diet. Dr. Renee will also introduce the concept of whole grains and provide a hands-on demonstration of how to shop for products that are 100% whole grain vs. just containing a whole grain ingredient. Recommended portion sizes and how whole grains and carbohydrates fit into the daily diet will also be discussed. Finally, Dr. Renee will discuss specific scientific studies that show benefits of whole grain consumption for decreasing risk of diabetes, body weight and more. A fifteen-minute period will be left at the end of the presentation for the audience to ask specific questions.	Korczak
Focus, Time, Priority and Energy Management	Studies by Professor of Psychology at Florida State University Roy Baumeister and his colleagues show that each task that you perform tends to make you less effective at the next task. One reason being that you use oxygenated glucose every time you focus your attention. Add to this the fact that we are constantly fighting off internal and external distractions and that we often battle conflicting priorities. The good news: Managing your focus, time, energy, and priorities <i>is</i> possible. In this engaging, practical seminar you will gain insights and tips to: <ul style="list-style-type: none"> ▪ Understand, avoid, and manage unhelpful distractions ▪ Sustain your attention and energy in a variety of ways Set priorities with the help of a structured and strategic method.	Moors
Change, It Is Not Just in Your Pockets . . . Managing Life's Stresses	In this seminar, we will discuss ideas for managing stress in everyday life. Creative ways to deal with stress management during change, as well as tips for	Brueshoff

	staying connected to those close to you will be explored. We will focus on keeping the fun in adult relationships, while managing life's stresses.	
How Our Thinking Governs Our Experience	This session focuses on becoming aware of our thinking, so we know when it is working (Top 20) and when it is not working (Bottom 80). It explores (1) the conditions that come up in our life that invite us to go Bottom 80 thinking, (2) indicators that alert us when we are there, (3) how to handle Bottom 80 experiences more effectively and (4) how to get back to Top 20 thinking.	Bernabei
Relax Your Body- Calm Your Mind	It's one thing to talk about stress management, it's another thing to practice stress management. In this seminar, participants will practice deep breathing, progressive muscle relaxation, and visualization as a way to relax the body and calm the mind.	Brueshoff
Am I on the Road of Diabetes?	According to the CDC, more than 1 in 3 Americans has pre-diabetes—a condition prior to the onset of diabetes—and 90% don't know it! Class is taught by a Certified Diabetes Educator and covers signs and symptoms to watch for, possible causes and what you can do immediately to change your course.	Fox
Preparing Home for Wellness Success	In our busy lives, we can continually on the go, which can make it difficult to stay healthy and active. Learn how you can set yourself up for success at home to be happy, rested, and healthy	Hall
Wellness 101 (three-part series workshop)	How much do I need to exercise? What foods should I eat? I just want to start feeling better! Wellness can be an overwhelming topic and it may be confusing knowing where to start. Take the guessing out of it with this easy-to-follow wellness workshop where we'll cover the basics and break it down into manageable and attainable steps	Hall
Wellness and Aging	As we age, our bodies change, and it may be harder to lose weight than in our 20's. We also may not be able to eat the same foods or exercise the same way. Learn some tips on how to feed, move, and be kind to your body as you age.	Hall
Life Design for Wellness	There's more to making lasting wellness changes than just knowing what we should and shouldn't do. If it were that simple you would have done it already. Poor lifestyle choices and health hygiene account for up to 85% of healthcare costs in the U.S. Good wellness hygiene is an essential foundation for resilience, performance, and happiness; while it often seems overwhelming, there are simple practices we can start with. Demystify the mumbo jumbo from a science & life design perspective. Plant your feet firmly on your wellness journey with some easy tips & tools. Walk away with: An understanding of your strengths and weaknesses in creating and maintaining wellness; simple tips for optimizing your wellness routines; clarity around your whys and how's for better health.	Thiemann
The Power of Sleep	Sufficient and good quality sleep is often the first thing to be sacrificed in our busy lives, yet it plays a vital role in our wellbeing. Find out what sleep does to our moods, productivity, weight and long-term health, and make a plan to improve the quality of this essential component of health.	Thiemann
Creating Your Happy Space	Interiors, whether at home or work, need to represent our personality, optimize different activities, as well as providing peace of mind, safety and well-being. Our surroundings play a crucial role in setting us up for success and well-being. This session will allow you to mindfully consider the needs your space can fulfill, and work towards creating an environment that satisfies the many needs we all have, both practical and emotional. We'll examine and re-design our workspaces through the following five lenses:	Thiemann

	<ul style="list-style-type: none"> • Organization for clarity and efficiency • Ergonomics for physical health and vitality • Privacy for productivity and planning • Identity for belonging and goal setting • Sanctuary for peace of mind and reflection <p>You'll leave this session with a plan to customize and adapt your space, large or small, into a place that delights the senses, enhances your work satisfaction, and helps drive you forward.</p>	
Clean Water Starts Here	Having access to a plentiful supply of clean water is critical to life, personal happiness and the health of our communities. It's hard to imagine living in the Land of 10,000 Lakes, but Minnesota has a finite amount of accessible fresh water that's at risk because we're using it at an unsustainable rate and adding many damaging substances that either can't be removed or are very expensive to remove. Water is both highly regulated or not regulated at all, so it often seems that solving water issues is insurmountable. Actually, the opposite is true. This seminar will help you recognize the many opportunities and actions to take that will contribute to a plentiful and clean water supply for years to come. The seminar is taught by a citizen volunteer Master Water Steward.	Nissen
Stop Dieting and Eat Clean	<p>If you would like to get nutrition and weight management right once and for all, this session will help you to eat right, without feeling hungry (or hangry)! Learn from an Instructor who walks her talk! We'll take a look at the building blocks of nutritional groups, known as macronutrients, and how to aim for healthy ratios and portions of each to support weight loss or gain, weight maintenance or supporting an active lifestyle. You'll learn about different preservatives, additives, sugars, fats and other elements that can be counter-productive to a healthy digestive system and a healthy diet, and the hidden cost of many processed, packages and convenience foods. We'll cover menu planning and cooking tips for enjoying simple, healthy "whole" foods for even the busiest family.</p> <p>After this session, you'll walk away with:</p> <ul style="list-style-type: none"> • A food plan for your health goals • A list of foods to include and reduce or eliminate • Online tracking tools, menu plans and other resources 	Thiemann
Diabetes: The Uninvited Dinner Guest	With over 4100 newly diagnosed cases of diabetes every 24 hours, are you ready if you or a family member is told they have diabetes? Learn firsthand from a certified diabetes educator about diagnosis, blood glucose target ranges, what to eat and how to prevent and treat low blood glucose levels. This class is also a great refresher for those who currently have diabetes.	Fox
What is Gut Health & Why do I Need it?	Your gut is home to 100 trillion microorganisms with hundreds of different bacteria needed for digestion, immunity, metabolism, and mental health. Imbalances in this system can affect virtually every area of your health. Learn signs of gut function decline, foods to eat and avoid, the difference between pre and pro-biotics, and tips to improve your gut health. 62 million Americans are diagnosed with a digestion-related condition annually—don't be one of them.	Fox
Spicing Up Your Health	Hidden inside your pantry or cupboard are ingredients used to enhance flavor, however, many of these seasonings have been proven by science to also provide health benefits. Can Turmeric really fight inflammation? Does	Fox

	<p>Cinnamon truly lower blood glucose? Will garlic lower risk of heart disease? Find out which common herbs and spices potentially provide medicinal effects. Hidden inside your pantry or cupboard are ingredients used to enhance flavor, however, many of these seasonings have been proven by science to also provide health benefits. Can Turmeric really fight inflammation? Does Cinnamon truly lower blood glucose? Will garlic lower risk of heart disease? Find out which common herbs and spices potentially provide medicinal effects.</p> <p>Key takeaways:</p> <ul style="list-style-type: none"> • the difference between herbs and spices • health benefits of utilizing herbs and spices • cautions in using specific herbs and spices • how to incorporate and use herbs and spices appropriately • Storage guidelines • Where to start <p>Specific spices discussed: Basil, Oregano, Rosemary, Thyme, Peppermint, Turmeric, Ginger, Cinnamon, Salt, Garlic.</p>	
3 Problems with the Most Popular Diets	<p>There are a lot of choices when it comes to choosing a new lifestyle- should you go keto, Paleo or try that Whole30 challenge?</p> <p>In this interactive workshop, Jenn will share 3 major problems with these popular diets, and why long-term health can be elusive for the majority of folks who try. She will also share her personal experience of the real secret to sustainable lifestyle change.</p> <p>Key takeaways:</p> <ul style="list-style-type: none"> • What does science have to say about these programs • Why strict programs are actually setting you up for yo-yo dieting • How these programs can cause more depression than dietary success • Identify the real secret to sustainable lifestyle change 	Espinosa-Goswami
Organize your Office for Effortless Weight Loss (from cube to cafeteria)	<p>Forget mindful eating- embrace mind-LESS eating! The average person makes 200 food decisions a day, according to Brian Wansink. Re-organize your office space or cafeteria to maximize the principles of eating less...without even thinking about it. The audience will learn:</p> <ul style="list-style-type: none"> • Why containers can make a world of difference • How color and placement impact our choices • The power of utilizing food industry tricks to slim your waistline 	Espinosa-Goswami
Does a Fitbit Keep You Fit? *Can be bundled into a 3-workshop series	<p>Seminar Description: Today, we can measure our calories, our activity level, and even how well we sleep with the use of technology. Devices like the Garmin and Fitbit act as a de facto “personal trainer” for some folks. In this seminar, we look at what a Fitbit can and cannot do for your desired fitness level.</p> <p>Key Learnings:</p> <ul style="list-style-type: none"> • Why movement is important to overall fitness • The distinction between movement and training when it comes to your goals • Fitbit dos and don’ts 	Espinosa-Goswami
3 Mindset Shifts to Accelerate Health	<p>Your body can’t go where your mind refuses to. Join former Jenn, as she shares how to get your mind in shape to change your habits.</p> <ul style="list-style-type: none"> • How to tap into your intrinsic motivation for lasting change • Why infobesity is keeping you stuck in the same health rut 	Espinosa-Goswami

	<ul style="list-style-type: none"> The secret strategy of body-builders for natural body transformation that you aren't aware of 	
Setting Fitness Goals Like an Olympic Athlete *Can be bundled into a 3-workshop series	Do you ever wonder how to get the training discipline of an Olympic athlete? Using her own techniques for training for a half marathon and her background on goal achievement, Jenn shares hacks for reaching your biggest fitness milestone ever! <ul style="list-style-type: none"> The difference between motivation and discipline How to automatically lock in your training success Ways to push through adversity, including nay-sayers, whiners, and Debbie Downers in your own life. 	Espinosa-Goswami
90 Days to Your Best Self *Can be bundled into a 3-workshop series	Have you become infatuated with 30-day health programs or fitness challenges? While these challenges might have high sign-up rates, the majority of participation disappears by day 15. In this seminar, you will learn how to create a 90-day plan to your best self, using the same path to body bliss Jenn uses with her health coaching clients. <ul style="list-style-type: none"> Why 30 days are not enough for any goal The temptation to jump into another challenge (and why that is not serving you) How to create your own personal 90-day plan for health success 	Espinosa-Goswami
Meal Planning Made Easy: Convenience without Counting Anything *Can be bundled into a 3-workshop series	The biggest struggle most health warriors face is what to eat! In this presentation, Jenn shares the Power of 3, and why programs that require you to count or track every bite you eat are setting you up to fail. <ul style="list-style-type: none"> Why meal planning is important to healthy eating What programs like Weightwatchers are missing when it comes to healthy eating A 3-step meal planning process, even if you have allergies or dietary restrictions Why sugar is not the enemy (and what to focus on instead) 	Espinosa-Goswami
Finding your NEAT Beat: The Importance of Non-Exercise for Health	The American Council on Exercise (ACE) recommends getting at least 60 minutes of exercise 4 times a week. Yet, what if you could still reach your activity and health goals through non exercise? Join Jenn to learn about how non exercise activity thermogenesis (NEAT) helps combat the dangers of sitting disease, why gyms are overrated, and specific ways to incorporate more non exercise in your busy lifestyle. All participants get access to a free Workout Style quiz to get moving the right way! Key Takeaways: <ul style="list-style-type: none"> What is sitting disease, and do you suffer from it? Why gyms are not a perfect solution for fitness The research behind NEAT and specific strategies to incorporate non exercise into everyday life at home and the office. 	Espinosa-Goswami
3 Problems with Common Fad Diets	There are a lot of choices when it comes to choosing a new lifestyle- should you go keto, Paleo or try that Whole30 challenge? In this interactive workshop, Jenn will share 3 major problems with these popular diets, and why long-term health can be elusive for the majority of folks who try. She will also share her personal experience of the real secret to sustainable lifestyle change. Key Takeaways: <ul style="list-style-type: none"> What does science have to say about these popular fad diets Why strict programs are actually setting you up for yo-yo dieting 	Espinosa-Goswami

	<ul style="list-style-type: none"> Identify the real secret to sustainable lifestyle change 	
Procrasti-Date: From Inaction to Commitment	<p>Procrastination is one of life's guilty secrets! No matter how well-organized and committed you are, you may find yourself frittering away hours on trivial pursuits. Not only is procrastination a large time waster but chronic procrastination is linked to poorer health, work and relationship outcomes. During this session, we will review the reasons why we procrastinate, create an individual action plan, and discuss what type of accountability best suits you. *Includes the Procrastination Assessment.</p> <p>Key Takeaways:</p> <ul style="list-style-type: none"> What are some reasons that people procrastinate? How does procrastination impact overall health and productivity? Complete an individual action plan to shift inaction to commitment 	Espinosa-Goswami
Fathead: On Weight and Worth in Women (Edtalk April 2020)	<p>Up to 90% of women are unhappy with their bodies. This effect is being felt in the younger generation, as parents raise their children in the world where up to 40% of kids are obese. Jenn will share her personal experiences as a former fat girl and mom to two beautiful daughters, and help the audience shift the conversation from weight to worth.</p> <p>Key Takeaways:</p> <ul style="list-style-type: none"> What role do parents play in body image What the obesity paradox tells us about the true dangers of obesity Why are kid-friendly weight loss apps like Kurbo actually a mistake and how to become a body positive advocate 	Espinosa-Goswami
Alzheimer's Awareness	<p>Understanding a dementia diagnosis can be confusing and difficult to grasp all of the many differences involved. Attend this seminar for education, understanding of the slow progression of the disease and see that when you meet one person with a dementia diagnosis, you've only met one person with a dementia diagnosis.</p>	West
A More Balanced You	<p>Is your plate overflowing with stress and responsibilities? Is your to-do list never ending? Are you forgetting important things? We all have the same 1,400 minutes in a day and often times it is our own perceptions of things that can keep us stuck and unbalanced. By attending this seminar, you will learn time-saving techniques for self-care, the importance to slow down and improve your sense of well-being.</p>	West

A Healthier YOU in 2019!	What does your picture of health look like? What are a few things that you could do better? Learn strategies to improve your own health - because you are worth it! Decide for yourself what changes are needed and then we can discuss the action steps to make them happen for you in 2018.	West
Preventing Caregiver Burn-Out	If something were to happen to you - where would the person that you care for go? Learn strategies and tips that can keep your life balanced and not burnt. Building a team of support and be your greatest asset when you need it the most. Discover the community resources that can support you!	West
Solutions for Your Employee Caregivers: A Workshop for Employers	One in four full time employees is caring for an elder or disabled relative. The costs of family caregiving to employers are substantial including absenteeism, tardiness, and low productivity. And there are health implications. Family caregivers report increased strain, anxiety, fatigue and have higher medical bills. Many employers are increasingly aware of caregiving issues but do not know how to respond. To create a caregiver friendly environment, managers and supervisors can benefit from training to effectively deal with employee caregiver issues.	West
The Power of Laughter	Could you incorporate more laughter into your life? Laughter affects human physiology by reducing pain, strengthening our immune system and decreasing stress. Learn some simple tools and laugh a little along the way. Increasing humor helps put life's trials and tribulations into perspective and allows us to take ourselves less seriously.	West
WHO GETS WHAT, When I am Gone?	Making sure the memories and the meaning travel on with your mementoes. Learn how to find ways to connect our dearest things with our dearest people. And while we are at it, what do we do with all the not-so-meaningful "stuff" we have accumulated throughout the years? Learn how to be proactive in dealing with a lifetime's accumulation of possessions and explore helpful tips on how to get started.	West
Caring for Someone Else? Build Your Own Team of Support to Continue to Care	Who's taking care of me while I watch over you? What keeps you from taking care of yourself? We all have the same 1,400 minutes in a day and often times it is our own perceptions of things that can keep us stuck and unbalanced. By attending this seminar, you will learn time-saving techniques for self-care, to identify physical, emotional and mental tools that can fit into your busy schedule, and how to improve your team of support.	West
Communicating Effectively with your Healthcare Provider	Ever wonder if there is a way to improve communication with your health care providers? This seminar will help anyone who wants to increase communication, get more out of your office visit and create a team approach towards your health care needs. By learning effective communication techniques, you will save time and energy by making the most of your health care provider visits.	West
5 Morning Rituals for a Healthier Day	Did you know that the most successful people in the world have already accomplished 5 major habits every morning before 7? No early bird herself, Jenn	Espinosa-Goswami

	<p>will share principles based off of Hal Elrod’s internationally best-selling book, The Miracle Morning, and how it supercharged her health.</p> <p>Key Learnings:</p> <ul style="list-style-type: none"> • Begin appreciating the benefits of early morning rituals • Understand the importance of cornerstone habits for lifestyle change • Implement a 30-day action plan to shift from night owl to early bird 	
<p>*Can be bundled into a 3-workshop series</p>	<p>You wish you had more willpower but feel like you are just weak-willed. The good news is- willpower is a muscle you can train. Learn how willpower actually works and how to flex it like a body-building champ.</p> <ul style="list-style-type: none"> • What the “marshmallow study” on willpower tells us • Why we have been led to believe that willpower can be used up • Strategies to strengthen and flex your willpower in situations you have always succumbed to 	Espinosa-Goswami
<p>Calories Don’t Count, So Stop Counting Them!</p> <p>*Can be bundled into a 3-workshop series</p>	<p>Most health programs focus on counting calories. Yet, these same programs have a seriously high drop-out rate! Find out why calories don’t really count when it comes to health, and how to stop counting anything while still reaching your goals!</p> <ul style="list-style-type: none"> • What a calorie really measures (and how your body uses it) • Why limiting calories may be short-changing your health goals • Find an easier process to eating less without counting anything 	Espinosa-Goswami
Specialty Foods and Diets	<p>You avoid gluten, dairy, grains or other entire groups of foods. Not because it’s trendy, but because you suspect a food intolerance or allergy. In this special workshop, we will discuss the difference between intolerances and allergies, and the correct way to use elimination diets for your best health (including whether you need “gut healing”).</p> <ul style="list-style-type: none"> • How certain foods impact your gut and well-being • A brief history of the top allergy-causing foods • How to create a 6-week elimination plan to trouble-shoot what’s really bothering you 	Espinosa-Goswami
Movement Maximizers for Cube-Dwellers	<p>Think you need a company gym to get fit at the office? Or that you need to spend 8 hours a week hitting the pavement? Jenn debunks the common gym myths and shares a simple exercise prescription to make the most of the brief “movement breaks” in your long day. She will also share her top tools to boost fat burning, even while you sleep! The audience will discover:</p> <ul style="list-style-type: none"> • Why most gym members stop going within 5 months • How to get fit in just 10 minutes a day • The best way to burn fat while you sleep (it’s not what you think!) 	Espinosa-Goswami
Resolution Solutions	<p>Did you know that up to 65% of resolutions die by February 1? Join Espinosa-Goswami, health coach, for powerful solutions to turn your resolutions into reality. The audience will discover:</p> <ul style="list-style-type: none"> • Why SMART goals are really dumb • How to establish milestones to long-term success • The truth about accountability partners and how to find the support you really need 	Espinosa-Goswami
Self-Care: Do You Make Yourself a Priority?	<p>Self-Care and well-being go hand in hand. Self-Care is tending to and balancing our whole self- mind/body/spirit. If we are not our priority how can we help anyone else? We all have the capacity to make ourselves better today than we were yesterday. We all have the ability to mitigate the daily stresses of everyday</p>	Duncan

	<p>living. And, we all could use some inspired guidance to help us find our own path to inner strength and resilience.</p> <p>We will explore stress, health and the healing benefits of truly attending to your body, mind and heart. We'll delve into the healthful advantages of breath, mindfulness, movement, sleep and nutrition. We'll learn about how we can rewire our brain, neuroplasticity, and why it is important to create space for creativity, self-care and self-compassion. We will discover the ways you can apply all of this into your daily life</p>	
Strength of Spirit: Resiliency, Self-Compassion, Self-Care	<p>What is resilience? Why does resilience matter? How can I become more resilient? We all have the capacity to make ourselves better today than we were yesterday. We all have the ability to mitigate the daily stresses of everyday living. And, we all could use some inspired guidance to help us find our own path to resilience.</p> <p>Our one-hour sessions will explore stress, health and the healing benefits of truly attending to your body, mind and heart. We'll delve into the healthful advantages of breath, mindfulness, movement, sleep and nutrition. We'll learn about epigenetics, the neuroplasticity of the brain and why it is important to create space for curiosity, creativity and self-compassion. We will discover the ways you can apply all of this into your daily life.</p>	Duncan
Meditation Made Easy	<p>You've heard meditation is good for you, but you don't quite know how to get started? Come have some fun while learning 'how to meditate' tips.</p> <ul style="list-style-type: none"> • Learn how easy mindful meditation can be • Experience several forms of meditation • Learn techniques to combat stressors 	Incorporate Yoga - multiple instructors
Chair Yoga Class	<p>Enjoy this 45-minute Yoga class where you remain seated or standing the entire time. This is perfect before a board meeting, a group activity or a reoccurring event at your place of work. You will leave feeling refreshed and peaceful – ready to start your day. No Yoga clothes required!</p>	Incorporate Yoga - multiple instructors
Stress Less at Work! An Introduction to Chair Yoga and Mindfulness Meditation	<p>Mindfulness meditation and gentle yoga teach moment-to-moment awareness that can help to better manage everyday stresses at work and in life. This gentle practice helps one recognize habitual patterns and reactions to stress while learning to develop new ways of becoming more present and living a more meaningful, calm, and productive life. This seminar will introduce participants to the method of breathing as a stress reduction tool and bring awareness to how the mind affects our bodies and our physical health. Benefits include the ability to reduce workday stress and muscle tension, leaving one physically, emotionally and intellectually rejuvenated.</p>	Incorporate Yoga
Mindful Walking	<p>When practicing mindfulness, we focus our attention on the behavior we are performing in that moment. Rather than sitting in meditation, mindful walking is an active meditation. We stay consciously aware of our movement. Requires room for group to slow walk.</p>	Incorporate Yoga
Max Meditation	<p>The Max Meditation System is specifically designed to teach you how to meditate, no matter your experience level. It uses breathing, deep-body relaxation, as well as passive, active and guided meditation. This system is unique and effective because of its fluid blend of meditation techniques from all over the world. Likened to a yoga class for the mind - this class is made up of 5 components designed as a complete system to ensure full relaxation. No</p>	Incorporate Yoga

	<p>experience is needed. Anyone, including practiced meditators, can experience the deep relaxation and rejuvenation with this system.</p> <ul style="list-style-type: none"> • Find out what type of mediation works for you • Experience a long group dynamic that will help you carry peace and relaxation throughout the rest of your day • Feel the effects of meditation 	
Mindfulness of Emotions	Mindfulness is the art of paying attention to our current moment experience. By becoming mindful, we learn to respond to our circumstances rather than react to them. We will explore techniques to help us notice emotions without the need to repress them or express them.	Incorporate Yoga
Mat Yoga Series	Join us for a progressive 4 class series of Yoga classes. We will start out with a beginner class where we will learn some of the basic breath work and principles of yoga. 2nd we will move onto a class with the basic foundational poses. Our 3rd class will be heart and hip openers to combat sitting at a desk all day. The 4th class will be teaching a flow of yoga poses, called sun salutation, that hits all of the major muscle groups. The sun salutation will be a takeaway flow that people can use as a tool moving forward. People should wear comfortable clothes and bring a water bottle if possible	Incorporate Yoga
Mastering Motivation for Life	What does “being motivated” mean to you when it comes to making changes with your health or other areas of your life? If you think it means having no struggles or conflicting desires, then this class is for you! Learn the killers of motivation, determine where you are in the “Ready to Change” Ladder, and discover how to get and stay motivated with your efforts and how to handle a relapse.	Fox
Laughter Yoga Classes – Create a Healthy Habit of Laughter	Are you... stressed to the max? Down in the dumps? Unable to exercise but wish you could? Feeling creative brain drain? Helping others so much you get anxious or experience compassion fatigue? Research shows that the easiest remedy to some of our most common stressors could be the very thing we carry with us all the time: LAUGHTER. Being silly is what it’s all about. Seriously. You’ve never had so much fun as you’ll have with Sarah! You’ll let your inhibitions go and laugh like you’ve never laughed before! Experience all the health benefits of laughter in this interactive session, where we’ll be playful and silly as we weave our way through laughter exercises and games designed to give you and your funny bone a workout. We’ll throw in the history of Laughter Yoga and add a laughter meditation to get your giggles on! Sarah will have you feeling positive and energized in no time. You’ll find self-care secrets, tips for workplace wellness and stress management tools that you can use with family, friends and co-workers alike. You’ll be sure keep laughter on your frontline from now on!	Incorporate Yoga
Your Life in Balance	Even when you're not thinking about it, your body is balancing—hiking on a wooded trail, biking down the street, even walking up the stairs. By training to develop greater balance, you will recognize improvements in coordination, athletic skill, core strength and posture. This in turn will result in fewer injuries and greater stability as you age. Learn the fundamentals of balance and how to easily train for better balance – for a better life!	Incorporate Yoga
The Amazing Benefits of Non-Exercise: How Little	It’s not all about exercise! Every day you can burn calories by adding Non-Exercise Activity Thermogenesis (NEAT) techniques into everything you do. It’s as simple as tapping your toes or walking while you’re talking on the phone. Studies	Incorporate Yoga

Movements Add Up to a Healthier Day	have shown the amount of activity you get daily, outside of your 30 minutes of exercise, might be even more important for your overall health. You'll learn more about NEAT research and findings plus over 25 simple NEAT activities to use daily!	
Enhance Your Life Through Mindful Living	<p>This presentation will offer a deeper understanding of the art of mindful living. We will discuss practical ways to incorporate conscious awareness into everyday life experiences. Mindfulness is the art of paying attention to our current moment experience. By becoming mindful we learn to respond to our circumstances rather than react to them</p> <ul style="list-style-type: none"> • Gain a deeper understanding of the benefits of mindful living • Take a 10-minute inventory, access your personal state of mindfulness • Experience practices that can be utilized in everyday life 	Incorporate Yoga
Mastering Motivation for Weight Loss	What does "being motivated" mean to you when it comes to weight loss and your health? If you think it means having no struggles or conflicting desires, then think again. This class will cover the killers of motivation, so you can avoid these pitfalls, help you discover where you are in the "Ready to Change" Ladder, and provide ideas on how to handle a relapse.	Fox
Recognizing and Overcoming Emotional Eating	Do you ever eat when you're not hungry? Why? Is it stress, emotions, cravings or just pure enjoyment of food? This class will help you evaluate why you feel certain ways about food and discover possible patterns and habits you may have and ideas to overcome them.	Fox
Creating a Fit and Healthy You	Wanting and knowing how to improve one's health are two different things. This class will help participants determine if they are ready and motivated to make desired health changes. Those that are can then determine their body mass index (BMI), healthy goal weight, estimated daily calorie and nutrient needs, total fat requirements, eating and exercise plan and develop a SMART goal for ongoing success. A pen/pencil, calculator and desire to move forward are required for this class.	Fox
Eating Right for Brain Health	The need for antidepressants is on the rise and Alzheimer's is the most feared disease behind cancer. Class discusses foods to avoid, the best foods to consume and other tips to improve your brain health.	Fox
Going Skin Deep	The skin is our largest organ and we absorb 60-70% of what we put on it. Many of our skin care products contain toxins which are banned in other countries. These toxins can contribute to obesity, thyroid issues, and hormonal concerns. Learn about ingredients to avoid, nutrition for the skin, and replacement skin care product ideas.	Fox
Nutrition for the Older Adult: Are You SMART?	Today's older adult faces many challenges when it comes to taking good care of themselves. This class will provide the older adult with information on how they can be SMART: A Savvy Shopper, being Meal Minded with good nutrition, Active, Resource Ready, and Tip-top when dealing with physical, social, emotional and medical limitations.	Fox
Going Against the Grain: "Is Everything in Moderation" Really OK?	With so much information on nutrition available, are you ever confused as to what to eat or who to believe? Based on a dietitian's personal quest for answers on wellness, this class will take you on a journey to sort out the mish mash of information "out there". Topics discussed include cravings, what to look for	Fox

	when purchasing food and vitamins, how to reduce daily toxin exposure and tips for gradual implementation to promote health and wellbeing for your entire family.	
Relax More with Movement and Meditation	Did you like the Relax workshop? Would you like to go deeper into relaxation? This continuation workshop will give you even more tool to dive deeper into short techniques that will give you to tools to control your fight or flight response and get ever MORE relaxed. This can be used as a follow up to the Relax workshop but Relax is NOT a pre-request, anyone can join.	Incorporate Yoga
Laugh Your Way to Better Health!	Are you challenged by time or other inhibitions to put exercise into your life as a routine that you will stick to? Did you know that if you add a healthy Laughter Practice to your daily routine (15-20 minutes of hearty laughter) you can lose 4 pounds in a year?! Not bad for not going to the gym! You don't even have to have a sense of humor!	Incorporate Yoga
Everyday Strength	Life is 3-dimensional. We reach, bend, twist, lean, turn and change direction all day long. To be stronger in everyday life we need what's called functional strength. Functional strength is the strength that gets us through the day when we need to get it done safely and effectively! Have fun and learn strategies to stimulate and strength your whole body through play, flow and natural movement.	Incorporate Yoga
Relaaaaax	You may have heard that a little bit of stress is actually <i>good</i> for you. In the just-right amount, that adrenaline rush can power you through a long day at work, boost your workouts and help you complete your "to do" list. But, while it feels good to conquer the day, in the end, it just simply feels better - and is more beneficial to your health - to <i>relax</i> . Rest and relaxation protect your heart, lowers your risk of catching a cold, boosts your memory, lowers your risk of stroke, lowers your risk of depression and even stops weight gain – just for starters. Learn tools and techniques to use every day whether you have one minute or one hour available. You will walk away feeling...relaaaaaxed.	Incorporate Yoga
Mastering Motivation for Life	What does "being motivated" mean to you when it comes to making changes with your health or other areas of your life? If you think it means having no struggles or conflicting desires, then this class is for you! Learn the killers of motivation, determine where you are in the "Ready to Change" Ladder, and discover how to get and stay motivated with your efforts and how to handle a relapse.	Fox
Mastering Motivation for Weight Loss	What does "being motivated" mean to you when it comes to weight loss and your health? If you think it means having no struggles or conflicting desires, then think again. This class will cover the killers of motivation, so you can avoid these pitfalls, help you discover where you are in the "Ready to Change" Ladder, and provide ideas on how to handle a relapse.	Fox
Recognizing and Overcoming Emotional Eating	Do you ever eat when you're not hungry? Why? Is it stress, emotions, cravings or just pure enjoyment of food? This class will help you evaluate why you feel certain ways about food and discover possible patterns and habits you may have and ideas to overcome them.	Fox
Creating a Fit and Healthy You	Wanting and knowing how to improve one's health are two different things. This class will help participants determine if they are ready and motivated to make desired health changes. Those that are can then determine their body mass index (BMI), healthy goal weight, estimated daily calorie and nutrient needs,	Fox

	total fat requirements, eating and exercise plan and develop a SMART goal for ongoing success. A pen/pencil, calculator and desire to move forward are required for this class.	
Eating Right for Brain Health	The need for antidepressants is on the rise and Alzheimer's is the most feared disease behind cancer. Class discusses foods to avoid, the best foods to consume and other tips to improve your brain health.	Fox
Going Skin Deep	The skin is our largest organ and we absorb 60-70% of what we put on it. Many of our skin care products contain toxins which are banned in other countries. These toxins can contribute to obesity, thyroid issues, and hormonal concerns. Learn about ingredients to avoid, nutrition for the skin, and replacement skin care product ideas.	Fox
Nutrition for the Older Adult: Are You SMART?	Today's older adult faces many challenges when it comes to taking good care of themselves. This class will provide the older adult with information on how they can be SMART: A Savvy Shopper, being Meal Minded with good nutrition, Active, Resource Ready, and Tip-top when dealing with physical, social, emotional and medical limitations.	Fox
Going Against the Grain: "Is Everything in Moderation" Really OK?	With so much information on nutrition available, are you ever confused as to what to eat or who to believe? Based on a dietitian's personal quest for answers on wellness, this class will take you on a journey to sort out the mish mash of information "out there". Topics discussed include cravings, what to look for when purchasing food and vitamins, how to reduce daily toxin exposure and tips for gradual implementation to promote health and wellbeing for your entire family.	Fox
Food with Function	All food is essentially functional at some level as it provides calories and nutrients to sustain life, however, more foods are available than ever before that contain increased amounts of bioactive food compounds because of their role in disease prevention and risk reduction. Americans are turning to more of these foods because of their associated health benefits.	Fox
Dousing the Fire of Inflammation	Inflammation. You've probably heard the term, but did you know it is behind the majority of all Western diseases? This class will cover common signs and symptoms of hidden inflammation, how you may have acquired it and how to prevent, reduce or douse it.	Fox
Managing Stress Naturally	"Managing Stress Naturally" begins with a personal stress survey to help participants gauge their stress exposure. Topics include sources of stress, "good" versus "bad" stress, and effective ways to manage in a natural, holistic way.	Dr. Kriva
Raising Healthy Kids in the New Millennium	"Raising Health Kids in the New Millennium" is a workshop that covers a variety of health topics, including: nutrition, exercise, natural approaches to treating common childhood health problems (such as ear infections), and overall enhancement of health.	Dr. Kriva
Sleep, the Great Battery Charger	This talk discusses how important sleep is to overall health. The physiological effects of proper amounts of sleep are discussed. Also included is an introduction to the cutting-edge research being done in the field of Epigenetics,	Dr. Kriva

	which shows how critical sleep is to the proper functioning of each cell in the body. Finally, tips for achieving excellent sleep are covered.	
The 85% Path to Peak Performance	Wanting and knowing how to improve one's health are two different things. This class will help participants determine if they are ready and motivated to make desired health changes. Those that are can then determine their body mass index (BMI), healthy goal weight, estimated daily calorie and nutrient needs, total fat requirements, eating and exercise plan and develop a SMART goal for ongoing success. A pen/pencil, calculator and desire to move forward are required for this class.	Dr. Kriva
Heart Health: Concepts and Controversies with the Latest Guidelines	As Heart Disease is the number one cause of death in this nation, this class will focus on the recently released heart health guidelines. Controversial topics regarding increased Statin medication use, saturated fat intake, eggs, dietary cholesterol, butter versus margarine and low-fat diets will be discussed. Find out both sides of the story, so you are better armed to make decisions regarding your health and why the "one-size-fits-all" approach isn't always the best.	Fox
Managing the Supermarket Aisle by Aisle	Grocery shopping can be a drag—especially if you're not exactly sure what is a healthy choice and what isn't. This class will take you down an aisle by aisle tour to help you determine what foods to purchase and what items to avoid. Nutrition facts, food labels and need for organic foods will also be discussed.	Fox
What's for Dinner (Developing Personalized Menus)	Deciding what to have for dinner can be challenging, especially if you don't have a plan. This class takes a step by step approach to help you establish a week's worth of meals that can then be revised and expanded upon for weeks to come. Food groups, portion control, snack ideas and tips for optimum nutrition will also be discussed. You won't find yourself wondering "what's for dinner" after taking this class.	Fox
Understanding Mental Illness in the Workplace	1 in 5 adults have a mental illness that can impact absenteeism and presenteeism at the workplace. This means an average of 27 lost workdays per year, 9 sick days and 18 days of lost productivity for each employee with a mental illness. It is also the leading cause of short-term and long-term disability. This training will provide a brief overview of mental illnesses, will increase your understanding of why disclosure is difficult, and will offer information on providing accommodations in the workplace. Employers with proactive mental health programs see financial benefits, higher productivity, motivation, and reduced absenteeism.	NAMI
Good Mental Health in the Workplace: Five Things You Can Do	Learn the five things you can do to create a workplace that values good mental health. Participants will learn how to promote good mental health (including dealing with stress), the common symptoms of a mental illness, how attitudes and language impact people with mental illnesses, and accommodations for a mental illness. This one-hour class is for small or large companies or organizations and can be offered over the lunch hour.	NAMI
Creating Caring Communities in Minnesota: Five Things You Can Do	Learn about mental illnesses, the impact of negative attitudes and five things each of us can do to make Minnesota a better place for people who experience a mental illness. This one-hour class is for any community or organization interested in learning about mental illnesses and helping to change attitudes towards mental illnesses.	NAMI

Question, Persuade, Refer (QPR)	Learn the three steps anyone can take to help prevent suicide. Just like CPR, QPR is an emergency response to someone in crisis and can save lives. QPR is the most widely taught gatekeeper training program in the United States, and more than one million adults have been trained in classroom settings in 48 states. This one-hour class is for members of the community over the age of 16 who want to learn best practices in suicide prevention.	NAMI
In Our Own Voice	Understand the journey of people with mental illness in recovery. IOOV is a unique public education program in which two trained speakers share compelling personal stories about living with a mental illness and achieving recovery, demonstrating that there is hope for recovery for people with mental illnesses. The presentation includes personal stories and video clips, as well offering an opportunity to ask questions. The IOOV program has touched many lives and is effective in reducing the stigma surrounding mental illnesses. This 90-minute class is for any groups interested in learning more about mental illnesses and recovery.	NAMI
Mental Health 101 For Cultural Communities	Learn about mental wellness, mental illnesses, diagnostic assessments and treatment plans. This one-hour workshop is presented in English and is designed for cultural community interested in learning more about mental health.	NAMI
Wellness Series	Learn how different areas of wellness influence mental health. We are excited to offer a four-part wellness workshop series that will bring employees or community members together. The topics include: Self-Care & Mindfulness, Nutrition: Eating with Mental Health in Mind, Physical Activity & Mindfulness, and Sleep Health. These 60-minute interactive workshops will include discussion, educational resources, and more.	NAMI
Adult Mental Health First Aid	<p>Mental Health First Aid is an 8-hour course that teaches you how to help someone who is developing a mental health problem or experiencing a mental health crisis. The training helps you identify, understand, and respond to signs of mental illnesses and substance-use disorders. Attendees will:</p> <ul style="list-style-type: none"> • Grow their knowledge of signs, symptoms and risk factors of mental illnesses and addictions. • Can identify multiple types of professional and self-help resources for individuals with a mental illness or addiction. • Increase their confidence in and likelihood to help an individual in distress. • Show increased mental wellness themselves. <p>Studies show that the program reduces the social distance created by negative attitudes and perceptions of individuals with mental illnesses.</p>	Shamp
Breaking YOUR Distress Cycle	<ul style="list-style-type: none"> • 1-hour workshop • Participants will be able to identify personal triggers and try out techniques in breaking a distress cycle impacting them in their daily lives. <p>Are you having one of those days where you are running late for work? The kids are fussy and not ready for school? You reach for your cell phone and realize you left it at home?</p> <p>Now is the time to break Your Distress Cycle. This one-hour workshop will describe the relationship between thoughts, emotions, and behaviors that impact our lives. Not only will you be able to identify triggers of stress, but through the acceptance of the stressors in our lives, begin to build skills that break the distress cycles we experience.</p>	Shamp

	Resilience & Wellbeing	
Personal Effectiveness: Navigating with Confidence When Change Happens	As the old saying goes, “Things Change.” And when things change, especially if the change is happening <u>to us</u> , it can be unsettling. Most people focus on managing the (potential) outcome of the change. This is usually a huge mistake, since there are typically many factors involved in the outcome. Since change is more often a “when,” not an “if,” learning how to <i>manage ourselves and not the outcome</i> when change occurs (or may be pending) is a key skill to making sure we come out on top. This workshop explores ways to manage ourselves and how to think differently when change occurs to get results that work for us!	Alch *All sessions ADDITIONAL \$150
Work/Life Balance: The Goldilocks Principle	In a world where the new mantra is “Doing more with less,” people are feeling more and more pressure to meet the often-competing demands of work with their personal life. There is only so much time available in a day. This workshop explores how to find the right balance for YOU between your work life and your personal life. Values, life expectations, and your personal beliefs are examined - and challenged.	Alch *All sessions ADDITIONAL \$150
Why Are Women So Strange & Men Are So Weird?	At the heart of any business is relationships – between team members, customers, and supervisors. Excellent communicators have better relationships at work and home. They climb the ladder of success more effectively and achieve greater success. It is no secret that communication runs our lives. This session takes a very hilarious look at how men and women think, speak, and make decisions differently. Turn your audience into great communicators! A popular favorite for general sessions or an hour of comedy.	Christopher
BAMBI VS GODZILLA: Dealing with Difficult People	Difficult people are everywhere! They can be customers, co-workers, bosses, neighbors, even spouses. This program humorously reveals the six basic difficult personality styles that are out to drain you and your organization of vital energy. You will learn what they do, why they do it, and what you can do about it! Your group will learn how to stay empowered in the face of negative, reactive, and draining people – and laugh while they do it.	Christopher
ARE WE HAVING FUN, YET? Attitude, Humor, and Peak Performance	In this very humorous session, the audience learns the power of a positive attitude and the secrets only OPTIMISTS know! They will discover how attitude creates success, shapes moods, and is contagious. Great for employee motivation, sales and customer service training, stress, management, leadership and personal life attitude adjustments. Very funny, great stories, and excellent content. The most important thing about you is your attitude. Studies have shown that people with a positive attitude -- get sick less often, have better relationships, and are more successful in their careers. Attitude is contagious and helps to create an energized work environment. We would all like to have a positive attitude. Laugh and Learn!	Christopher
Leap! The Net will Appear	There are three kinds of people: Those that make things happen, those that watch things happen, and those that say, “What happened?” Everyone secretly wants to be a mover and shaker, but fear of failure holds many prisoners. This highly interactive session will have the audience literally coming out of their seats by learning to leap from procrastinations and crash through comfort zones. Your group will learn how to make fears disappear, visualize goals, move forward and have fun doing it!	Christopher
Innovate or Stagnate	Keeping Pace with Change and Adversity Life is change – growth is optional. How true! If there is one thing we can count on in life, it’s change: corporate reorganizations, down-sizing, mergers, technological advances. How can we keep up? This session shows how to become a SURF-RIDER, learning to ride the	Christopher

	waves of change, instead of being overwhelmed by them. Your group will discover how to embrace the opportunities of change and yell, “Surf’s Up!” Change happens—but we can control how we respond to it.	
The Power of Perception: How What You See is What You Get	It has been said that “Perception IS Reality.” When it comes to our relationships with people, our perceptions play a significant role. Our perceptions about others and ourselves can often create illusions, which hinder our success and our ability to perform at the highest level of achievement. How we perceive our co-workers, customers, teammates, and all the people around us has a profound impact on their morale, motivation, and performance. The objective of this seminar is to show how “what you see is really what you get” in life. Our perceptions always take center stage in our personal and professional lives and form the basis of our prosperity and productivity. People show up for you according to your perceptions you have of them.	Christopher
It’s Hard to Lead the Charge If They Think You Look Funny on a Horse	Leadership, Management, and Self-Esteem Not all managers are leaders, and not all leaders manage! Think about it. What does it take to lead the charge and pull ahead of the pack? It all begins with you and how comfortable you feel “in the saddle.” The art of leadership is knowing how to lead yourself to where you want others to follow. This entertaining seminar will teach you how to get on the horse, lead the charge, and bring others along with you. You can only perform up to the picture you have of yourself.	Christopher
“Connecting with Happiness,” a playshop	In conducting interviews for his book, Full Heart Living: Conversations with the Happiest People I Know, psychologist Tom Glaser discovered that happiness is connecting—with ourselves, others, and our passions. Through practicing deep listening and utilizing cultivated “Conversation Sparks,” this beloved “playshop” provides participants an immediate experience to enhance such connections, leading to more satisfying relationships and a happier life.	Glaser
Resilience and Trauma: 9 Pathways to Restoring Vitality Following Trauma	<p>What is trauma? How does it affect us? And perhaps more important, after experiencing trauma, how can the power of resilience lead beyond surviving to thriving?</p> <p>In this interactive workshop, you’ll start by viewing inspiring videotaped interviews of trauma survivors explaining what trauma means to them and how, in overcoming it, they catapult themselves into living life with greater meaning and purpose. Psychologist Tom Glaser then further explores the nature of modern trauma, emotional triggers, and how the Nine Pathways of Resilience restore equilibrium and allow trauma survivors to thrive. The resilience and spirit trauma survivors inhabit informs all of us of how to live better, fuller, more meaningful lives.</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> • Expand your appreciation of the broad nature of trauma • Increase your understanding of “emotional triggers” • Identify at least one new strategy for enhancing resilience 	Glaser
Trauma: It’s Not Just Affecting Our Clients – Workers Feel It, Too	“Secondary trauma” is a term you’ve heard many times. You know about it, but what are the steps to understanding its effects and reducing those effects on your own life? Parenting, loving partnerships, collaborating with co-workers, your extended family - every aspect of your life can be influenced by the impact of trauma on your clients, and the ways in which you carry it with you. You deserve to have tools to assure that being a caring professional doesn’t cost you your own peace of mind.	Feigal

What's Your Relationship with Mistakes?	<p>Maybe you were raised by a perfectionistic parent, maybe your previous boss had no tolerance for mistakes, maybe you just really want everything to go flawless. If you are even just a little bit human however, you will make mistakes and you will encounter coworkers, bosses, friends, and family who at times make a mistake. Your relationship with mistakes is unique, it's the result of many different factors and influences, and it can help or hurt your present performance. This seminar:</p> <ul style="list-style-type: none"> ▪ Helps you reflect on your personal mistake-narrative ▪ Provides practical tips to handle mistakes in such a manner that you learn from them ▪ Helps you address other people's mistakes in a positive and principled manner 	Moors
How Do You Keep Your Cool When Dealing with 'Difficult People'?	<p>You may be a member of a great team, you may excel in your job, and you may have an awesome manager yet this does not protect you from complicated and tense interpersonal situations with coworkers, clients, and other stakeholders, put more bluntly, from having to deal with 'difficult people.' This is a practical session during which we will walk through several models that help you analyze and navigate difficult situations more effectively. Examples of what this session covers are:</p> <ul style="list-style-type: none"> ▪ Self-critical questions to assess your own role in tense situations ▪ The Core Qualities model about the connection between strengths and hot buttons ▪ A model for applying different types of thinking to allow a variety of perspectives 	Moors
What's This Thing Called 'Change Intelligence'?	<p>You are smart and insightful, and you know how to do your job. You have dealt with quite a few personal and professional changes in your life, yet it's not always easy. Change and transition can take us by surprise and drain us. Having to let go of what's familiar to embrace the unknown is quite the challenge and for many of us, change is pain. This seminar provides you with insights and tips to strengthen your change intelligence and agility. Some of the topics we will cover are:</p> <ul style="list-style-type: none"> ▪ Change and learning agility self-assessment ▪ Transition preparation and management ▪ Tips to better equip you for change 	Moors
Keys to Improve Trust and Credibility	<p>Productive collaboration within and across teams and successful team leadership are built on a foundation of trust and credibility. A team without trust is not a team, but a group of individuals working together, probably with subpar performance. It doesn't matter much how capable or talented you are, without trust among team members, most people do not reach their full potential. However, when team members feel safe in an atmosphere of trust, they will share, open up, take risks, expose vulnerabilities, and act accountable without wasting time being overprotective of their interests. In this engaging, practical seminar you will gain insights and tips to:</p> <ul style="list-style-type: none"> ▪ Make use of Kouzes' and Posner's 6 A's to restore credibility ▪ Apply Stephen Covey's 13 trust-building behaviors to your situations ▪ Benefit from innovative exercises and techniques to continually strengthen trust between people. 	Moors
Goal Setting for Powerful Results	<p>In this talk the power of goal setting is revealed. The audience is taken step by step through the process of effective goal setting and given tools to accelerate the accomplishment of their goals. This is done in a workshop format, so every</p>	Kriva

	class participant will leave with their own set of personal and professional goals.	
The Power of Your Dreams	This talk focuses on the power of setting goals for your life. It covers the basic seven steps to goal setting, but more importantly discusses how to supercharge your goals to get the best results in the shortest amount of time. This talk is entertaining and inspirational and tremendously powerful for those who choose to use this information in their lives. It is based in part on Dr. Kriva's award winning book Let Your Innate Sing; The Key to Achieving the Life of Your Dreams. Take home message: People who have written goals accomplish more in less time than those who don't, goal setting, done right, can be fun and tremendously effective, goal setting is an essential tool to achieving the life of your dreams.	Kriva
Change Yourself, Change Your Community	Building a better and kinder community starts with you. Discover how self-awareness and improvement can positively shape and impact your community	Hall
Keeping the Main Thing the Main Thing	In this seminar, participants will assess how they use their time based on what is important or unimportant. You will explore a process of time management based on what is personally important to you.	Bernabei
Learn from Mistakes and Failures	This session focuses on (1) the beliefs we form about ourselves from the messages we receive from others when we make mistake or fail, (2) what keeps us stuck in our comfort zone, and (3) more effective ways of responding to our own mistakes and the mistakes of others.	Bernabei
Knowing How to See Things Differently: Using the Frame	The Frame helps us understand why we are getting the results we are getting out of life. The session examines (1) the tendency we have to blame others when we are not getting the results we desire, (2) how our 'need to be right' activates blame, (3) how curiosity helps us to get better results, and (4) what we can do to see more or differently.	Bernabei
Resolving Conflict Heart-to-Heart	For most people conflict seldom results in a satisfactory resolution. After examining several habitual but ineffective responses to conflict, this session focuses on a new way to see conflict. It presents (1) a number of strategies for making conflict situations productive for all involved, (2) a process for preparing for effective conflict resolution, and (3) a simple but practical tool we can use when we have handled a situation in a problematic way.	Bernabei
The Power of Beliefs	Beliefs play an important role in determining our success or failure. Because beliefs impact how we see, believing is the beginning of achieving. Our beliefs are the lens through which we see reality. In this session, participants will understand the power of beliefs in determining the quality of their relationships, experiences and work, and understand how the Law of Beliefs and the Law of Conviction operate in their lives. Participants will also learn a process by which they can detect false beliefs and develop a way to prevent false beliefs from limiting their potential.	Bernabei
Staying on Track: Giving and Getting Feedback	Growth and improvement in our individual and collective effectiveness require frequent and helpful feedback from and for others. This session provides means by which we can reduce defensiveness and give and get feedback effectively.	Bernabei
Essentials for Reasonable Living	According to James Garbarino, we live in a socially toxic environment. Knowing what the best use of our time and talents is, how much is enough and how much is too much, illustrates toxicity. This seminar tackles this important issue and offers essential ideas to live reasonably.	Brueshoff
Reducing Negativity in the Workplace: Eliminating	Our experiences and relationships are diminished by negativity. This session provides an awareness and means for reducing negativity in our own thinking and communication.	Bernabei

Thought Circles and Tornadoes		
Live from the Inside Out: What Gets Activated	Effective leaders know the outcomes they want to achieve. They are aware of their mission, purpose and the values they bring to their work. However, conditions that occur throughout the year can diminish their clear sense of purpose and value. This session will explore (1) what our individual mission, purpose or values are, (2) those conditions that detract from our mission, (3) how we can be aware when we are getting off purpose, and (4) how we can regain focus on what is truly important.	Bernabei
The Power of Persistence	This talk focuses on a major component of success in career and in life, persistence. Dr. Kriva discusses how persistent effort over time is the key to ultimate success in reaching personal and professional goals. This talk is entertaining and filled with amusing stories to drive home the point that persistent effort brings large rewards. Most importantly, Dr. Kriva gives the audience the practical tools they need to keep up sustained energy and effort over time in order to achieve their goals.	Kriva
Change: It's Not Just in Your Pockets...Managing Life's Stresses?	There was a time when change usually meant the coins that were in your pocket. Today, more often than not, change is something that presses us out of our comfort zone. It is an unavoidable constant stressor in our work and personal lives. Sometimes it's within our control, but most often it's not. In all cases, your attitude will likely determine how you experience it. In this seminar we will discuss three different ways people approach change, understand common reactions to change, and you will take away the single best behavioral tool to positively impact how you manage change.	Brueshoff
Secrets to Living Longer	Secrets to Living Longer Based on bestselling author, Dan Buettner's book, The Blue Zones, we will identify the four places in the world where people live amazingly long, healthy and productive lives. Discuss what has been learned about these 'blue zones' and how we too can add years to life and life to years!	Brueshoff
De-Stress Rather Than Distress	Working in business can be rewarding, but also challenging and stressful. Our busy schedules can lead to lack of self-care and diminished resiliency. We can all benefit from better resiliency and self-care to help us mitigate the daily stresses of work and life. The organization that understands and nurtures the life in work life is the organization that people are drawn to.	Duncan
Proactive Positivity	What does it mean to live a positive life and love others? It starts with first loving ourselves. We cannot begin to love another until we fully love ourselves. We will explore empathy, compassion and self-compassion. What happens when we live with stress, and how do we truly attend to our body, mind and heart. Learn about the healing benefits of living a compassionate life and the importance of having a community. We will discuss neuroplasticity and the power of your mind and how you can reshape your limbic system and create a better, healthier life. We'll delve into the healthful advantages of breath, mindfulness, movement, sleep and nutrition. We'll explore why it is important to create space for curiosity, creativity and self-compassion. We will discover the ways you can apply all of this into your daily life.	Duncan
Grief and Resiliency	Grief is trying physically, emotionally and spiritually. There is no set path on how to grieve. And, everyone grieves differently. We will look at family systems	Duncan

	<p>and grief. We will explore grief and the many paths walking through grief and moving towards healing.</p> <p>How do you build your inner strength when walking through grief, what does this look like?</p> <p>Together we will explore stress, health and the healing benefits of attending to your body, mind and heart. We will learn about the healing benefits of self-compassion and self-care and explore a range of tools to help you build inner strength one day at a time.</p>	
Resiliency – Mind/Body/Heart	<p>What is Resilience? Why Does Resilience Matter? How Can I Become More Resilient? The Body - What does it mean to be resilient? We will discuss the sympathetic and parasympathetic nervous system and the impact on stress and health. Catherine will cover neuroplasticity of the brain and the role of sleep, nutrition and exercise.</p> <p>The Mind/Heart – How can we minimize distractions and use the mind to improve work, relationships and our health? What are benefits of having a compassionate outlook and supportive community? Catherine will share evidence-based research that the source of all health and healing starts with self-compassion and self-care.</p> <p>Putting it in Practice – Catherine will share exercises and tips to bring resiliency and healing into our lives.</p>	Duncan
Five Awakening Lessons	<p>Some life changes come rushing out of the blue, others sit quietly on the porch, and yet others we can see waiting for us from a mile away. FIVE AWAKENING LESSONS is a talk that explores three life-changing events and the five life lessons learned. Life is the ultimate continuing educator. Realizing and living one's true life is a sacred gift we all deserve. But, how do you get there? How do we genuinely open our hearts to ourselves and to others? Our destinations are varied and vague, but we do control each footstep we take and the mark we leave behind. Let your mind unburden and your soul unfold.</p>	Duncan
Create a Culture of Resiliency	<p>Working in business can be rewarding, but also challenging and stressful. Our busy schedules can lead to lack of self-care and diminished resiliency. We can all benefit from better resiliency and self-care to help us mitigate the daily stresses of work and life. The organization that understands and nurtures the life in work life is the organization that people are drawn to.</p> <p>Learn tips and strategies to create a culture of resiliency, self-compassion and self-care. Learn and experience how you can turn your stress into strength and build your resiliency and overall health.</p>	Duncan
Mindset is Everything	<p>Attitude and mindset are important players in your life. Good attitudes and a constructive mindset may not guarantee individual success or wellness, but bad attitudes and mindsets sure guarantee failure. As John Maxwell describes in his book Attitude 101, attitudes have the power to lift up or tear down a person or a group. Attitude and mindset are contagious and catching. Examples of a negative mindset and unhelpful attitudes are an inability to admit wrongdoing, a failure to forgive, the disease of me, being overly critical, and a desire to be in the spotlight and get all the credit.</p> <p>Usually we don't see these attitudes as strongly as they are worded here, but even lesser versions can hamper your success, performance, and wellbeing. And it doesn't have to be this way! This seminar examines assumptions as well as thinking patterns and thinking distortions that strongly influence attitude and</p>	Moors

	<p>mindset. The assumptions you have about others, whether they are friends, family members, co-workers or anyone else, do matter in your communication and collaboration with them. What you think right before you start a conversation does affect that conversation.</p> <p>What you focus on, whether it is positive or negative, does impact the result. Your beliefs about how things should be and how people should act do influence your emotional well-being and your outcomes</p>	
<p>A Pinch of This... A Pound of That... A Recipe for Relationships</p>	<p>Life is relationships. If you want to be successful in life you need to be successful in relationships. According to the relationship cookbook of Psychologist Carl Rogers, there is a recipe that promotes and facilitates the growth and development of healthy relationships.</p> <p>This recipe contains three essential ingredients: genuineness, empathy, and unconditional positive regard. This session examines this recipe, and challenges participants to develop a way-of-life style that uses these ingredients in all of their relationships.</p> <p>Learning Objectives</p> <ul style="list-style-type: none"> • Understand why some people accept change and growth and others resist it • Understand what kind of person you need to be to facilitate healthy relationships • Learn how to empathize with people • Discover the power of "Unconditional Positive Regard" • Overcome the tendency to trap people in your point-of-view • Learn how to approach relationships with more authenticity and genuineness • Experience the growth of meaningful trust as your reward for supplying these ingredients 	<p>Mulle</p>
<p>Making a Mark That's Hard to Erase: Becoming a Person of Influence</p>	<p>"What . . . me a leader?" "No way, I'm not in management!" Management or not, you are still a leader. You are a leader because you are being watched. People watch your mood and morale and they look to you for direction all the time, possibly without you ever realizing that they're doing it. Leadership is relationship, and whether you realize it or not, you have powerful impact and influence on others simply by being in relationship with them. That makes you a leader - to your co-workers, your customers, your kids, and your spouse. What kind of leader do you want to be?</p> <p>In this session, you will learn the four secrets that leaders know and do by heart. You will discover the difference between personal power and positional power - some leaders have positional power, but not all leaders have personal power. Which one do you have? Whether you are in management, administration, or sales - you can exercise your leadership and learn how to make a mark on someone that is hard to erase.</p> <p>By participating in this presentation, you will...</p> <ul style="list-style-type: none"> • Learn the secrets of motivation and how to inspire people to action • Discover the energy of your mood and your unconscious impact on others • Learn the vital connection between vision and inspiration 	<p>Mulle</p>

	<ul style="list-style-type: none"> • Help others to reach their full potential • Learn how to get to where you want to go and take others with you 	
The Power of Perception: The Impact of Perception on Performance	<p>The Power of Perception: The Impact of Perception on Performance</p> <p>The philosopher states that perception is reality. That is, what we know and understand to be true is not necessarily reality itself, it is reality as it is filtered through our method of looking at it. Perception thus becomes our truth and begins to impact all our experience.</p> <p>This class explores how perceptions impact relationships and performance. A student teacher, not knowing the typical behaviors and performance of her class full of troublemakers, has a perception that they are gifted and brilliant. Amazingly, as she acts upon her perception, there is a turn-around in the students' performance. True stories like this are explored to demonstrate how the assumptions we make about people influence relationship dynamics as well as performance.</p> <p>Learning Objectives</p> <ul style="list-style-type: none"> • Learn how we unconsciously label people and trap them in our point of view • Learn how to avoid making common perceptual errors • Learn how to challenge your biases and improve your social intelligence • Learn how to improve your relationships by making powerful, positive assumptions about people 	Mulle
Professional Etiquette and Global Awareness	<p>This course offers participants valuable information on presenting a professional image, using body language effectively, and demonstrating appropriate business etiquette in global, cross-cultural environments. Participants will develop a comprehensive appreciation of the cultural differences that influence global business, with an emphasis on respecting the differences and increasing cross-cultural communication effectiveness.</p> <p>Learning Objectives</p> <ul style="list-style-type: none"> • Understand critical cultural differences in the way people think, communicate, team with others, make decisions, and conduct business • Compare your self-awareness to your global awareness on 16 different measures of cultural diversity • Develop cross-cultural skills by linking conflicts to cultural differences, and then learning how to best adapt your style in global business settings to achieve maximum results 	Mulle
The Seven Principles to Highly Effective Living	<p>Someone once commented: "I climbed up the ladder of success, only to discover it was leaning against the wrong wall." There are many models of effectiveness that can help us to achieve tremendous levels of success in life, but they do not always integrate knowledge and skill with purpose and character. When Stephen Covey introduced the world to <i>"The Seven Habits of Highly Effective People"</i> he outlined a set of seven principles that consistently</p>	Mulle

	<p>lead to effective living precisely because they are rooted in both good behavior and good character. In other words, these seven habits connect our collective knowledge of <i>what we need to do to be successful</i> with our collective conscience that expresses our deepest value and character concerns about <i>how we want to live our lives</i>.</p> <p>In this program participants will learn about seven principles for effective living that are based on Covey's seven habits. In the first half of the program we will explore those principles that help us to be more <i>personally</i> effective. In the second half we will explore those principles that help us to be more <i>interpersonally</i> effective.</p> <p>Learning Objectives</p> <ul style="list-style-type: none"> • Understand the difference between what you can and cannot control. • Learn how to maximize influence by being proactive instead of reactive. • Discover the personal mission statement that will inspire and energize your efforts. • Develop an attitude of living out your values with intentionality. • Develop a sense of how each of your roles with your job, with family, with friends, and with your community, helps you to fulfill your mission. • Learn how to be both efficient and fulfilled in terms of how you manage time and prioritize tasks and responsibilities. • Develop strategies for overcoming the <i>tyranny of the urgent</i>, and balancing contribution with development. • Develop strategies for creating win-win interpersonal relationships. • Recognize and appreciate why empathy is so important to interpersonal effectiveness. • Develop and practice reflective and empathic listening skills. • Learn how to appreciate diversity and effectively team with others to maximize collaborative results. • Develop life-balance skills for managing family life, stress, long work weeks, and change. 	
Conflict: Obstacle or Opportunity	<p>Conflict has been described as a <i>dangerous opportunity</i>. When people resolve conflicts quickly and respectfully with a positive attitude, they become better working partners and increase their productivity. On the flip side, unresolved conflict impedes progress, creates unproductive tension and wastes large amounts of emotional energy. Conflict can drive creative process, improve collaborative partnerships, and delivers better results. But it can also threaten professional reputations, destroy trust, and hinder alignment and execution. We all have a stake in resolving conflicts in ways that preserve both the quality of our work, and the strength of our working relationships.</p> <p>The key to effectively resolving conflict is to understand the choices we make around conflict. Too often we invent strategies that allow us to ignore, avoid, stuff or squelch conflict. This webinar is designed to engage participants in an exploration of the tools and strategies that enable us to overcome the obstacles and focus on the opportunities of conflict.</p> <p>Learning Objectives</p>	Mulle

	<ul style="list-style-type: none"> • Respect constructive conflict as a necessary component of effective teamwork • Understand one's own strategy in resolving conflict • Understand the dynamic that this strategy creates when working with other people • Develop a conflict resolution attitude • Manage emotions and defensiveness when resolving conflict • Learn strategies for managing difficult conversations • Manage workplace disagreements by balancing advocacy with inquiry 	
Customer Speak: How to Manage Difficult Customer Interactions	<p>Difficult conversations happen in many customer service interactions. They are the conversations that affect the quality of our service, and whether customers will be satisfied and will comply with our policies, procedures and guidelines. They are conversations about tough issues, the conversations that we sometimes want to shy away from. When opinions vary, stakes are high, and emotions are strong, our customer conversations become more and more challenging to manage. However, when we manage these interactions well, we promote safety, fairness, quality and satisfying results.</p> <p>Learning Objectives</p> <ul style="list-style-type: none"> • Discuss specific customer service tools and techniques • Learn how to empathize and set limits in the same conversation • Learn how to manage tone of voice and body language in delivering customer service • Identify the types of customer interactions that are the most difficult to manage • Apply tools and techniques to those specific type of interactions • Learn how to format conversation in ways that demonstrate both concern and authority • Learn how to manage customer emotions and customer defensiveness • Learn how to ask empathetic, learning questions to get results 	Mulle
Let's Make a Deal: Techniques for Negotiating Win-Win Solutions	<p>Like it or not, you are a negotiator. Everyone negotiates something every day. In our world today, the emphasis on innovation requires employees to thrive in an environment where people can feel free to challenge ideas and express alternative perspectives. Agreement, consensus and forward movement is best achieved when our competing ideas can be expressed in a forum of respectful negotiation.</p> <p>Negotiating, however, it is not easy. Standard strategies for negotiation often leave people dissatisfied, worn out, feeling resentful or alienated. The key to achieving solutions where people feel empowered and everybody wins, is to apply the strategies and techniques of principled negotiation.</p> <p>Learning Objectives</p> <ul style="list-style-type: none"> • Learn a principled approach to negotiating agreements • Learn how to attack problems <i>and</i> collaborate with people 	Mulle

	<ul style="list-style-type: none"> • Recognize the importance of values, interests, and needs to the negotiation process • Develop solutions that consider these various value concerns • Expand your ability to invent alternative solutions for mutual gain • Learn how to negotiate with people who have authority over you • Discover principles and standards which enhance your negotiating power • Develop a set of communication tools that increase your ability to influence others 	
Cutting Edge Creativity	<p>Let's face it: life is getting more and more challenging. Sometimes we need all the help we can get just to make it through the day. Perhaps it's time to take a different approach to life, a more creative approach. Creative thinking is one of our most powerful tools for managing the challenges and complexities we face every day.</p> <p>Stuck as to how to move forward on a project? Wondering how you're possibly going to meet all the deadlines bearing down on you? Creative thinking is your formula for overcoming these challenging situations. This fun and engaging session explores the practical application of creativity - how we can tap into the power of creative thinking and boost productivity and performance.</p> <p>Learning Objectives</p> <ul style="list-style-type: none"> • Gain insight into your own creative abilities • Learn to recognize and break the mental chains that lock out creative thinking • Learn the four basic disciplines of creative process • Develop a toolbox of practical techniques for enhancing creativity • Apply creative thinking tools and techniques to situations from your real life 	Mulle
How to Get People to Do What You Want Them to Do: Living Within Your Sphere of Influence	<p>When we are not getting the results, we want out of others, we often experience a tension between accepting people as they are or trying to change them. Both wisdom and experience teach us that you cannot change others, yet people do change.</p> <p>It has been said that people resist change. However, it is perhaps more accurate to say that people resist <i>being changed</i>. This workshop looks at principles of influence, and the dynamics that create, nurture and facilitate change in people and their behaviors. It explores the choices we all have in creating positive change in both our professional and personal worlds.</p> <p>Learning Objectives</p> <ul style="list-style-type: none"> • Understand the difference between your circle of influence and your circle of concern • Develop the habit of being proactive vs. reactive with people • Explore strategies for accepting and living with situations that you cannot change 	Mulle

	<ul style="list-style-type: none"> • Understand principles of influence and the dynamics which encourage change • Learn to facilitate change without manipulation or intimidation • Discover when changing something in yourself can have a profound effect on changing the system 	
Accountability: Achieving Results through Personal and Collective Responsibility	<p>An attitude of accountability lies at the core of any effort to improve quality, satisfy customers, empower people, build teams, create new products, maximize effectiveness and get results. Accountability happens when team members collectively focus on four key areas of success: consistently gaining accurate perspective through feedback, accepting clearly defined roles and responsibilities for managing circumstances, developing strategies for working through obstacles and challenges, and finally executing those strategies and achieving results.</p> <p>This workshop is designed to help team members learn how to take greater personal and collective accountability for achieving key organizational results, even when there are difficult circumstances and challenging obstacles.</p> <p>Learning Objectives</p> <ul style="list-style-type: none"> • Develop a positive approach to creating greater individual and collective accountability throughout the organization • Learn how to handle difficult accountability conversations with a positive proactive attitude • Discover why the key to maintaining accountability is to clearly define goals, expectations and results, and to align daily work objectives with those results • Learn the four key steps of managing accountability • Learn how to apply the tools and practices that create greater accountability both individually and organizationally 	Mulle
Getting Things Done: The Tricks Behind Actually Finishing What You Start	<p>Are you one of those people who struggle to follow through on tasks, to complete what you set out to do, to realize your goals? Get in line -- we're all one of "those people". Everyone struggles with following through on their intentions. Is it procrastination? Laziness perhaps? Maybe a simple lack of will power? How about none of the above?</p> <p>The good news is, failure to follow through is not entirely your fault. In this session we'll reveal how your brain works against you in trying to follow through on your intentions. The bad news is, you're still responsible for doing something about it, so you will learn best practices you can implement which will help you accomplish what you start or intend to start.</p> <p>Learning Objectives</p> <ul style="list-style-type: none"> • Understand how your brain acts against you when trying to accomplish tasks and realize goals • Discover a stress-free approach to managing the "to do" lists of your life • Learn four basic disciplines for setting and following through on goals and intentions 	Mulle

	<ul style="list-style-type: none"> Assess where your productivity management system fails you and how you can fix it 	
The Hero's Journey: Illuminating the Pathway Through Change	<p>The only thing we can really count on in the world today is that things aren't going to stay the same for very long. Change occurs often and rapidly. How do we continuously adapt to these changing times? What is the process for transitioning from the way things were to a future state?</p> <p>Do you struggle with these changing times? Has change left you feeling stuck between worlds? This insightful session uses a model for understanding change that is based on Joseph Campbell's great meta-analysis of hero mythologies: A Hero with a Thousand Faces. The hero's journey is a journey into uncharted territory, and it serves as a metaphor for helping us to deal with change and transition in the workplace. Through this model we will illuminate the murky pathway through change and provide participants with the understanding and tools needed to navigate uncharted territories with courage and resilience.</p> <p>Learning Objectives</p> <ul style="list-style-type: none"> Delineate the difference between change and transition Gain insight into the process of transition Explore the hero's journey model, as a metaphor to guide us through the transition process Learn tools for successfully navigating the transitional journey 	Mulle
Improving Organizational Performance Through Coaching	<p>This session engages participants in an exploration of their role as performance coaches. Marilee Adam's book: <i>Change Your Questions, Change Your Life</i> provides the framework for participants to develop a customized set of coaching strategies that they can employ to create a culture of coaching and engagement wherever they work.</p> <p>Learning Objectives</p> <ul style="list-style-type: none"> Create a learning environment in the workplace balancing advocacy with inquiry Ask powerful questions to uncover new facts and options Explore skills for effective performance coaching Discover the importance of both reinforcing and redirecting feedback Learn how to seek, receive, and give feedback <p>Understand the latest research on workplace engagement and human motivation and discover new approaches for inspiring workplace performance</p>	Mulle
Innovate or Stagnate: The Cutting Edge of Change	<p>In today's complex and competitive world, no organization can afford to stand still. Continuous improvement and constant innovation are required to achieve success.</p> <p>"Innovate or Stagnate" examines how creativity can be enhanced and focused toward innovation. The program helps participants understand creativity, and how they can use it to create innovative solutions to problems faced by the organization. They will learn how to ride the waves of change, rather than be overwhelmed by them.</p>	Mulle

	<p>The objective of this program is to empower participants to see change as an opportunity for innovation rather than a threat to be avoided.</p> <p>Learning Objectives</p> <ul style="list-style-type: none"> • Discover why individuals and organizations resist change • Anticipate the benefits of change • Create your own personal and organizational vision for success • Use the disciplines of design thinking to move from creative ideation to innovative solutions • Develop a creative and agile mindset to better identify and solve problems • Learn how to deal with change in a positive and proactive manner 	
<p>Keeping Pace on a Spinning Planet</p>	<p>We've all experienced the feeling that the "treadmill of life" is speeding up, that the rapid pace of change is constantly throwing new challenges in our path. Just as we overcome one obstacle, a new one is bearing down upon us. How can we possibly keep up?</p> <p>Change doesn't have to lead to that common sensation of being overwhelmed. We can ride the waves of change. People who are moving ahead in our world today are those who know how to navigate the turbulent waters of change. This session unlocks the toolbox for managing change and provides insight and skills that enhance our ability to keep pace.</p> <p>Learning Objectives</p> <ul style="list-style-type: none"> • Discover why individuals and organizations resist change • Gain insight into the process of transition • Explore two models or "roadmaps" which can guide you through the transition process • Identify the various elements that are necessary for successful change • Discuss what to do when these elements are missing in order to lead yourself and others through change • Develop resilience in your ability to handle change • Embrace change as an opportunity for growth and innovation • Become a change catalyst in your organization • Build skills for resiliency in the face of rapid, constant change 	<p>Mulle</p>
<p>Leave-It-To-Beaver Meets Instagram: Bridging the Generation Gap</p>	<p>The "forty-something" reached out and shook the hand of the "twenty-something". They had just been assigned to partner on a key project in their department. Each felt uneasy, wondering how best to connect with the other. Success would mean finding a way to bridge the gap - the gap of years, the gap of generations.</p> <p>Organizations typically are communities that include people from across the generations. Some spent their youth watching black and white TV, while others were weaned on video games. To create a community capable of bridging the generation gap, we must learn to appreciate and understand the influences of our different generations. What were the historical events and social trends that shaped the 'silent generation', the 'baby boomers', 'gen X' or 'gen Y'? What experiences, skills and values do each generation bring to the whole?</p>	<p>Mulle</p>

	<p>How do I reach out and connect with someone who grew up in a different world than I did?</p> <p>Learning Objectives</p> <ul style="list-style-type: none"> • Explore the different generations spanning your workplace culture and learn what makes each generation tick • Gain tools and techniques for bridging the generation gap and connecting with those from different generations • Challenge yourself to respect and appreciate generational differences • Expand your ability to gain new perspectives and to learn from what each generation has to offer 	
<p>Self-Esteem and Peak Performance: It's Hard to Lead the Charge If You Think You Look Funny on the Horse</p>	<p>Self-esteem is one of the most important factors influencing our ability to achieve personal and professional success. People with high self-esteem tend to realize their goals in life. They believe that they deserve to be successful and experience contentment. They also feel a sense of well-being and bring authenticity to their relationships. People with high self-esteem make great team players and contribute immensely to the overall performance and productivity of an organization.</p> <p>This session encourages participants to explore their self-esteem and discover ways to strengthen it through high quality relationships, positive self-talk, developing a sense of purpose, and courageous decision-making.</p> <p>Learning Objectives</p> <ul style="list-style-type: none"> • Understand the link between self-esteem and performance • Understand the causes of low self-esteem • Learn strategies for increasing and maximizing your self-esteem • Learn how to encourage high self-esteem in others 	<p>Mulle</p>
<p>Staying Energized in a Draining World</p>	<p>There is an energy crisis happening in America today! And it is happening in the personal and professional lives of people everywhere. Increased stress both on and off the job is causing a loss of productivity that can run into billions of dollars each year. This energy drainage is robbing us of our own health and happiness.</p> <p>This session explores the symptoms and root causes of stress in our lives and introduces personal strategies for reducing stress and restoring energy. Participants will learn how to replenish their energy reserves even in the middle of hectic and pressured schedules.</p> <p>Learning Objectives</p> <ul style="list-style-type: none"> • Discover the signs and symptoms of personal and professional burn-out • Uncover the root causes of stress in our lives • Recognize what gives you energy and what drains you • Apply strategies for managing the energy exchanges in your • Create your own Energy-Management-Plan • Learn how to handle stress associated with change 	<p>Mulle</p>

<p>Do You Know How You Impact Others?</p>	<p>Do you ever wonder how and why low EQ individuals make it to high ranks of organizations? Do you wonder how you influence and impact those around you?</p> <p>In this engaging and experimental session, you will examine how you impact others, learn how to enhance your own awareness and take away 3 new competencies/lessons that you can put into practice immediately.</p> <p>3 outcomes or learning objectives:</p> <ol style="list-style-type: none"> 1) How networks and relationships tell us the story of influence and impact 2) How leaders and individuals often over or underestimate their impact on others 3) How you impact others and how that might inform your own personal growth plan <p>Learn from the latest in social science and business research. See specific case studies and walk away with personally relevant insights that will make you a more self-aware person.</p>	
<p>Tap into the Positive Energy of Change</p>	<p>It's totally normal to feel irritated, fearful or skeptical of change – that's just the way our brains are wired to protect us from risk and loss. Learn how to overcome that natural tendency and build your change muscle to become more flexible, adaptable and forward-thinking about ways to constantly improve your personal and work life. Positive thinking can increase your lifespan, decrease stress, and promote wellbeing. This mindset also helps to learn better-coping skills in life. Look to make small changes that will lead to big impacts on your life.</p> <p>You can learn to transform negative events by bringing positive energy and forward momentum in the following forms:</p> <ul style="list-style-type: none"> • When unwanted changes happen, or are looming, learn how to stop complaining and substitute problem solving and opportunity grabbing. • It's easy to blame yourself when something goes wrong or to believe the worst is going to happen. • Learning not to be your own worst enemy will combat negative self-talk. <p>If a problem seems too overwhelming, learn to consider it from a different perspective.</p>	<p>Thiemann</p>
<p>Managing Change</p>	<p>By raising the awareness of critical success factors of organizational change as well as individual change that people go through when confronted with changes in the organization they work in, participants are better able to understand the concept of change management. This workshop provides insights in the different theories related to (organizational) change as well as practical tools that can be used to manage change. By attending this workshop, participants will improve their capability to understand and manage organizational change. They will learn how to best roll out change within the organization. Through the workshop, participants will:</p>	<p>Thiemann</p>

	<ul style="list-style-type: none"> • Gain understanding of different theories behind (organizational) change • Learn how to create a case for change • Gain understanding of success factors of organizational change • Get to know tools, templates and instruments that will help to deal with change 	
Just Say No! (Thank You)	Most of us find it easier to say yes than no. Saying no can make us feel unkind, ungenerous, uncooperative and uncomfortable, yet a lack of balance in this skill leaves us cluttered, overwhelmed and over-committed in many areas of our lives. Discover how to establish a pattern of worthiness around making the best decisions for you and the people around you.	Thiemann
The Personal Tipping Point-How to Find 30 Minutes	The aim of life is progress. We all want to move forward with our goals and plans, yet the number one obstacle is spending every minute of the day fighting our current fires. I'll show you how even the busiest of people can carve out a small, but critical amount of time to really be able to turn things around in a positive direction.	Thiemann
Positive Thinking-How to Make Good Things Happen	Positive thinking sometimes gets bad press. Let's take a look at why it causes this polarizing effect and how you can develop the best method of thinking to feel better and move in the direction of your dreams.	Thiemann
Resilience is Your Superpower: Thriving Through Change and Adversity	Did you know you had a hidden superpower? Resilience is our ability to bounce back when bad things happen. While some of us are naturally more resilient to start with, the great news is resilience is a set of skills that can be developed. Better news, we can actually create opportunities from adversity and challenge once we learn resilience. Learn how to work with, not against, your biology, and why you are wired the way you are. Learn why mindset is so important, and what you can do to change it. Understand the key components of resilience, backed by research, and why it's so critical for surviving and thriving in today's complex, fast paced world. Walk away with your personal framework for understanding resilience and stress management, how to build it, and a few easy tools to restore performance and focus and manage your stress on the fly.	Thiemann
Work-Life Success: Get Organized to Reach Your Goals!	Are you always busy, overwhelmed, or never quite get around to those projects that can really move you in the direction of your dreams? Look no further. This practical workshop will introduce you to systems, schedules, tools and resources to make a real difference over the next 12 months and beyond.	Thiemann
Build Your Communication and Relationship Skills	If you are often asked to provide guidance or feedback to colleagues, you may be an internal consultant within your organization! Whether you help colleagues understand challenges in their work, assist in reviewing solutions, guide ownership of problems or ask for a commitment to action, this session is for you. Join us to refine your consultative and communication skills to develop trusting relationships with colleagues.	Thiemann
Preparing for the Unexpected	By beginning to collect information, participants will gain confidence and be able to share key information and valuable documents during any crisis. By attending this seminar, you will learn the importance of planning ahead, gathering key information, and initiating those critical conversations that can help shape the future.	West
Professional Development		
Boost Your Presentation Skills	Need to give your presentation skills a boost? Struggle with public speaking? Whether you're presenting at a large professional conference or to a small group within your institution, this session will help you prepare. Discover easy	Larson

	techniques for designing a memorable presentation that will deliver your message effectively	<i>*All sessions ADDITIONAL \$50</i>
Leading Others Who Are Coping with Chronic Illness	<p>Leading others who are coping with chronic illnesses/conditions can be a challenge. Meeting organizational expectations while being responsive to the ever-changing needs of the affected employee requires leaders to be flexible and responsive - to both the employee and any affected team members. This workshop outlines the necessary skills needed to navigate these challenging waters. Specifically,</p> <ol style="list-style-type: none"> 1. Navigating communication between employees and team members while maintaining confidentiality and privacy. 2. Maintaining employee productivity during difficult times. 3. Leader skills essential for having sensitive conversations 	<i>Alch *All sessions ADDITIONAL \$150</i>
Let's All Get Along! Professional Boundaries in the Workplace	<p>Boundaries are a funny thing - they are rarely noticed or spoken about - UNTIL they are broken. In this workshop, tips and tools for creating and maintaining healthy professional boundaries are outlined, including: Knowing when to speak up and set boundaries (and doing so with confidence); Using Meta-communication to set expectations and intentions in positive ways; Maintaining respectful relationships with your colleagues.</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> • Participants will learn Meta-communication and how to use it when addressing boundary issues. • Will understand the role professional boundaries play in their work (and personal) relationships. • How to listen to their internal "voice" to know when to address boundary concerns. 	<i>Alch *All sessions ADDITIONAL \$150</i>
Conflict Management 101: Keys to Maintaining Good Relationships	<p>It's not what you say, it's how you say it. When people "bump heads," it is essential to be able to sort out differences without harming the relationship. In fact, studies indicate that for organizations to learn and grow, some conflict is actually necessary. This seminar outlines the different kinds of conflict (and how to recognize them), small but key things to do to minimize differences, and how to navigate stressful interactions toward mutually positive results.</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> • Participants will learn the different types of conflict and how to identify them in their interactions. • Learn Meta-communication and how to use it to keep an interaction from escalating. • Learn and understand "Process v. Content" and how to use it to determine how to resolve any potential conflict. 	<i>Alch *All sessions ADDITIONAL \$150</i>
EQ (Emotional Intelligence): The Foundation for Getting Along with Anyone, Anywhere, Anytime!	<p>Studies have repeatedly found that EQ (Emotional Intelligence) is a better predictor for success in life than IQ. Contrary to IQ, EQ is able to grow and develop by learning from experiences and from focused attention on the 15 specific skills that are measured in determining one's EQ. This workshop outlines the 15 scales used to assess Emotional Intelligence (e.g., Flexibility, Self-Regard, Problem Solving) and gives specific actions that can enhance each area. Links to how to take the Bar-On EQ-i 2.0 (Emotional Intelligence Assessment Inventory) are given.</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> • Participants will understand what EQ is - and what it is not. • Will learn the principles to growing their own EQ. 	<i>Alch *All sessions ADDITIONAL \$150</i>

	<ul style="list-style-type: none"> Will learn how to use EQ skills in their daily interactions. 	
Simple Steps to Dealing with Difficult People/Situations	Conflict is inevitable in any long-term relationship and the key to maintaining respectful work (and personal) relationships is easier than you think. Most people struggle not with WHAT to say; rather, they struggle with the actual saying of it. In step by step fashion, this workshop gives you the keys to keeping your relationships on a healthy and long- lasting track.	Alch *All sessions ADDITIONAL \$150
The Customer is Always...The Customer : Keys to Delivering Excellent Customer Service	Customers see into the organization through a unique window: The actions and words of frontline employees. In a world where SERVICE is often the only thing that helps you to stand out from your competitors, great customer service is a central factor for continued success. This seminar outlines the 6 critical ingredients for providing superior customer service as well as 5 steps to comprehensive customer <u>satisfaction</u> . These tried and true practices work for both external AND internal customers.	Alch *All sessions ADDITIONAL \$150
Creating an Effective and Healthy Workplace Culture	The workplace culture has a major impact on the potential of people who work together and their production. This session presents four components of a culture that creates safety and trust and explode the group's potential. It also presents a tool for assessing the degree to which these components exist in a culture.	Bernabei
The Psychology of Success: Secrets the Superstars Know	What do the super-stars of success know that the rest of us do not? In this fast-paced seminar, your group will learn the six essential key ingredients to the science behind success. Why do some people just seem to rise to the top in their field? Why is it that some people have all the luck? You will learn how your E.Q. is more important than your I.Q. and how your attitude is more important than your latitude. Extremely Entertaining and Interactive!	Christopher
Be a Leader at Any Level	Anyone can be a leader, so why not you? Learn the myths about leadership and how you can empower yourself to truly be a leader regardless of your work title and position.	Hall
Conflict Resolution	When it comes to conflict, some fight and some flee. Understand your conflict resolution style and tips on how to better resolve conflict at work and home.	Hall
Marketing Your Small Business	Understand the basics of marketing and learn the strategies and tips to build a successful business. This series workshop covers everything from branding to social media to budgeting.	Hall
Marketing Your Small Business – 3-part series	Understand the basics of marketing and learn the strategies and tips to build a successful business. This series workshop covers everything from branding to social media to budgeting.	Hall
Managing Difficult Conversations	We face difficult conversations every day at work and at home. Learn how to navigate difficult conversations to help better communicate, build relationships, and settle emotions.	Hall
Creating Success at Work and in Life	This 60-minute workshop can be delivered via webinar or onsite. IN A CRAZY-BUSY WORLD, it's very easy to get caught up in a work style that makes us act before we think, reacting instead of planning. It's a pattern that leads us to doing more than we can do well, resulting in mistakes, stress, burnout, and reduced productivity. There's a better way to work and live: managing demands, instead of having them manage us. This inspirational and interactive workshop takes attendees through a series of questions that will help them understand if they are meeting their most basic of needs and living what they value. Using the results from the questions and through peer discussion, attendees will decide where to make key adjustments to how they do their tasks and respond to stress, and other reflex behaviors.	Kacher

	During the workshop specific employee benefits and external resources are shared, which will equip attendees with an array of self-management tools to improve time management and prioritization and activate a fulfilling life both inside and outside the workplace.	
Building Effective Teams in a Flexible/Mobile Workplace	<p>Today's team doesn't always work in the same office — or even the same country. This session provides interactive activities that will show participants how to keep flexible and remote employees engaged and productive by leveraging technology, improving communication and implementing accountability. The session will cover:</p> <ul style="list-style-type: none"> • Assess team practices that are strengths or areas for improvement • Establishing effective practices to enhance communication, teaming, innovation, and a strong team culture • Identifying potentially ineffective work processes and practices that contribute to heavy workload, frustration and low-value work • Developing practical, high-impact solutions that the team has some control over and can be implemented quickly to improve individual, team and business performance • Create a team action plan to meet individual, team and business goals 	Kacher
Staying Visible and Connected in a Flexible/Mobile Workplace	<p>This workshop is delivered via webinar for up to 50 attendees) With e-mail, instant messaging, Web-Ex and video conferencing, employees are almost as connected as if they were in the office, right? Not quite. When the workplace is flexible, barriers of time and distance can put employee's visibility at risk. It can be challenging to stay connected to managers, co-workers, clients and customers who are thousands of miles away.</p> <p>Staying Visible When You're Virtual is a workshop filled with solid tips, real-life examples and practical advice to help employees stay connected in a virtual workplace and learn to use online tools and technology to cultivate powerful relationships with their managers, co-workers, clients and customers. Content will be customized to reflect Guardians capabilities and technology.</p>	Kacher
Are We Having Fun Yet? Attitude and Peak Performance	<p>Your ability to enjoy life and have fun both at work and home is directly tied to your ability to maintain a powerful, positive, energized attitude. Studies have shown that people with a positive attitude, get sick less often, have better relationships, and are more successful in their careers. Attitude is also contagious and helps create an energized work environment. We would all like to have a positive attitude!</p> <p>Unfortunately, it's a jungle out there! Maintaining a positive attitude can sometimes be a real challenge. This session explores the skills of "Attitude Mechanics" - how to build and hang on to a positive, powerful attitude and more fully enjoy life, personally and professionally.</p> <p>Learning Objectives</p> <ul style="list-style-type: none"> • Discover how attitude is an important component of effective performance • Learn to manage your mood even in difficult times • Learn to increase your 'fun-factor' on the job • Discover how to handle disappointment • Learn strategies to stay positive even when things don't go your way • Practice the competency of self-motivation 	Mulle

<p>Bear, Eagle, Buffalo, Mouse: Living in a World of Difference</p>	<p>Are you a Bear surrounded by a herd of Buffalo? Does your Eagle want to soar but is weighted down by day-to-day details? What direction does the Mouse in you say you should take? Mouse, Eagle, Buffalo, Bear - each represents a “way of being” in the world, a style of operation and interaction. It's no big secret that everyone is different in the way they do things. The secret lies in knowing how to deal with these differences effectively - how to work together without the clashes that are sometimes caused by differing perspectives and approaches.</p> <p>This session introduces a model for understanding people and the diversity of operational style that exists within all groups. Loosely based upon an ancient Native American tradition, the Medicine Wheel model provides insight into self and others, exploring differences that exist between people. This important understanding helps us to maximize our strengths, manage our deficits and interact with others in a more effective, complimentary way.</p> <p>Learning Objectives</p> <ul style="list-style-type: none"> • Gain valuable insight both into yourself and your colleagues • Identify ways to enhance communication and reduce conflict due to clashing styles • Discover what motivates people of differing styles • Learn how to work with different styles in a complimentary way 	<p>Mulle</p>
<p>Career Planning</p>	<p>In this session, participants will learn strategies for planning and further developing their own careers. They also will share knowledge and insights from other leaders about the career development and career planning experiences that have been most valuable for them.</p> <p>Learning Objectives</p> <ul style="list-style-type: none"> • Recognize the importance of communication and networking skills/practices to career development and planning • Gain tools for more effectively communicating your value (talents, skills, knowledge, and experience) to others in the organization • Create a personal influence map (network) • Understand the current scope of your professional network • Evaluate your personal influence map based on key principles for networking at work • Develop a strategy for further developing and improving your networks for the future <p>Obtain key insights from more senior leaders regarding career planning and development, high value experiences, critical steps/approaches to career planning, and career planning resources.</p>	<p>Mulle</p>
<p>Encouraging Employee Engagement</p>	<p>According to the Gallup Q12 survey, only 30% of the American workforce is actively engaged in what they do, 52% are not engaged and an alarming 18%</p>	<p>Mulle</p>

	<p>are actively disengaged. They are not just unhappy, they are busy acting out their unhappiness, undermining their more engaged coworkers.</p> <p>We used to believe that the best businesses and organizations and even our schools encourage optimal performance by creating motivational systems using 'carrots and sticks', or 'if-then' rewards - if you do this, then you get that. We now know that these models of motivation are no longer effective. Forty years of research reveals the surprising truth that traditional notions of motivation in the workplace do not work very well, and that there is a better way to engage people and get them to perform at a higher level.</p> <p>This seminar is all about the new science of workplace engagement, and how we can tap into the discretionary emotional energy of employees to create engaging, positive and motivated environments.</p> <p>Learning Objectives</p> <ul style="list-style-type: none"> • Define employee engagement • Discuss the benefits of employee engagement • Learn how experts look at engagement • Discern the basic human needs that drive engagement • Delineate six different levels of self-motivation • Self-assess current levels and desired levels of self-motivation • Discover how to shift yourself to an optimal motivational outlook • Learn how to encourage other employees to shift themselves to an optimal motivational outlook 	
The Five Behaviors of Cohesive Teams	<p>Teams have become an integral part of today's business environment. But how can you maximize the potential of your work teams? When Patrick Lencioni wrote: "The 5 Dysfunctions of Teams", he introduced the world to a set of behaviors that consistently erode team performance. Beginning with the dysfunction of low trust, teams fear the sharing of important ideas, lack of commitment, lack of accountability and sub-optimal results. The flip side of this is a set of five behaviors that lead to cohesion and desired results.</p> <p>This session explores the five behaviors of vulnerable trust, productive conflict, mutual commitment, shared accountability, and collective results that are necessary to build cohesive, high performing teams.</p> <p>Learning Objectives</p> <ul style="list-style-type: none"> • Learn how to build trust with other team members • Respect and value differences of opinion and conflicting perspectives • Create clear expectations, mutual agreements and commitment 'buy in Discover how to achieve collective accountability between team members • Focus on team results and making each team member successful 	Mulle
Bambi vs. Godzilla: Dealing with Different, Diverse and Sometimes Difficult People	<p>We all know that diversity can be a tremendous source of collective creativity and insight, but research also shows that our diversity also has the potential to disrupt group functioning. These two divergent realities pose a paradox that has held the attention of researchers and organizational leaders for many years. Indeed, every organization has its share of people, who because of their interpersonal style can be challenging to deal with. They may be customers, they may be co-workers - but in either case, dealing with them in a way that leads to success is a critical skill.</p>	Mulle

	<p>In this session, we will answer the question: how can we leverage diversity in ways that lead to positive outcomes and more effective group performance? Participants will discover that most people are more different than they are difficult. They will learn how to value difference <i>and</i> build relationships with people who are different. Participants will explore six difficult styles and understand both the "why" of these styles, and the "how" of increasing one's ability to create a positive dynamic.</p> <p>Learning Objectives</p> <ul style="list-style-type: none"> • Understand the origins of negative, disruptive behavior • Learn how to not react to reactive people • Explore four different personality, workstyle differences, and six difficult personas within these personality types • Discuss and apply strategies for dealing with truly difficult styles • Increase your options for dealing with the difficult people in your life • Practice formatting conversations to effectively manage conflicts • Learn how to make sure you are not the difficult person 	
Career Planning	<p>In this session, participants will learn strategies for planning and further developing their own careers. They also will share knowledge and insights from other federal leaders about the career development and career planning experiences that have been most valuable for them.</p> <p>Learning Objectives</p> <ul style="list-style-type: none"> • Recognize the importance of communication and networking skills/practices to career development and planning • Gain tools for more effectively communicating your value (talents, skills, knowledge, and experience) to others in the organization • Create a personal influence map (network) • Understand the current scope of your professional network • Evaluate your personal influence map based on key principles for networking at work • Develop a strategy for further developing and improving your networks for the future • Obtain key insights from more senior federal leaders regarding career planning and development, high value experiences, critical steps/approaches to career planning, and career planning resources <p>Pework: Participants must interview a federal leader as prework for this webinar.</p>	Mulle
Customer Speak: How to Manage Difficult Customer Interactions	<p>Difficult conversations happen in many customer service interactions. They are the conversations that affect the quality of our service, and whether customers will be satisfied and will comply with our policies, procedures and guidelines. They are conversations about tough issues, the conversations that we sometimes want to shy away from. When opinions vary, stakes are high, and emotions are strong, our customer conversations become more and more challenging to manage. However, when we manage these interactions well, we promote safety, fairness, quality and satisfying results.</p> <p>Learning Objectives</p> <ul style="list-style-type: none"> • Discuss specific customer service tools and techniques • Learn how to empathize and set limits in the same conversation 	Mulle

	<ul style="list-style-type: none"> • Learn how to manage tone of voice and body language in delivering customer service • Identify the types of customer interactions that are the most difficult to manage • Apply tools and techniques to those specific type of interactions • Learn how to format conversation in ways that demonstrate both concern and authority • Learn how to manage customer emotions and customer defensiveness <p>Learn how to ask good questions to get results</p>	
Communication Through Storytelling	<p>This session explores storytelling, and the use of stories to make your presentations more memorable, meaningful, and persuasive for your audience. What are stories, why are they so powerful, and how can you sprinkle some of that storytelling magic into your discussions and presentations?</p> <p>Learning Objectives</p> <ul style="list-style-type: none"> • Recognize the importance of power of storytelling for communication • Discover why stories make presentations more memorable, meaningful and persuasive • Learn several different structures for telling stories • Learn how to be more persuasive and how to meet audience needs through storytelling 	Mulle
Influence without Authority	<p>Jack Welch described the effectiveness of our ideas and solutions with a now famous formula: $Q \times A = E$, where Q = the quality of our solutions, A = acceptance, and E = effectiveness. Since we all know the quality of our solutions is high, the key question becomes: how effective are we at leading others into acceptance and buy-in of our solutions? None of us want to discover that $10 \times 0 = 0$. This training is all about how we can use our leadership skills to influence buy-in, increase acceptance, and lead others into collaborative partnerships. This session is designed to teach the true lessons of leadership. Participants will explore best practices and effective communication skills that will enable them to influence collaboration and negotiate mutually beneficial outcomes. They will learn how to influence and negotiate agreements without depending on the <i>right</i> to tell people what to do.</p> <p>Learning Objectives</p> <ul style="list-style-type: none"> • Explore and discuss the factors that create influence • Learn influencing strategies and principles • Recognize how to increase our influence <p>Discover tools and strategies that increase collaboration, commitment and buy-in</p>	Mulle
Emotional Intelligence: The New Science of Success *Could also be leadership or TEAM training	<p>Emotional intelligence or EI refers to the ability to use your emotions intelligently, to gain the performance you wish to see within yourself, and to achieve interpersonal effectiveness with others. It has to do with how well we handle people, how we deal with set-backs and failures, how well we achieve our life goals, how we motivate ourselves, and how well we manage our emotions. It is the ability to understand what our emotions are telling us and then to choose appropriate action. In this presentation, participants will learn</p>	Mulle

	<p>about the emotional competencies of self-awareness, self-management, social awareness that lead to interpersonal effectiveness in all business relationships.</p> <p>Learning Objectives</p> <ul style="list-style-type: none"> • Define Emotional Intelligence • Learn about the anatomy of an emotion and how emotions and thoughts work together to influence our actions • Understand the link between Emotional Intelligence and our success in life • Learn both cognitive and behavioral strategies for managing emotions intelligently • Explore social awareness and relationship effectiveness • Understand discretionary emotional energy and how to increase engagement 	
<p>Emotional Intelligence: The New Science of Leadership</p>	<p>An old Afghan Proverb reads: “If you think you are leading, and no one is following, then you are taking a walk.” Leadership is influence, and influence primarily flows from the quality of our interpersonal interactions, not from our position. Breakthroughs in Emotional Intelligence research show us why our moods and actions have enormous impact on those we seek to influence. In fact, Emotionally Intelligent leadership allows us to inspire, arouse passion and enthusiasm, and keep people motivated and committed. Every member of an organization has the potential to be a great leader, not because of positional power, but because of the interpersonal effectiveness that comes from developing emotional competence.</p> <p>Learning Objectives</p> <ul style="list-style-type: none"> • Explore the 4-domain model of Emotional Intelligence • Understand how Emotional Intelligence relates to leadership effectiveness • Distinguish between dissonant and resonant leadership • Learn the four styles of leadership that create resonance in relationships • Learn the emotional competencies that support these four different leadership styles • Develop self-awareness of how emotions impact behavior, performance, and interpersonal effectiveness • Learn how to manage disruptive emotions that threaten leadership success • Discover why empathy is the foundational skill of all influence • Learn how to create a motivating emotional climate 	<p>Mulle</p>
<p>1+1=3 Building the Dream Team</p>	<p>Teams are pervasive in the workplace today - we often find ourselves on several at one time. The success of teams begins with each individual member and their understanding of their own contributions to team effectiveness. How strong is your team performance?</p> <p>Sharpen your teaming skills and achieve greater team results. Regardless of your participation on a formal work team, in an informal problem-solving group or as part of a simple collection of workmates, you have more to offer and more to gain from exercising your teaming skills to their fullest.</p> <p>Learning Objectives</p>	<p>Mulle</p>

	<ul style="list-style-type: none"> • Learn the dynamics of effective teamwork and how to apply them to the teams you serve with • Discuss how to manage trust, vision, alignment, expectations, accountability and results • Understand the benefits of diversity within workplace teams • Explore the true meaning of being a team player • Create an action plan for enhancing your own team performance 	
Listening: The Heart of Communication	<p>"I know you think you know what I said, but I don't think you really understand what I meant." It has been estimated that 70% of what you say is misinterpreted and misunderstood by other people. We often approach listening in a passive mode, like a spectator sport, just waiting for the other person to quit talking so we can say what we want to say. In fact, much of our interpersonal conflict with others can be traced to the fact that we tend to work harder at speaking than we do at listening.</p> <p>The <i>art</i> of great communication begins not with great speaking but with great listening. Listening is a skill that can reduce communication misfires and increase interpersonal effectiveness. Listening is also the <i>heart</i> of great communication. Truly caring people preserve meaning in conversation by seeking first to understand. To truly listen is to truly understand.</p> <p>Learning Objectives</p> <ul style="list-style-type: none"> • Explore the role of listening as it relates to team and interpersonal communications • Identify personal filters that block true understanding • Apply the skill of empathy to conversations, to actively listen to others • Learn how to speak so that others can hear you • Reduce interpersonal conflict and create more cohesive team relationships 	Mulle
Vision, Alignment and Execution: How to Lead People Through Change and Innovation	<p>Managers and organizational leaders have a responsibility to envision future realities that will meet the needs and expectations of clients, customers and all who benefit from the mission of the organization. Turning these vision statements into reality requires the collective efforts and commitments of all team members who then hold each other accountable for results. Vision, alignment and execution – each phase of leading change requires a different set of competencies, so leaders can effectively achieve mission results.</p> <p>This workshop will explore the competencies that enable managers, organizational leaders, team leads, and project managers to successfully engage others through the process of change.</p> <p>Learning Objectives</p> <ul style="list-style-type: none"> • Discover the skills that are necessary to collaboratively build visions • Learn how to use your strengths and when you need to adapt • Learn when your greatest strengths can hinder alignment and execution • Gain insight into how to help others move from vision to execution • Create teams where team members hold each other accountable for results 	Mulle
Personality Talk: Communication	Differences of personality or operational style can be a primary source of conflict in the workplace. Such energy robbing conflict arises when we fail to	Mulle

Techniques for Overcoming Personality Differences	<p>understand that we are all different in the way we do things. The ability to recognize and work within these style differences maximizes the benefits of diversity and infuses work teams with productive synergy.</p> <p>This session uses a simple personality tool (DiSC or some other 4-Quadrant model) to explore work style differences. The goal is to create an understanding of different types and to provide strategies for speaking one another's personality language.</p> <p>Learning Objectives</p> <ul style="list-style-type: none"> • Discover your own style and personality language • Explore how your style is reflected in your personal and professional relationships • Develop communication strategies for successful interactions with those who operate from another style • Increase your interpersonal effectiveness both at home and in the workplace 	
Communicating Strategically and With Impact	<p>Successful careers and effective team leadership require the ability to communicate effectively both orally and in writing. These critical competencies will become more valuable as technology intensifies the significant role of messages in the workplace. Success on the job is contingent upon your ability to express and articulate ideas, input, and feedback clearly. In this practical seminar, participants will learn:</p> <ul style="list-style-type: none"> • Best practices for effective communication in a variety of settings • Tips for handling communication challenges and tensions • Keys to crafting emails that increase clarity and generate response 	Moors
Presenting with Presence and Power	<p>If you present, make it meaningful, make it matter! When you're telling a story, paint a colorful picture from the perspective of the needs or difficulties of your audience. Many presentations are afflicted with poor preparation, poor planning, poor delivery, and poor visuals, yet this doesn't have to be you! This session provides you with insights and practical tips to decrease your presentation stress and improve your content and delivery. In this engaging seminar, participants will gain insights and practical tips to:</p> <ul style="list-style-type: none"> ▪ Command attention and engage your audience ▪ Structure and visualize your content ▪ Present relevant content with clarity 	Moors
How to Really Learn from Mistakes and Failure	<p>Who doesn't want to learn how to better recover from mistakes and how to improve after failure? This seminar provides insight and practical tips for holding yourself accountable and moving on wiser. We will focus your attention on lessons learned rather than blame and punishment. In order to really learn from mistakes and failure, you need to question <i>how</i>, not <i>why</i> an incident occurred and explore the conditions under which it was possible. You want to focus on how to adopt a resilient and forward-looking mindset regarding mistakes and failure through a structured protocol of asking yourself questions that often remain unasked. In short, you want to learn how to extract value from failure, so your mistakes don't go to waste. In this practical seminar, participants will gain insights and tips to:</p> <ul style="list-style-type: none"> ▪ Better differentiate between 'good and bad' mistakes 	Moors

	<ul style="list-style-type: none"> ▪ Move on wiser and more resilient after mistakes and failures ▪ Use 'Resumes of Mistakes' and 'Blameless Postmortems' to improve productivity, collaboration, and customer service. 	
Stress Management Made Practical	<p>Tensions and stress are only partly caused by outside influences. According to American psychologist Albert Ellis we create much of our stress by the beliefs we hold about ourselves, others, and events. How we think, interpret, and judge people and situations affect the level of stress we experience. This session helps you to improve productive and realistic thinking in challenging situations, resulting in decreased levels of stress and increased (inter) personal effectiveness. In a nutshell: How to keep situations and people from pushing your buttons and decrease preventable stress. In this engaging, practical seminar you will gain insights and tips to:</p> <ul style="list-style-type: none"> ▪ Apply Ellis's RET method to decrease unproductive thought patterns ▪ Recognize and minimize interpersonal allergies a.k.a button pushers ▪ De-escalate tensions in conflict-type situations 	Moors
How to Deliver Tough Feedback to Your Staff	<p>One of the ingredients to your employee's success is ongoing, candid feedback. Sadly, too often they have to do without. Feedback is dreaded, avoided, too personal and subjective, or sugar-coated, which is all counterproductive. On top of that, in many organizations feedback is limited to a once or twice-a-year event while managers hope that staff will get the hint or figure it out. Neither of these approaches will help your team members focus constructively on learning and improving. This practical seminar addresses mental preparation and practical steps to effectively deliver tough feedback and what to do when things go wrong. Multiple examples will bring this practical session to life, leaving you with insights and tips to:</p> <ul style="list-style-type: none"> ▪ Understand the role of your beliefs and habits regarding feedback. ▪ Apply specific steps to deliver tough feedback with respect and clarity. ▪ Recognize and mediate common pitfalls during delivery of feedback. 	Moors
How to Benefit from Emotional Intelligence on the Job	<p>Relationships matter and for you to be successful in the workplace you need to be able to understand and manage the many different personalities and relationships. This requires intellectual ability <i>and</i> emotional intelligence. EI consists of understanding and managing your own emotions, understanding others, and managing relationships. Strong EI helps you predict, manage, and adapt to many different situations, especially the challenging ones. Some of your clients, colleagues, bosses, and other relations may show behaviors that you find manipulative, draining, confusing, or irritating. Anxiety, withdrawal, and frustration-based responses are often the default response-patterns, yet they cripple your efforts to relate effectively and to get the job done. In this engaging, practical seminar you will gain insights and tips to:</p> <ul style="list-style-type: none"> ▪ Positively influence your self-talk and possible doubts and fears ▪ Successfully navigate a variety of challenging interpersonal situations ▪ Deal with people who are in your allergy zone and push your buttons 	Moors
Do You Know How You Impact Others?	<p>Do you ever wonder how and why low EQ individuals make it to high ranks of organizations? Do you wonder how you influence and impact those around you? In this engaging and experiential session, you will examine how you impact others, learn how to enhance your own awareness and take away 3 new competencies/lessons that you can put into practice immediately.</p> <p>3 outcomes or learning objectives:</p> <ol style="list-style-type: none"> 1) How networks and relationships tell us the story of influence and impact 	Narula

	<p>2) How leaders and individuals often over or underestimate their impact on others</p> <p>3) How you impact others and how that might inform your own personal growth plan</p> <p>Learn from the latest in social science and business research. See specific case studies and walk away with personally relevant insights that will make you a more self-aware person.</p>	
Emotional Intelligence: Why it Can Matter More than IQ	While a high IQ can go a long way in helping you to be successful in the world, studies are increasingly demonstrating that your EQ, or emotional intelligence, is of equal (or perhaps even more) importance. Based on the book by Dr. Daniel Goleman, this seminar discusses the crucial skills for success offered by emotional intelligence that can determine your success in relationships and work.	Brueshoff
Everyone Communicates, Few Connect: What Effective People Do Differently	If you want to succeed as a business, a team, or reach your full potential you must learn how to connect with people. Learn the five principles and practices that are crucial to connecting, including: finding common ground, keeping communication simple, inspiring people, capturing people's interest, staying authentic in all your relationships.	Brueshoff
Candid Communication That Works	<p>Do you wish to be more direct and honest but don't know the right way? Do you fear creating the wrong results when speaking openly? Do you ever regret causing confusion because you sugar-coated your message? Your biggest hurdles in increasing candor are misguided beliefs, a lack of insight into when and how to apply candor, and unrealistic fears of negative consequences of candor. Many of us worry about being liked, we shy away from confrontation and misjudge possible harmful effects of candor, so we revert to sugar-coating, postponing, or withholding the message. This session helps you sustain frank, open discussions even during difficult conversations. In this practical seminar you will gain insights and tips to:</p> <ul style="list-style-type: none"> ▪ Understand what keeps you from conducting frank conversations ▪ Create the right conditions for all parties for candid communication ▪ Deal effectively with unexpected negative dynamics during honest conversations. 	Moors
Conflict Prevention and Management	<p>Do you want to learn how to avoid tensions from turning into conflicts? Are you tired of wasting energy on overreacting? Do you wish to develop the insights and self-control it takes to deal with conflicts positively? This very practical session helps you prevent some conflicts from developing and deal with others more effectively which starts with diving into roadblocks to dealing with conflicts productively. In this engaging, practical seminar you will gain insights and tips to:</p> <ul style="list-style-type: none"> ▪ Improve your mindset before and while dealing with tense situations ▪ Apply a variety of ways to honor emotions while not taking it personal ▪ Tailor de-escalating communication techniques to your circumstances. 	Moors
Dealing with Everyday Changes, Big and Small	Going to college, switching companies, getting married, moving to a different area, having children, not getting the promotion you expected, getting a divorce... We all deal with changes regularly. Small and big changes expected ones and unexpected ones, desirable and undesirable changes. You may dread or love change, but we all have to deal with them, and we sometimes do so poorly. Dealing with personal change is mostly about understanding yourself and about learning how to best deal with transitions. This engaging and	Moors

	<p>practical seminar provides you with insights and tools to do both, effectively. You will gain insights and tips to:</p> <ul style="list-style-type: none"> ▪ Apply William Bridges knowledge to deal with transitions ▪ Learn specific ways to decrease stress stemming from change ▪ Increase your resilience in times of change and transition 	
Making Meetings Matter More	<p>Let's be honest people: Many meetings aren't just monotonous and time-consuming; they are discouraging events that drain your energy. You dread yet another gathering with endless discussions, repetitions, and positioning while the elephant remains in the room and, in some cases, clear decisions and results are all but present. Considering the pressures and workloads you are facing, these tiring meetings cause a rush of cortisol, adrenaline, and other stress hormones that I'm sure you can easily do without. It is possible to hold meetings that people want to attend because they engage and create results, yet it does require you and everyone involved to shift your meeting-mindset and to learn about practical and sometimes unconventional meeting tools. In this engaging, practical seminar you will gain insights and tips to:</p> <ul style="list-style-type: none"> ▪ Prepare more effectively such as constructing successful agendas ▪ Address deviations from the agenda and a multitude of disruptions ▪ Increase energy, focus, and productivity in meetings 	Moors
Confrontation without Altercation: How to Manage Difficult Conversations	In this interactive session, participants will learn an effective approach which can be applied to situations involving conflict, having to provide negative feedback, making a complaint or delivering unwelcome news. Learn the key steps to achieving the most positive outcome possible.	Thiemann
Speak So They'll Listen	In this interactive session, participants will learn an effective approach which can be applied to situations involving conflict, having to provide negative feedback, making a complaint or delivering unwelcome news. Learn the key steps to achieving the most positive outcome possible.	Thiemann
The Resilient Organization	Tired of negativity, excuses for under performance, complaints and problems? Leaders and managers play a significant role in setting the emotional tone for your organization. Using techniques such as resilience coaching, stress management and emotional intelligence, you'll learn how individuals and teams can transform their outlook, communication style, and energy levels. In this lively and interactive session participants will discover the key elements that create a psychologically healthy workplace, and how to implement a program that involves leaders, managers and individual team members. Stress and negativity affect productivity, engagement and drive up costs in a number of ways. Creating an environment of healthy positive communication, engagement, energy and productivity is vital to the success of any organization.	Thiemann
I Can't Stand You, Now What?	<p>As a manager you have an enormous impact on the emotions and performance of those who report to you. Learn how some organizations have created a "psychologically healthy" or resilient working environment and what you can do to improve the atmosphere, productivity and working relationships for yourself and your team.</p> <p>For Managers</p>	Thiemann
I Can't Stand You, Now What: Creating a Positive Work Environment	As an employee you have an enormous impact on the emotions and performance of your team. Learn how some organizations have created a "psychologically healthy" or resilient working environment and what you can do	Thiemann

	to improve the atmosphere, productivity and working relationships for yourself and co-workers.	
Truth and Honesty-A User's Guide for the Workplace	Honesty is one of the critical elements of integrity, but we can all find a host of ways in which we and those around us bend or conceal the truth to one degree or another. This workshop will explore ways to create constructive, healthy and appropriate honesty in our thinking, acting and communicating.	Thiemann
Stop Driving Yourself Crazy	As an employee you have an enormous impact on the emotions and performance of your team. Learn how some organizations have created a "psychologically healthy" or resilient working environment and what you can do to improve the atmosphere, productivity and working relationships for yourself and co-workers.	Thiemann
Effective Leadership and Communication: Figuring People Out-Parts 1, 2, and 3	Using concepts from the field of NLP (Neuro-Linguistic Programing) you will learn how we all have unique models (meta-programs) of the way we perceive and experience the world. By understanding the fundamental patterns that drive others, we can learn to appreciate, respect and support other people whose models of the world differ dramatically from our own. Be prepared to have your mind expanded! Delivery: Can provide content as a 1 hour overview of more in-depth as a part 1, 2 and 3. Can be adapted for employees, managers as well as senior leaders.	Thiemann
Supercharge Your Communication Skills	The meaning of communication is in the way it is received, so need to be sure your target audience is on the same wavelength as you. Using practical exercises and examples you'll learn how to get your point across in both written and spoken style, for maximum effect. You'll also examine the multiple ways we communicate non-verbally, and how to manage the whole package for maximum influence.	Thiemann
Mind Over Matter	You've probably heard that our minds and hearts can impact our actions and even our physical health. This fascinating session will provide evidence for a number of practices which can make a powerful difference in your life. Learn about the medically proven "relaxation response" and experience a deep state of calm during this session.	Thiemann
Game On!	Using lessons learned from popular video games and Apps, this session will show you how to adopt a creative and playful approach to life's challenges and give you the tools and motivation to reduce stress and build emotional resilience.	Thiemann
#DOMOREWITHLESS	Not enough time! To do what we need AND what we want- a constant stressor in an already volatile, uncertain, chaotic, ambiguous world. Research shows many of us spend only 2 of 8 hours working productively. What if we could double that by improving our focus and managing our energy for greater performance and productivity? While time is finite, energy can be expanded. What if you could work smarter, not harder? <ul style="list-style-type: none"> • By understanding how to manage stress more effectively • By understanding how to create energy and focus for productivity • By understanding how to become more present in the moment Walk away with: <ul style="list-style-type: none"> • Tools and tips to manage stress, overwhelm, and energy • Know how to work with, not against your biology for greater focus Tools and tips for aligning priorities with what matters	Thiemann

Reorienting Perfectionism	Perfectionism has a way of holding us up on the road to success, yet it also plays a valuable role. Learn how to make peace with this important trait and use it to help yourself and improve relationships and productivity without burning out.	Thiemann
Constructive Worry	Some anxiety and stress are useful in our lives, and it's certainly appropriate to worry about important matters and to care about getting things right. However, we can be our own worst enemy by misusing our minds. This session will give you the tools you need to either turn worries into action or reduce their impact.	Thiemann
Motivational Interviewing: Using Questions to Achieve Positive Change	<p>Motivational Interviewing is a focused, goal-oriented, client-centered counseling style for eliciting behavior change by helping clients to explore and resolve ambivalence. The main goals of motivational interviewing are to engage clients, elicit change talk, and evoke motivation to make positive changes from the client.</p> <p>The approach attempts to increase the client's awareness of the potential problems caused, consequences experienced, and risks faced as a result of the behavior in question. Alternatively, or in addition, case managers may help clients envision a better future, and become increasingly motivated to achieve it. Either way, the strategy seeks to help clients think differently about their behavior and ultimately to consider what might be gained through change.</p> <p>In this session, we'll cover the four general processes for MI:</p> <ol style="list-style-type: none"> 1. Engaging – used to involve the client in talking about issues, concerns and hopes, and to establish a trusting relationship with a counselor. 2. Focusing – used to narrow the conversation to habits or patterns that clients want to change. 3. Evoking – used to elicit client motivation for change by increasing clients' sense of the importance of change, their confidence about change, and their readiness to change. 4. Planning – used to develop the practical steps clients want to use to implement the changes they desire. <p>We'll also cover the core skills of OARS and RULE and work to adapt the skills and processes learned to common scenarios, and participants will be guided to practice new skills with both real and role-play interviews.</p>	Thiemann
Diversity & Inclusion		
Diversity, Inclusion and Unconscious Bias	<p>Have you ever wondered if maybe, you or members of your team have subtle and implicit biases that are distorting how you look at others? Have you ever wondered what "biases" are, how to identify them, and what, if anything, you can do to get rid of them? If you answered yes to any of these questions, you are not alone!</p> <p>The most successful leaders desire to create and sustain a truly inclusive workplace in which every member of the team contributes to the best of his or her ability. Unfortunately, biases – whether conscious or unconscious – interfere with even the best-intentioned leadership. Bias is not uncommon, but the good news is there is a lot we each can do to minimize and, in many cases, even eliminate, bias. Join this interactive workshop to develop practical hands on strategies to manage the conscious and unconscious bias.</p> <p>Learning Objectives</p>	Mulle

	<ul style="list-style-type: none"> • Discover why leveraging diversity and moving toward inclusion is the cornerstone of building a great organization • Understand stereotyping, bias, and how our brain tends to quickly jump to conclusions • Practice agile thinking, and how to consciously, intentionally overcome bias • Replace micro-inequities and micro-aggressions with affirmative behaviors • Delineate the difference between Inclusion and assimilation • Discuss how to create an inclusive culture • Learn how to deal effectively with the difficult issues (e.g., race, gender, sexual orientation, unearned privilege, religion) • Evaluate your social network and take steps to build a more diverse network if necessary • Learn best practices in accountability for senior managers, line managers, employees, and others 	
Emotional Intelligence: Focus on High Performance Teaming and Collaboration	<p>Today there is a growing body of science in the emerging field of Emotional Intelligence that supports the idea that self-awareness, self-management, social awareness and relationship effectiveness are four principal success factors in careers. This is especially true since high performance teams are critical for the success of most business ventures. The proper understanding and use of emotional information can be critical in helping employees become more effective at teaming together, collaborating, generating support, promoting ideas, and serving customers.</p> <p>This program is designed to provide participants with the tools and strategies that they need to handle the most stressful and difficult challenges of teaming and collaborating with one another.</p> <p>Learning Objectives</p> <ul style="list-style-type: none"> • Focus on the emotional competency of Teamwork and Collaboration within the context of the four-domain model of emotional intelligence • Explore the dynamics of all high-performance teams • Learn communication strategies that enable team members to influence, inspire, and motivate each other without depending on authority • Participate in teaming activities that are designed to build trust, healthy competition, and collaborative intention • Discover how to create the kind of workplace environment where team members consistently and freely give ‘discretionary emotional energy’ to one another • Explore teamwork skills and strategies that contribute to an emotionally positive team environment • Develop a Team Charter that clarifies the expectations that team members have of one another • Practice strategies for communicating expectations, giving and receiving feedback, and holding one another accountable for results 	Mulle

<p>Emotional Intelligence: Focus on Diversity Inclusion and Unconscious Bias</p>	<p>For at least the last two decades, organizations across America have implemented programs and strategies designed to create an environment where employees recognize and value one another's unique differences and are therefore better able to work with each other as well as serve the diverse communities where our clients live. Our ability to provide positive connections and to remain inoffensive is often dependent on appreciating and respecting these differences. Unfortunately, sometimes our differences are subtle and our reactions to those differences are both unconscious and biased, interfering with even the best-intentioned leadership. The result is the creation of an environment where certain individuals or groups can be treated as unwelcome, invisible, or incapable of performing well.</p> <p>The good news is that there are tools and competencies that can enable us to minimize and even eliminate bias. In this program we will explore how developing our emotional intelligence can enable us to value and respect the differences that represent the strengths, experiences, and unique skills of each and every individual. We will learn how to value difference <i>and</i> build relationships with people who are different in order to create and sustain a truly inclusive workplace in which every member of the team contributes to the best of his or her ability.</p> <p>Participants will learn the skill of people agility, or how to approach people with an attitude of openness, curiosity, appreciation and respect. They will also learn proactive tools for building diverse networks, improving cross cultural communication, adapting to cultural value systems when necessary, and leveraging diversity through action learning.</p> <p>Learning Objectives</p> <ul style="list-style-type: none"> • Learn about the anatomy of an emotion and how emotions and thoughts work together to influence behaviors • Learn the difference between automatic bias decisions and intentional, conscious decisions • Discover when our automatic processes get in the way of creating a culture of inclusion • Recognize stereotyping, bias, and how our brain tends to quickly jump to conclusions • Explore the emotional competency of social awareness and how it can help us to value uniqueness • Practice agile thinking, and how to consciously, intentionally overcome bias • Discuss the difference between inclusion and assimilation • Learn how to manage the difference between assimilation and inclusion with both resilience and adapting • Discuss how to create an inclusive culture • Evaluate your social network and take steps to build a more diverse network if necessary • Practice Action Learning as a tool that leverages diversity for better problem solving • Discover why leveraging diversity and moving toward inclusion is the cornerstone of building a great organization 	<p>Mulle</p>
<p>Invisible Differences in the Workplace</p>	<p>For at least the last two decades, organizations across America have implemented programs and strategies designed to create an environment where employees recognize and value one another's unique differences and are</p>	<p>Mulle</p>

	<p>therefore better able to work with each other as well as serve the diverse communities where our clients live. Our ability to provide positive connections and to remain inoffensive is often dependent on appreciating and respecting these differences. Unfortunately, sometimes our differences are subtle and even invisible.</p> <p>In this program we will explore the principles of diversity that enable us to value and respect both the visible and invisible differences that represent the strengths, experiences, and unique skills of each of us contributes to the workplace. Participants will learn the competency of <i>people agility</i>, or how to approach people with an attitude of openness, curiosity, appreciation and respect.</p> <p>Learning Objectives</p> <ul style="list-style-type: none"> • Appreciate the importance of leveraging our differences to successfully meet the needs of the people we serve • Delineate the difference between visible and invisible differences • Understand the problem of creating a social identity in organizations where certain differences are stigmatized • Understand the choices you have to manage your individual differences in the workplace • Delineate the difference between assimilation and inclusion • Learn how to create an inclusive environment where employees can freely choose how to manage their invisible differences • Learn how to leverage differences to better serve your customers 	
Building Inclusive Cultures	<p>Building a more diverse workforce, retaining all different kinds of employees and integrating those diverse perspectives into the work is a complicated undertaking. And an important one. As multifaceted individuals and team members, we each have an enormous impact on our team and the organization's culture and it's crucial to take advantage of diversity at work by building both workplace inclusion and emotional inclusion to drive better results.</p> <p>In this interactive session participants will learn:</p> <ul style="list-style-type: none"> • How to bring in different perspectives • How to get the business benefit from having all those diverse perspectives • How to create inclusive, trusting and healthy working relationships • How teams can build inclusive, positive and resilient environments 	Thiemann
Workplace Bullying: See It and Stop It!	<p>Workplace bullying is often hard to identify and even harder to manage. It comes in many forms, occurs at every level, and often goes unnoticed and not addressed until it leads to more devastating consequences. This seminar offers strategies and practical information about workplace bullying that you can put to use immediately. Participants will learn to: Define workplace bullying. Identify the related concepts of discourtesy, disrespect, incivility, harassment, intimidation, and aggression. Differentiate bullying from other challenging workplace behaviors. Develop strategies to promote a respectful work environment.</p> <p>Identify the steps to appropriately respond to acts of incivility and bullying.</p>	Thiemann

Boost Your Presentation Skills	Need to give your presentation skills a boost? Struggle with public speaking? Whether you're presenting at a large professional conference or to a small group within your institution, this session will help you prepare. Discover easy techniques for designing a memorable presentation that will deliver your message effectively	Larson <i>*All sessions</i> <i>ADDITIONAL</i> <i>\$50</i>
Intercultural Competence: What Makes a Difference?	In today's global economy, we are constantly being asked to work across cultures and it's not just race and nationality. Differences that may make a difference include education, religion, able-ness, personality styles, geography, or other identity groups. Each of these and more can be seen as cultures. Intercultural competence is a skill that we rarely get trained on and yet it is the foundation of successful relationships, inclusive environments and productive teams. Learn how your own cultural experiences can provide a targeted plan for increasing your intercultural competence.	Larson <i>*All sessions</i> <i>ADDITIONAL</i> <i>\$50</i>
Emotional Intelligence	How smart do you need to be to succeed? Research shows that IQ only matters up to a point just above average and that beyond that it is actually your emotional intelligence that is a contributory factor. So, the real question is: How are you smart? In this session, you will actively engage with the competencies of emotional intelligence and identify concrete ways to practice and apply them in your life.	Larson <i>*All sessions</i> <i>ADDITIONAL</i> <i>\$50</i>
Embracing Change and Risk	Can you feel it? That pit of the stomach feeling or the little internal voice telling you that change is a-comin'? We each have personal reactions to change and preferences for how we approach it. Learn how to use those signals in a positive way while implementing specific strategies that will help you lean into change and take the risks that you long for.	Larson <i>*All sessions</i> <i>ADDITIONAL</i> <i>\$50</i>
Creating a Successful Mindset	The power of our perspective is immense so it's a great skill to learn how to direct it towards success. In this session, we'll look at the internal influences and learn tools to create a powerful and effective mindset for any situation.	Larson <i>*All sessions</i> <i>ADDITIONAL</i> <i>\$50</i>
Diversity, Inclusion and Equity: How Can You Be Even Better?	Diversity is when you count the people. Inclusion is when the people count. Equity is when outcomes count. How equitable are your team outcomes? Are all individuals and groups of people achieving the same successes? Reflect on your current approach and learn a model for developing your team's ability to recruit for and support diversity, act inclusively and produce equitable outcomes.	Larson <i>*All sessions</i> <i>ADDITIONAL</i> <i>\$50</i>
Goals, Purpose and Motivation	What would you like to be doing? Who would you like to be? It's easy to get caught in the minutiae of day to day without centering on what's important to you. In this session, you will use your most important values to clarify your goals and identify specific actions you can take to be in line with your purpose. This is a powerful exercise for both professional and personal settings.	Larson <i>*All sessions</i> <i>ADDITIONAL</i> <i>\$50</i>
Working with Differences	If only everyone thought just like me!" Not really, but sometimes we can long for that, right? In this session, we'll dig in to identify your major triggers around differences and learn specific strategies for transforming the way you approach differences, so you can leverage them for maximum productivity.	Larson <i>*All sessions</i> <i>ADDITIONAL</i> <i>\$50</i>
Financial Planning		
Successful Credit Management and Reducing Debt	There is a lot of information about credit and it can be hard to sort out fact from myth. We give you a general understanding of how credit works and why it's important today, about credit bureaus, reports and scores and how you can	Wheeler

	keep your credit history and score looking good and working for you. Or how to improve both!	
What's Your Money Personality?	Do you find yourself frustrated by the way that you or a significant other spends money? This seminar will help you understand why you treat money as you do. Based on Olivia Mellon's work on different money personalities, we will guide you through five different money personality types, explain how these types inter-relate and illustrate what this means for establishing personal money harmony and money harmony within your relationships. In addition, we will review tips on budgeting, saving, spending, and credit.	Wheeler
Take Charge of Your Money	<p>It's not about how much you make; it's what you do with what you've got. We've seen highly compensated celebrities end up in bankruptcy and teachers and plumbers end up millionaires. There's no mystery to how this happens. Being financially successful requires planning, discipline, knowledge and practice. In this seminar, we get back to the basics: no gimmicks, no singing mascots, just a solid foundation for any financial plan.</p> <p>Outcomes: After attending this seminar, you will learn tips to create a successful spending plan, traditional expense guidelines, how to leverage your own strengths and weaknesses for successful money management, and how to involve the entire family in taking charge of your money.</p>	Wheeler
Preparing Your Budget for Retirement	Come to this session to begin the process of preparing your Budget for Retirement. We will go over: Income changes, Social Security estimate resources and website, other retirement income. We will also go over a retirement budget, health costs and other resources. This can be a useful session for someone who is in the beginning stages of the planning process and can be helpful along with a session with their financial planner.	Wheeler
Understanding and Preventing Identity Theft	Are you overwhelmed by information on identity theft to the point that it's become hard to sort out the facts? This presentation will give you concise, straight talk on what identity theft truly is including the many forms it can take, its prevalence, and what you can do to defend yourself. Participants will: hear statistics and trends on identity theft in the United States; receive tips on preventing and detecting identity theft; and receive a listing of resources available to victims of identity theft.	Wheeler
Breezing thru the Holidays without Overspending	<p>The holidays are a time of giving and receiving, but sometimes the giving can leave you broke. Learn how to organize holiday shopping and limit unplanned purchases, as well as many creative tips to make your holidays happy without overspending.</p> <p>Outcomes: After attending this seminar, you will learn valuable tips to organizing your holiday shopping, factors that go into helping you limit those unplanned purchases, and why holiday door busters can be more like holiday budget busters.</p>	Wheeler

	Healthy Families	
Attention Deficit Disorder and Hyperactivity – Online Only	"A Drug-Free Approach to Treating Attention Deficit Disorder and Hyperactivity" addresses the current research pertaining to the diagnosis and treatment of ADHD. Based upon this research, a holistic, medicine-free approach to managing the problem is presented. This talk is geared toward parents who	Kriva

	would like to avoid medicating their child while still effectively managing the behavioral issues. This talk has provided hope to many families dealing with ADD/ADHD. Take home message: there is a neurological basis for the symptoms of ADD/ADHD, there are drug free approaches to achieving behavioral changes, there is hope	
A Fragile Juggling Act – Work and Family	Boundaries between work and home are no longer clear and maintaining work-life balance is a fragile juggling act, but it is not out of reach. This seminar will help you strike a better work-life balance by considering how to -take advantage of your options, learn to say no, leave work at work, manage your time, find support, and take care of you.	Brueshoff
Managing Holiday Stress	This seminar examines family traditions, prepares for holiday gatherings, helps children cope with changes during the season, and explores ways to build strong family relationships. Plan now to give yourself and your significant others a present by making the holidays the best ever!	Bernabei
Feeding Your Special Needs Child	With ADHD and Autism on the rise, class will address theories behind these disorders, treatment options, and foods to provide and avoid in managing symptoms, behaviors and picky eating tendencies.	Fox
Advocating for Your Child	Whether you're at a doctor's office or a school conference it can be intimidating to oppose their professional opinions and many parents wonder when is the right time to challenge and the right time to accept information that is being shared. As a parent, you know your child's abilities and challenges more intimately than other people do, so it's important to be comfortable stating what you know to be true about your child. This workshop outlines strategies to clearly and effectively communicate with your child's teacher, doctor or other professional to build a strong partnership with your child's best interests in mind.	O'Brien
Sports: When Enough is Enough and Too Much is Too Much	The "Magic Moment:" your child's coach takes you aside and says s/he thinks that your child should increase his/her participation in this sport. Businesses have grown up around helping young athletes garner interest from collegiate coaches, with an eye to a scholarship and even a pro career. How do you continue to encourage a healthy interest and participation in sport in today's climate? What are realistic expectations of your young athlete? This seminar will look at statistics regarding young athletes, research about physical and emotional growth and development as it relates to youth sports. Efforts to find a balance for your young athlete and family will be discussed.	O'Brien
Managing the Gaming Appetite/Screen Time in Your Teens and Tweens	Although some gaming time can be fun, and even educational, it's easy to go overboard. In our increasingly hi-tech age, television is just one form of screen time for kids. Add in videos, computer games, handheld game and the latest generation Apps, and you have a bewildering array of screens for our kids to stare at. Recent studies increasingly weigh in on the downside of too much screen time while some report that the generation raised with screens prefer that as their primary method of communicating. This seminar will present recommendations from the medical community regarding screen time and	O'Brien

	encourage conversation about how we can modulate our own screen usage, as well as moderate our children's.	
Finding Self-Control: Managing Responses to Our Children's Behavior	Children's negative behaviors can be downright frustrating and overwhelming. When children lose control emotionally or physically, we're often unsure what to do. Many times, we end up reacting negatively, which only increases the undesirable behavior. Deep down we know we need to teach the child how to react differently in the future, but how do we do this? Come for a discussion on the different Stages of Control children go through when emotionally stressed and what we can do to help teach our children how to find greater self-control.	Orbuch-Grayson
Genealogy 101	Genealogy 101 - Getting Started Do you want to learn more about your ancestors? I will share with you some basic forms to start your family tree. Then you will learn about different types of records that are available to gather information about who you descend from and where they lived, worked, and raised their families. Woven into all this information is the story of how I finally discovered the story of my own grandfather through 25 years of on and off research. <i>*Thursday Schedule Works Best.</i>	Weber
AFTER THE BABY: Maximizing Employee Transitions to Parenthood	<p>Indeed, having a baby is a joyous occasion for most employees, yet the changes and necessary adjustments that come with the birth of a child often strain many marriages and partnerships, sometimes to the breaking point. In fact, parent relationship conflict increases by a factor of nine and marital quality is known to drop sharply within the first year of a baby's birth – a time when parents often revert to stereotypical gender roles and are overwhelmed due to family care, housework and career responsibilities.</p> <p>While the rate of divorce in the United States has slowed, still, nearly one million couples end their marriage each year. Of these divorces, 62% involve parents, and roughly 45% of the parents who divorce do so before a first child leaves kindergarten; 15% end their marriage before a child is even 18 months of age. Parents who are not married at the time of birth experience almost twice the risk of relationship dissolution.</p> <p>Clearly, there is stress in the homes of new parents that undoubtedly travels to the workplace to show itself in lost productivity, increased absences, distracting presenteeism, lower profits, and higher health costs due to physical and emotional concerns, widespread depression, and fallout from associated risky behaviors.</p> <p>Drawing from nearly thirty years of research and insight on the relationship of parents, author and family advocate Rhonda Nordin steps her audiences through the "natural progression of the relationship of parents as it expands to include children."</p> <p>Scientifically documented, After the Baby offers practical, tactical strategies that increase worker productivity, reduce absences, and maximize retention during early parenting years. Advising that challenges are natural, predictable and manageable, this workshop offers proven methods for building stronger families and more resilient workers.</p>	Nordin

<p>THE RELATIONSHIP IMPRINT: Messages Children Learn from Their Parents Relationship</p>	<p>We teach our children to read, to ride bikes, to pick up their rooms and mind their manners. However, the most important learning they will do in our homes has to do with learning how to love. We, as parents, are our children's blueprint for intimacy. Based on what our children see in their parents' relationship – whether parents are married, divorced, single or parenting together – they draw conclusions and form permanent beliefs and expectations about marriage and relationships.</p> <p>What is your parent-relationship teaching your children about love? What does it say about respect, cooperation and trust? Bottom-line, is it preparing your children to be successful in their own love story later in life? Furthermore, is it preparing your children to be good workers in the workplace? Some qualities go hand in hand.</p> <p>Join family advocate Rhonda Nordin as she steps through essential messages children learn from their parents' relationship. Based on recent research that shows children form opinions and expectations about marriage at a very early age, this session has the potential to not only influence how we parent, but how we as mothers and fathers, interact with each other.</p> <p>From making marriage and partnerships a priority, to building trust and negotiating differences, this session helps men and women improve their partnership and to lead their children into successful adult relationships.</p> <p>This message appeals to parents of children at all ages.</p>	<p>Nordin</p>
<p>CHORE WARS: Mastering Housework, Family-care & Career-work While Seeking Work/Life Balance</p>	<p>Who takes care of the children and the home- or who doesn't – causes more relationship distress than any one single issue? Chore Wars attempts to vividly and honestly shed light on the nature of family-care and housework and explains how factors combine to shade the landscapes of our homes to create obstacles – unchallenged – to the sustained relationship satisfaction of parents.</p> <p>Three of every four couples perceive a decrease in levels of physical and emotional support during the early years of parenthood. Attendees of this workshop will learn what men and women really think about housework and family-care. Here revealed is the real-life split and what keeps it this way. Of course, this topic would not be complete without a discussion of what happens when two bring home the bacon or why many parents fail to "lean-in."</p> <p>The nature of childcare and the number of domestic responsibilities does not seem to change – nor potentially, will they, for a good number of years – but what can change is how these chores are done, how one feels about them, and most importantly, how parents act and feel toward each other. This selection helps parent-employees master the complexities of family-care and housework in ways that strengthen families – and in turn increase worker productivity.</p>	<p>Nordin</p>
<p>Working Caregiver in a Sandwich Generation</p>	<p>The "sandwich generation," while being employed and raising their own children, may also need to assist their parents. The "club sandwich generation" is caregiving across four generations - which is increasing in numbers each day. This class will give resources and tips on balancing caregiving responsibilities and roles. Involving the youth and helping children to understand various aspects of aging can help strengthen the entire family unit.</p>	<p>West</p>

Raising Financially Successful Kids	<p>Children face media and consumer pressures at a very young age. This seminar will give parents a better understanding of what they can do to teach their children about money. We also share fun exercises for you to use with your child as they develop and understanding of money and how to use it wisely. Content covers birth through the teen years. We'll look at opportunities to make kids money-wise through allowances, healthy money management habits, savings, and credit awareness.</p> <p>Outcomes: After attending this seminar, you will understand how to talk with your children about money regardless of their age, how to apply ten basic steps to teaching your child about money, and how to help them separate between wants and needs.</p>	Wheeler
--	---	----------------

Eldercare & Aging Readiness		
Create Your Health Care Directive	Who would speak for you if you couldn't speak for yourself? That's the concept behind Advanced Care Planning, a guided conversation on about your end of life wishes and preferences. It is a process that identifies what is most important to you concerning quality of life and living. This class will prepare you to develop a Health Care Directive, a written document which describes your choices. Selecting your health care agent, the person who will make sure your wishes are carried out, will be discussed.	O'Brien
Be Brave Enough to Start a Conversation That Matters	<p>It's difficult to know when your concerns should qualify for action and possible change when it relates to another person. How do you bring up concerns over housing, finances, health care advance directives and even death? By recognizing those concerns and knowing what steps may follow, you can prevent crisis and maximize communication with everyone. Start those difficult conversations sooner rather than wishing you had started it months ago.</p> <p>Objectives: By attending this seminar, you will:</p> <ul style="list-style-type: none"> · gain confidence in initiating conversations that matter · identify topics that are important to discuss with others · understand the importance of family meetings · collect resources that can help 	West
Caring from a Distance	Do you worry about your father falling when you are miles and miles away? Is your mother really taking her medication at the correct time with the exact dose on an empty stomach? Are your thoughts occupied by your parents' health status? "Distance" caregivers, from across the state to across the country, will be prepared for their role and benefit from gaining knowledge on local community resources to assist their loved ones at a distance.	West
When to Worry? Understand Changes and a Dementia Diagnosis	Have you ever wondered about your memory? Join us for a conversation to better understand what may be "normal" memory loss verses signs of early dementia. Discuss tips on how to manage difficult behaviors, repetitive questions and various approaches that can lessen stress for everyone involved. Understand the disease process and maintain one's independence with a diagnosis of a dementia.	West
Being Mortal	You are encouraged to view the Frontline special, "Being Mortal" at http://www.pbs.org/wgbh/pages/frontline/being-mortal/ before attending, however it is not necessary to have viewed the show to attend. The class will	O'Brien

	discuss issues raised in the special and in the book Being Mortal by Dr. Atul Gawande: the intersection of life, death, medicine, and what matters in the end. Because, as Dr. Gawande says, the two big unfixables are aging and dying.	
Communicating with Difficult Behaviors	This workshop offers tips for understanding and communicating with someone affected by dementia. Learn strategies to handle difficult behaviors and how to remain connected with your family member. Discussions will cover how dementia affects a person's ability to understand and communicate, some simple skills for handling troubling behavior, and ways to feel more confident in your caregiving role. By attending this seminar, you will learn key principles to communicate effectively, identify influential factors before you begin communicating, strengthen communication skills during difficult behaviors, and decrease your stress to benefit another's behavior.	West
Making Decisions Sooner Rather Than Later...Your Own Health Care Directive	Join us to learn how to identify key people in your life that should know about your wishes and understand the importance of expressing your wishes. Learn about what is included in the Minnesota Health Care Directive and "Five Wishes". These are easy to complete health care directive forms that let you say exactly what your wishes are for the future as well as end of life decisions. Every age is the right age to have a health care directive!	West
Parenting Your Parents	This is not easy. That said, it's not supposed to be. The shift in roles does not come with an instruction manual and often happens abruptly. How do we plan to be there for our parents in the last phase of their lives? This class will focus on ways to have conversations to help everyone involved make plans and decisions in a respectful way.	O'Brien
The Day After Retirement	What will your life look like once you don't answer the call of the alarm clock? What can you do in advance to plan for a positive transition into retirement? Having a sense of purpose is an important key to satisfaction. Change is inevitable. How to put your arms around the changes inherent in retiring and grow is the focus of this class. It will help you explore a variety of ways to identify what is significant to you, then establish a purpose-filled life in retirement.	O'Brien
Staying Connected After Retirement	Your job offered social relationships just because you showed up. Research says that good relationships are critical to healthy aging. How do you rebuild relationships that may not have been given much attention while you were working? Where do you look to develop new relationships and social communities? This class will discuss a variety of ways that retirees can stay socially connected, including seeking volunteer opportunities.	O'Brien
Traveling in Retirement: Sharing the Wisdom	Travel is high on many people's retirement list. How do you decide where, when and how to go? What resources are available on the web? Whether you are experienced and widely travelled or will be new to the world outside your backyard, talking with others is a valuable resource that should not be overlooked. This class will provide some basics on using internet travel sites and tour groups, as well as encouraging group input on personal travel experiences to share the wisdom.	O'Brien
Managing Stress in Retirement	As we grow older, we sometimes believe that our lives will be stress less—or at least less stressful—especially once we are no longer working. This isn't necessarily true. Relationships and life circumstances may	O'Brien

	continue to be sources of stress. Research has shown that effectively managing stress can contribute to us leading healthier, longer lives. We will review stress management techniques with a focus on how to apply these to the everyday retirement life, as long as explore some strategies that we may not have had time to use while working.	
Fearless Aging	You may not have a choice about aging, but you do have a choice about how you approach growing older. What better way than fearlessly? Fearless aging is the power to positively impact your future. This class explores the normal, natural processes of aging—physical and lifestyle--and what you can do to markedly improve the quality of your life. Discover what you can expect and lifestyle choices that will help you make the most of what you've got as you age. Let's explore the inevitable forces of change in your life and be fearless!	O'Brien
Help! My Parents are Getting Old - What do I Need to Know?	Because adult children are often the key contact for their aging parents, it is valuable to collect the right information and health history. Participants will understand key information to know about parents, documents to gather and critical conversations to start about aging. Learning outcomes: <ul style="list-style-type: none"> • understand the importance of gathering and sharing key information • learn the importance of planning ahead • give you confidence and a sense of peace for planning ahead 	West
As You Age - What Do You Want Your Family to Know?	No one can read your mind – even though we wish others could. Learn what documents to gather and just how to share these important documents with those you trust. Having things in order can bring confidence and a sense of peace as we all look into our retirement years. Objectives Learning outcomes: <ul style="list-style-type: none"> • understand the importance of gathering and sharing key information • gain confidence and a sense of peace for planning ahead • learn how to initiate those difficult conversations • equitable outcomes. 	West
Being a Working Caregiver	7 in 10 family caregivers are employed. Are you trying to juggle work, home, family and caregiving responsibilities? This seminar focuses on the impact of caregiver issues in today's working population. By identifying your role, collecting community resources and accessing information early on, can help while at work and minimize stress levels.	West
Compassionate Caregiving	Caregiving can be hard. When did I become a caregiver? Where do I start? How do I do this because I feel like I am on an island all by myself? Because families are often the central unit in the job of caregiving, understanding roles, utilizing community resources and taking care of yourself is the foundation of caregiving. Learn that you are not alone and there are resources to help.	West
Forget-Me-Not: Finding Comfort Around Dementia	A diagnosis of dementia doesn't have to be scary. Understand the importance on communicating your values and wishes. Learn the basics of dementia, communication techniques and what steps can be taken to live a productive life while staying connected with your community.	West
I Wonder if Mom and Dad Should Move?	Ever wonder when is the best time for your parents to downsize? Are you just waiting for a crisis to occur? This seminar will help anyone who wants to begin the conversation, understand the difficulty of downsizing when you are old, and honor the significance of maximizing Mom and Dad's independence. By	West

	starting the conversations early on you will already be one step further than if you receive that 2AM emergency phone call.	
Slips and Trips: Make Sure Your Home Can Change as You Do	Your home is your castle, and it should be the safest castle around. Join us for a discussion on implementing simple modifications to keep your home as safe as possible with you in it! Establish techniques now, which will keep you independent and having a plan so that you can age in place.	West

For more information about scheduling 1 hour, ½ or full day professional development programming for your employees contact:

Kathy Kacher
President, LifeBalance Solutions
kkacher@clalliance.com



Career/Life Alliance Services, Inc.

