Session Titles and Descriptions

Communication and Emotional Intelligence

Let's All Get Together Now! Effective Collaboration for the Best Results!
-Helena Long
Session Description: Collaboration in the workplace is nothing new. In fact it is becoming increasingly important in the modern world as we become more connected around the globe. Effective collaboration results in a more educated, skilled and engaged team. This workshop will focus on an effective process for collaboration that will result in win-win solutions. Also, tools for collaboration will be introduced--with hands-on practice--that will enhance inclusion, buy-in and break-through thinking with your teams. Be prepared to be highly engaged . . . and have some fun . . . as you go through the collaboration process yourself during this session!

Learning to Connect, One Conversation at a Time
-Holly Adams
Session Description: Trust is a two-way relationship. Learn how to build trust and engage in meaningful conversations in your workplace.

Graduate from a Day Care to an Adult Learning Center
-Steven Wilson
Session Description: Acting like grown-ups – in style. Temper tantrums – so last year. When tension rises in the workplace, meltdowns become more common, and many managers find themselves running a day care center instead of an adult place of business. You can trade in those day care sippy cups and time-outs by running an adult learning center instead.

Win, Lose, and Try Again: Stories from the Technology Trenches
-Brenda Mohr, Nicole Soer, and Randy Pospisil
Session Description: Software is a part of nearly everyone's job in some shape, form, or fashion. New software implementations produce a range of reactions – from excitement over the latest and greatest to fear over the unknown, and initial outcomes – from early adopters and champions to low utilization and training gaps. This panel discussion will provide examples of software rollouts and reveal what went well, what had room for improvement, and how challenges and barriers were overcome through flexibility and communication. Bring your questions and examples to this interactive session!

Trust and Respect

Foundation of Trust – The Power of Orientation
-Dani Lind
Session Description: Being new is hard. A good orientation program can ensure new employees connect with the organization quickly. This foundation and the experiences your new employees have during their onboarding can impact their confidence and ability to adapt faster to the job. A good experience will stay with an employee through their career. You may think your organization has a good program in place, but revisiting and revitalizing your program can benefit your new employees and your bottom line.

Transparency in Communication: The Power of "Putting it All Out There"
-Paul DuBois
Being authentic and genuinely transparent in communication is a critical aspect of garnering buy-in and enhancing relationships. Unfortunately, many people believe that true transparency carries high risk and can lead to vulnerability that can be exploited. In this session, we will explore how to harness the power of "unconscious processing" and relationship awareness to create environments that foster honesty and perpetuate getting very, *very* real.

Building Empathy in the Workplace
-Theresa Moore
Session Description: Relatedness is the desire to interact, be connected to, and experience caring for other people (Ryan & Desi, 2000). We may not think of relatedness as important to leadership development in the workplace, but it is a key element to building trust. This workshop will focus on the concept of empathy and give participants a unique opportunity to explore this concept firsthand.

It's a Matter of Trust
-Gale Mote
Session Description: According to the Five Behaviors of a Cohesive Team ™, trust is the foundation. Many teams take trust for granted – assuming that it will grow on its own. Nothing could be further from the truth. In this interactive and impactful presentation, Gale will share practical tips and techniques to build trust within your team. First we will begin by defining trust. We will explore the 4 C's of trust along with best practices for building vulnerability based trust. You will walk away with practical trust building exercises to use with your own teams. We will also apply trust building techniques to virtual teams where members may be spread out across the globe and rarely connect with one another face to face. Rebuilding trust is another critical skill in team performance so we will share ideas on how to mend fences and start anew. Teams that trust one another are able to engage in open, robust dialogue where every member is heard, considered and understood. As a result, members buy-in to the team's decision and commitment increases. Members hold one another accountable to do what they said they would do and stay focused on the collective, positive outcomes of the team. Together everyone achieves more and it all starts with trust.

Accountability and Delivering Results

Diversity: Good for Business and Good for You
-Anthony Arrington
Session Description: We will review the value of diversity and inclusion in the workplace--how it affects the bottom line and builds long term trust among employees.

Create a Balance of Power with Today's Workforce
-Steven Wilson
Session Description: Your goal as a manager – and this can be difficult – is to achieve a balance of power between management and your workforce. This leads to a consistent work product. Managers have five elements of power to utilize, but remember that employees have elements of power that can cause a struggle too. You'll keep those expensive and time-consuming power struggles in check if you encourage leadership on both sides (through education, common sense, personal responsibility, and precise communication).

Accountability Doesn't Have to Feel Life a Four Letter Word

-Heather Marquez

Session Description: Accountability is one of the toughest skills to master as a leader, yet the success of our team depends upon it. In this session, participants will learn:

- · Why accountability is so important in their role.
- · Common myths keeping them from being effective.
- · 5 Key Steps to creating a culture of accountability.

Stop Losing the Blame Game and Win with Accountability!

-Melanie Hoffner

Session Description: Playing the blame game has a high trust cost for everyone. Increase your self-trust and trust among your colleagues, teams and families when you choose personal accountability.

Personal Development

We Have Met the Enemy, and She Is Us: How to Change Sabotaging Self-Talk

-Kathleen Mavity

Session Description: One of the sneakiest saboteurs of success is that voice inside your head telling you you're not smart enough, strong enough, brave enough....just not enough. Learn how to identify twelve different ways that voice keeps you small – and how to tell it, "Thanks for sharing; now go away."

The True Cost of Busyness

-James Mayhew

Session Description: Our joy, our relationships, our fulfillment... our best life... are at risk. We have allowed busyness to take over our lives at an alarmingly high cost. Busyness has become a badge of honor; we wear the badge of busyness proudly on our chest. Well-intentioned greetings often begin with, "So, are you staying busy?" We feel compelled to keep up with everyone else, we compare our own busyness to the busyness of others. This presentation is designed to deliver some hard truths, some practical introspection, and promises to stay out of the 'guilt zone.'

Triumph over Tragedy: Inspirational but not Motivational

-Rina Jensen

Session Description: Ever listen to someone tell their story and think "If they can overcome THAT, I can overcome _____ in my life!" The truth of the matter is, our lives are comfortable and our brains want us to stay there. In this workshop we'll talk about what grit is, why it matters and how to triumph over yourself and everyday life.

Supercharge Your Power: Personal Accountability for Success

-Helena Long

Session Description: How much of your success would you say is up to you—*your* choices, *your* actions, *your* behaviors—versus outside conditions? In this workshop we'll explore this question and look at how personal accountability leads to empowerment, results and trusting relationships. The good news? Accountability is not just a mindset. It's also a skill-set that everyone can learn.

At the end of this workshop, participants will be able to
1. Explain the concept of "positive" personal accountability and how it relates to empowerment, results and trust.
2. Describe the roadmap for enhancing one's personal accountability (as well as the pitfalls to avoid)
3. List the 16 best practices for personal accountability with specific actions for each.