

*In this unprecedented time of high stress and anxiety, Transformative Leadership Strategies (TLS) is pleased to offer a selection of highly interactive sessions that are focused on supporting participants in navigating these uncertain times. Our most popular topics are listed below:*



### **Balance is a 'Verb' - Creative Approaches to Work/Life Challenges**

Participants will identify ways that unpredictable and persistent challenges to routines and schedules may be contributing to higher levels of emotional, mental and physical exhaustion and lead to a sense of being 'out of balance'. They will explore how to bring 'out of the box' thinking into the process of identifying simple strategies for finding greater balance in life.



### **Becoming Your Best Self: Strategies for Creating a High-Energy Life**

Participants will have the opportunity to explore strategies for increasing energy, focus, and satisfaction in life by discovering (or rediscovering) their Core Values and Core Needs. Intentional decision making will also be explored as a strategy for creating a more fulfilling and engaged life.



### **Finding Calm in the Chaos: Decreasing Stress Through Mindfulness**

Participants will explore the connection between how worry creates a feeling of anxiety in the body and how to begin to shift negative thinking patterns through mindful attention and intention. They will also practice various centering and breathing exercises to deepen their awareness of how to create a sense of calm and peacefulness in their body, mind and heart. No prior experience in mindfulness practice is required.



### **Managing COVID-Fatigue with Essential Care**

Since March 2020, the COVID pandemic has created an unprecedented crisis that is negatively affecting care providers in significant and ongoing ways. This has created a 'chronic crisis' phenomenon that has included isolation and disconnection from others while contributing to feelings of deep exhaustion, anxiety, frustration, grief and loss. In this session, participants explore a new perspective on 'self-care' that includes holistic practices designed to increase energy and support mental, emotional and physical wellbeing.



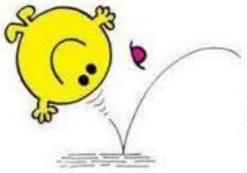
### **Moving Forward During Times of Uncertainty**

Whether you are working from home, back in the office or following some kind of hybrid schedule – it may be different from how you were working pre-pandemic. The differences we are experiencing now, along with the uncertainty of what's to come, can create challenging thoughts, feelings and circumstances. Join this session as we explore how to continue moving forward, even in the face of uncertainty. We will discuss ways we can see opportunity amidst all the challenges and will discuss specific strategies to support ourselves, our staff, and our leaders while navigating these uncertain times.



### **Navigating Change & Building Resilience through Self-Care**

Participants will explore ways to practice self-care during times of change and learn strategies for creating habits of resilience. Building mental and emotional reserves of energy to utilize during times of transition will also be discussed.



### **Reducing the Impact of Trauma Exposure & Cultivating Resilience**

Participants in this session will learn to identify the signs/symptoms of Compassion Fatigue and Vicarious Trauma and will assess how they may be impacted by the nature of the care they provide. They will utilize a Caregiver Wellbeing Assessment to identify holistic practices for self-care and long-term resilience.



### **Recognizing and Addressing Burnout**

Burnout is a state of emotional, physical, and mental exhaustion caused by excessive and prolonged stress. It occurs when you feel overwhelmed, emotionally drained, and unable to meet constant demands ... and can leave you feeling devoid of motivation and beyond caring. In this session, participants will have the opportunity to identify specific signs of burnout that may be affecting them. They will also explore the role that connection (to self, to others, and to something greater) can make in recharging energy reserves through small, specific, and intentional actions.



### **Strengthening Hope During Challenging Times**

Participants will be invited to deepen their connection to themselves and others in this highly interactive and reflective session. They will be given an opportunity to assess levels of satisfaction across various aspects of life and identify specific strategies for addressing areas that are challenging. Finally, they will explore the meaning of hope and how it may apply in their current situation using a sensory visualization process and creating a specific plan for change.



### **Supporting Grief & Loss with Empathy & Compassion**

Participants will explore how feelings of loss and grief are understandable emotional responses to the Coronavirus pandemic, as well as other difficult life events. The group will discuss how increasing one's sense of empathy and compassion can provide important balance during uncertain times.



### **The Role of Staff-Care in Effective Leadership**

Participants will examine the role of staff-care within their organizations and teams, beginning with a focus on self-care and an examination of their own core values. They will then explore the ways that 'staff-care' supports healthy and effective teams and identify ways to assess how the team prioritizes 'self/staff-care'. Finally, they will brainstorm strategies for incorporating this important element into the culture of their organization as well as their teams.

*“How are you BEING, while you are DOING?” This question is meant to be an invitation for leaders to focus on self-awareness while developing specific leadership skills and effective behaviors. Each TLS session includes key concepts, essential principles and opportunities for immediate application of skills.*



### Being a ‘Coach-like’ Leader: Practice Asking More & Telling Less

Many leaders can easily fall into the trap of attempting to answer every question and solve every problem. This cycle can create staff who are overdependent and excessively reliant on their leader. It can also result in leaders who become overwhelmed trying to manage and prioritize the work to be done. In this session, leaders learn how to become more 'coach-like' in their approach to leadership which includes cultivating an attitude of curiosity, asking impactful questions, engaging in meaningful dialogue, giving constructive feedback, and empowering staff by supporting them in ongoing learning and development.



### Communicate Don't Alienate

Effective communication is a foundational skill for all leaders. Because communication can be complex, there are often underlying beliefs and perceptions that are misunderstood and can derail the best-intended message. In this interactive session, participants will explore key components of intentional communication including: active and reflective listening; acknowledging and validating; giving constructive feedback and asking open-ended and empathic questions.



### Creating a Culture of Accountability

This session will explore how to effectively establish and promote accountability as part of an organization's culture. Participants will have a focused discussion on the meaning and implementation of accountability – for themselves as well as members of their teams. Each person will be encouraged to identify 1-2 specific strategies to assist them in their own accountability, as well as establishing clear expectations within their team.



### Emotional Intelligence: Leading with Your Head and Your Heart

Participants will be supported in their ability to rationally make decisions while balancing the impact that positive and negative emotions can have on focus, energy and productivity. Strategies for addressing anxiety, fear, and overwhelm will be shared. Self-management techniques and interpersonal skills will be explored to strengthen one's ability to cultivate meaningful relationships and decrease conflict with others.



### Healthy Approaches to Managing Conflict

This session is designed to bring a broader perspective to the concept of conflict and conflict resolution. Using a model that provides various modes of conflict, each participant will be encouraged to consider an actual conflict-based situation during the session to allow opportunity to explore various approaches for handling the situation.



### **Leadership 101: Building Essential Leadership Skills**

Participants will be given the opportunity to explore what 'Authentic Leadership' means for their own leadership style. They will have the opportunity to take the TLS Leadership Excellence in Skills Assessment and will explore elements of leadership that come naturally as well as those that may present challenges. One or two areas of focus will be identified and specific developmental actions will be explored.



### **Managing Challenging Feelings & Cultivating Courageous Conversations**

During times of high emotion and uncertainty, it can be difficult to effectively process and manage the range of feelings we may experience. Discussing these challenging feelings with colleagues and/or those in our communities, can create additional stress and anxiety. This webinar will provide specific strategies and techniques that can be used for support. It will also provide strategies for approaching conversations from a vulnerable yet courageous perspective.



### **Managing & Motivating Remote Teams**

This session is designed to support leaders who are adjusting to managing staff who may be in the office only part-time and/or may be working at home full-time. Participants are encouraged to bring 'real-time' challenges and questions to the discussion. Information regarding supporting remote staff and promoting accountability will be shared.



### **Navigating Healthy Boundaries**

Participants will have an opportunity to develop greater insight into the role which healthy boundaries can play in the workplace. Key topics include managing former peers, setting boundaries with clients, and balancing personal issues at work. Each participant will be given the opportunity to identify areas where they may struggle with boundaries, as well as how they can support staff in setting boundaries. Action plans will be created to support establishing new and healthy boundaries.



### **Recognizing & Addressing Imposter Syndrome**

Have you ever experienced uncertainty about starting something new - or stepping into a new role? Maybe you've heard of 'Imposter Syndrome' and wondered if that might be what you are experiencing? Join us as we take a deeper dive into Imposter Syndrome - where we will normalize some of the 'not-so-sure' feelings you may experience and also explore some of the common misconceptions along the way! We'll share some signs and behavior patterns that might be getting in your way and also explore ways you can support yourself and others through an Equity and Inclusion lens.



### **The Power of Strengthening Team Trust**

Participants will explore the fundamental role that trust plays in creating an effective team. They will discuss ways to identify when trust has been damaged and/or broken and will review specific strategies for building trust. Participants will also brainstorm how empathy and compassion matter when building trust. The session will conclude with participants having identified specific behaviors to support their own 'trust-worthiness' as a leader as well as strategies and approaches to build trust within the team.

### Full-Day Sessions



#### The Leadership Forum™

The TLS Leadership Forum™ is designed to support managers/supervisors in exploring the essence of ‘who they are’ and ‘how they are being’ as a leader. Participants then take this insight and explore ‘what they are doing’ as a leader in terms of building relationships and communicating with others effectively. In the forum we discuss a broad overview of leadership qualities and skills, while taking a deeper look at some of the key aspects of successful leadership. Participants are guided by certified coach trainers, and supported by peer learners, in a highly interactive learning environment.

Below are the key topics included in **The Leadership Forum**:

Day 1 – (explore ‘how you are being’)	Day 2 – (explore ‘what you are doing’)
<ul style="list-style-type: none"> <li>• Explore Confidence</li> <li>• Define Core Values</li> <li>• Lead Authentically</li> <li>• Create Balance</li> </ul>	<ul style="list-style-type: none"> <li>• Become a ‘Coach-like’ Leader</li> <li>• Build Trust</li> <li>• Manage Conflict</li> <li>• Leadership Presence</li> </ul>

**These 1-day or 2-day sessions can be customized to support a women-only or co-ed cohort. TLS can also customize these forums based on an organization’s leadership needs, including offering support to individuals who are new to management.**

**Additionally, we can deliver this material in two full-days, four half-days or eight 90-min sessions.**

### Feedback from Leadership Forum Participants

*“Amazing training, so well organized & helpful, insightful. Loved it!”*

*“I feel like a stronger employee and supervisor! Would love to sign my staff up for this training as well.”*

*“Hands down the best webinar I have been to in years. Great content and great interaction. I would highly recommend to my leadership.”*

*“Excellent training - loved the focus on who we are as individuals versus just giving us one size fits all advice and tasks.”*

### Feedback from Webinar Participants

*“This was my second webinar with TLS and both have been enjoyable, surprisingly interactive and meaningful to me and the work that I do!”*

*“Excellent job interacting with participants and engaging participants to interact with one another. Your presentation is so infectious I forgot it was a webinar. Truly enjoyed this training.”*