



## Understanding and Applying the Seven Levels of Leadership Energy

Energy Leadership defines the seven levels of leadership, including the pros and cons of each level. With the pre-assessment, participants get a personalized look at their own leadership levels, both in typical circumstances and when they are under stress. Understanding how to apply the levels of leadership in various situations is a leadership super power and helps participants find massive success. Forbes Coaches Council highly recommends the Energy Leadership Index Assessment for executives and other leaders.

## Increasing Your Emotional Intelligence for Better Leadership

As a leader, you cannot overestimate the importance of your emotional intelligence and maturity. Emotional intelligence (EI) is self awareness and management along with social awareness and management. Stats show that 95% of people think they are self aware, but those same studies show us that only 15% actually are. This workshop breaks down the steps necessary to understand your emotional intelligence levels and provides the tools you need to improve. Participants leave this workshop with an increased understanding of themselves and the people around them as well as ways to redefine their leadership, their vision, and how to implement lasting, visionary change.

## Improving Effective Communication at Every Level

Effective communication is fundamental to every aspect of a successful organization. Participants will learn the seven levels of effective communication and how to use this framework in various communication scenarios. We will review the three types of listening: subjective, objective, and holistic and practice implementing these types of listening. We'll examine a few best practices for the primary forms of expression: verbal, nonverbal, and written. By the end of this workshop, participants will have an actionable plan for improving their personal and professional communication styles.

## Navigating Difficult Conversations

Avoiding or mishandling difficult conversations will undermine a leader's ability to lead at any level. This workshop is designed to help participants learn to navigate these conversations, embrace the value of conflict in both planned and unplanned difficult conversations. We will look at elements to consider with conversations including preparation, timing, context, empathy, framing, focus, and more. We examine emotional intelligence, boundaries, triggers and more to understand how these impact their approach and success with difficult conversations. Participants will develop a plan for improving their effectiveness in managing challenging situations and conversations.

## Discerning and Increasing Employee Happiness

Happiness is the foundational measure of how successful an organization will truly be. Happiness drives engagement, productivity, retention, and ultimately the bottom line. The success of your organization is dependent on your people. In this workshop we examine the primary factors that influence employee happiness, how to accurately measure and interpret data about employee happiness, and the steps toward building a culture of happiness in your organization.

## Building a Culture of Feedback

This training provides participants with the skills and knowledge needed to effectively and consistently participate in high-quality feedback loops. The current and desired feedback cultures are assessed in a pre-workshop survey. During the workshop, participants learn helpful tools including growth mindset, energy leadership, emotional intelligence, and the difficult conversations framework. We review the results of the survey and discuss the important findings. Participants learn the elements of quality feedback and practice giving and receiving real feedback. The workshop ends with setting goals and defining actions.

*"In 40 years of Governance and Business Transactions practice with clients of all sizes and locations, Aimee's method of putting across so many crucial points is THE best I've seen."*

Ted Ramirez, Attorney

## Expanding LGBTQ+ Awareness & Understanding

According to a 2021 Ipsos survey, 11% of the global population identifies as some form of queer/LGBTQ. There is pressure to already know how to be inclusive and while many employers want to be inclusive, they don't necessarily feel comfortable with the language or with their own level of understanding. This workshop focuses on a broad understanding of terms specific to the LGBTQ community as well as redefining gender identity, gender expression, sex, and attraction. Participants leave this workshop with an expanded understanding of the LGBTQ community in both customers/clients and fellow employees.

## Identifying Social Identities and Implicit Bias

Social identity is one of the aspects of your "self-concept" — how you see yourself as a person. Social identities include things like generation, ethnicity, race, religion, gender, sexual orientation, nationality, (dis)ability, political affiliation, relationship status, profession, and socioeconomic status. Our social identities influence our values, the stories we tell about ourselves and others, things that motivate us toward action, and they tend to inform our implicit biases as well. In this workshop, we look at our own social identities, how we are influenced by them, and how our identities play out at the organizational level; while also examining our internalized biases with the goal of creating healthier interactions at work.

## Understanding the Role of Privilege and Power in the Organization

This workshop provides a safe, eye-opening look at the ways privilege shows up in relationships with clients/customers as well as within our teams. This is a hands-on workshop that allows a lot of space for participants to safely explore how privilege, power, and oppression impacts their understanding of themselves, their relationships, and their work.

## Increasing Psychological Safety & Trust in the Workplace

When employees feel safe at work, they are more engaged, they are more productive, they are happier, they are more likely to stay with the organization, they are more likely to promote the organization. The list goes on and on. Successful organizations intentionally work to create psychological safety for their employees. This workshop covers several elements that create a safe work environment including transparency, authenticity, consistency, expectations, framing, and more. Participants will learn how these various elements are currently being utilized within their roles and what changes could create a more powerful sense of safety within the organization.

## Boosting Empathy and Self Compassion in the Workplace

Empathy at the leadership level is more important than ever these days. Self-compassion is crucial for positive, healthy relationships both with clients/customers and employees. In this workshop, participants will examine their levels of empathy and self-compassion. We identify the three forms of empathy and when each one is appropriate both with customers/clients and employees. Participants will learn why self compassion is important, and how it impacts leadership at every level. The workshop closes with practical ways to increase empathy and self-compassion.

## Building Resilience for Effective Leadership & Teamwork

Resilience is key for handling job stress and managing relationships at work. Resilience is associated with increased job satisfaction, happiness at work, decreased turnover and increased employee engagement. In this workshop we look at the importance of resilience for both leaders and employees. Participants will have the opportunity to assess their own professional resilience within the organization, understand the four components of resilience, and how they can increase their resilience in ways that create stronger teams.

## Custom Workshops, Trainings, and other Programs

Every organization is different and has a unique set of needs. We can customize any of our existing workshops or create customized programs to address the very specific issues and goals of your organization. Send an email to Aimee at [aimee@harrisonlatham.com](mailto:aimee@harrisonlatham.com) and we'll set up a free consultation to discuss your challenges, your goals, and how we might partner together.

*"Aimee, you did a great job presenting today and I have had numerous positive comments on your talk. THANK YOU!"*

William C. Lindahl, PhD Retired Colonel, US Air Force