



Menu of Services 2021

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Each program offered by Corporate Compass Training has been designed purposefully by Dr. Brandal. *No generic content!* These programs were designed using evidence-based research alongside practical information for real-world application. Each program is designed to be three hours long. However, they can be shortened or lengthened depending on your specific needs (anywhere from 2-hours to full weekend retreats).



Kitty Brandal, PhD
President and Program Architect
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Dr. Kitty Brandal is an experienced independent trainer who has been training and developing people for over 25 years. She is the President of Corporate Compass Training, LLC, a privately-owned company. She specializes in emotional intelligence and leadership development. Corporate Compass offers interactive training workshops in emotional intelligence, diversity, conflict management, customer service, and many other programs that can bring harmony to the workplace and positively impact your bottom line.

Dr. Brandal taught leadership, communication, diversity, and sexual harassment concepts while serving in the military.

Some of her clients include: Wal-Mart, Firelands Regional Medical Center, U.S. Tsubaki, Lake Erie Shores and Islands, Terra State Community College, and many other corporate, government, and non-profit organizations.

Kitty served 15 years in the United States Navy and is an award-winning speaker with Toastmasters International. She also enjoys stand-up comedy and has performed at The Improv Comedy Club in Cleveland, Ohio. She likes to incorporate humor into her training programs too!

She holds a PhD in Organizational Management and Leadership. She is also a Reiki Master and stress management specialist.

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Emotional Intelligence: *The Power of YOU!*

This is one of the best workshops for leaders and for people who want to move into a leadership position. Emotional Intelligence is the single most accurate predictor of leadership success! Can you manage your own “real estate”? Do you know how you come across to other people? Can you help your team manage their emotions during turbulent times?

Topics for discussion:

- Overview of Emotional Intelligence.
- Leadership and Emotional Intelligence.
- The brain and Emotional Intelligence – *emotional hijack*.
- Practical ideas to help you manage your emotions.
- Practical ideas to help other people manage their emotions.
- How to increase Emotional Intelligence.

This workshop is for every level of employee; however, it is most helpful for people in management positions. Emotional intelligence is best described as the ability to understand and regulate your own emotions, recognize the emotions in others and help them manage their emotions, and how to make decisions based on your emotions at a specific time. Basically, it’s the ability to manage your emotions intelligently. This training will cover those specific areas as well as provide information on how to increase your emotional intelligence over time. This is an insightful, fun, and very educational course for people who are looking to positively impact their overall wellbeing and professional success. This workshop is the foundation of every workshop that Corporate Compass Training offers.

Preventing Sexual Harassment: A Common-Sense Approach!

More than ever, it’s important for companies to have effective workplace harassment training and subsequent detailed guidelines for how to handle accusations. If companies are not prepared, they will be vulnerable to lawsuits, low morale, and decreased employee engagement. Additionally, not having proper training and procedures can create a mechanism for workplace harassment, giving rise to employees feeling unsafe at work. That doesn’t create an atmosphere that top-notch employees want to work in, and could have in impact on recruiting. Even after all of the attention-grabbing headlines, sexual harassment continues to be an issue the workplace. Some employees still behave inappropriately and others may overact to minor slights that don’t qualify as sexual harassment. Either way, when employees are engaging in unwelcome behavior, the company suffers!

Topics for discussion:

- The purpose of this type of training/awareness.
- Define different forms of sexual harassment.
- Is it sexual harassment?
- What motivates people to harass others?
- Facts about sexual harassment.
- What does, “too sensitive” mean?
- Creating a safe environment.
- Accountability.
- What to do if it happens to you.



Although some states do not specifically require it, training everyone in the organization can greatly reduce overall liability. Take advantage of this low-cost training option to provide training for all employees and further reduce your potential liability against workplace sexual harassment claims (and increase morale). *Disclaimer: This program is for informational purposes only. It is not meant to convey Dr. Brandal’s position on behalf of any client, nor is it intended to convey specific legal advice.*

The High-Performance Workplace Using Coaching and Respectful Discipline

This program is for supervisors and managers who manage performance and are authorized to engage in corrective action and disciplinary protocol. This program will help you prepare for the meeting and engage in the conversation in a way that is respectful and appropriate.

Topics for discussion:

- Corrective Action vs. Disciplinary Action.
- Confront the situation.
- Documenting.
- Verbal warning.
- When coaching and counseling isn't working.
- Progressive discipline.
- Adminstrating discipline.
- Common mistakes supervisors make during the discipline process.
- Subjective vs. objective documentation.

Multiple exercises



Nobody likes negative feedback...and delivering it can be just as difficult as receiving it. Yet, corrective action tools and being able to discipline employees to eliminate or mitigate performance problems is a critical management skill. Ignoring poor performance had hoping it will go away is a solution that doesn't work and it can hurt the performance of the whole team. It can also ruin your credibility as a leader. This process doesn't have to be a chore. With the right training, you CAN engage in this process with a coaching mindset and strong confidence.

Communicate to Collaborate, Facilitate, and Motivate

This workshop is a good combination of communication concepts and conflict management strategies.

Topics for discussion:

- Difficult people: We are all difficult.
- Develop new neural pathways in the brain for better communication and conflict management.
- Passive/Aggressive/Emotionally Intelligent Communication
- Words that promote conflict.
- Checking assumptions
- The Conversation Plan and Conversational Sequence.
- Redirecting a conversation.

Multiple exercises



The purpose of this workshop is to enhance the success of your staff communicating at work by providing participants with practical skills, awareness, and tools needed by employees at all levels. We all need to collaborate, facilitate, and motivate people in the workplace. This is true even if you aren't in a leadership position. A significant outcome of this workshop is that participants will have the means to better relate to each other even during difficult situations. We will discuss logical (and psychological) ways to communicate with each other, especially during turbulent times.

Generation Motivation! *Age or Mindset?*

This workshop is for every level of employee and will help managers understand their teams better. It's educational, relevant, and fun.

Topics for discussion:

- Get to know the different generations in today's workplace.
- Motivating strategies for different generations.
- Biases = Normal human behavior.
- Managing your mindset at work.
- Discuss how generational differences impact communication and work preferences.
- Discuss the positive attributes that each generation brings to the table.

Multiple exercises



Today's workforce may be comprised of as many as four generations working side-by-side. Each generation has a unique mindset, work style, and way of communicating. More than ever, the ability to understand and lead multi-generational teams is essential for managers. As team members, we have to question our own thoughts when we have differences with other people who are older or younger than us...is the issue an "age" issue, or is it my personal mindset and beliefs?

Leadership and Supervision for the First-Time Manager



This program is for new supervisors or for supervisors who haven't received a lot of formal leadership training in their career. This is also a great refresher for people who have been in leadership positions for a while. Senior leaders who have taken this session say that it helped them get back to the basics and "refresh" their skillset.

Topics for discussion:

- From the frontline to a supervisor (the transition). Setting boundaries.
- Delegation.
- Motivating team members.
- Feedback.
- Self-assessment: Leadership Style.

This workshop will offer participants a broad overview of some of the most important responsibilities of a leader today. Leadership competencies are learned on-the-job every day. However, having a new set of tools (or a renewed set) can significantly enhance a leader's competencies and relationship building. New supervisors who attend this training will be better prepared to take on the challenges of their new responsibilities much sooner. We use a video in this session to break down various leadership styles too. People have reported being much more comfortable taking on their role of supervisor/manager after going through this workshop.

Diversity Awareness in the Workplace



This program does not attempt to change anyone. It's simply a session that offers ideas on how to manage yourself in the workplace in regards to differences between people.

Full Day Session = Six Hours.

Half-Day Session = Three Hours:

{Everything listed below is offered in a full day session}

- Why diversity training?
- Leadership and diversity.
- What diversity is and what it is not.
- Difference between EEO and diversity.
- Labels. Patterned thinking.
- EEO laws: What you need to know.

(A separate two-hour workshop can be completed on this topic: "*Generation Motivation*")

Multiple Exercises

The full day workshop will cover all areas shown above along with several interactive exercises. This workshop discusses both diversity and equal opportunity but leans more toward diversity concepts because research shows that is where the real growth and development stems from. However, a great deal of litigation regarding EEO has plagued the United States for decades; therefore, it's important that employees have an overview of specific EEO laws. *This training has the propensity to significantly open the lines of communication between employees and create a very powerful connection between people at work.* It can also help mitigate costly legal issues. This workshop can be designed for your specific needs.

Lead Yourself



This is a one-of-a-kind session designed by Dr. Brandal based on self-directed leadership.

Self-directed leadership and learning are processes people use to motivate themselves to take initiative without the help of other people to achieve their goals. They diagnose their own challenges and then formulate learning goals and find resources they need to achieve success and be happy in all areas of life. According to Dr. Brandal, the four pillars of leading yourself are:

- Physical wellness.
- Mental health.
- Emotional Intelligence.
- Openness and transparency.

Multiple Exercises

This interactive workshop is for every level of employee - - and it's an important workshop to attend even if you are not in the workforce. The premise of this one-of-a-kind workshop is that: *We must lead ourselves before we can lead others.* This interactive workshop will discuss the four areas listed above and how they connect to understanding ourselves and even building a followership. This is an introspective workshop and participants who have an open mind about growth and development will come to know themselves at a deeper level. *There are several assessments and activities in this workshop.*

Creative and Innovative Thinking in the Workplace

This is a highly interactive workshop. Creative thinking leads to innovative ideas. Even people who don't think they are creative can learn to use their logical senses to stimulate their creativity and generate creative ideas from other people too.

Topics for discussion:

- Why creativity in the workplace?
- But I'm not creative! Your default language.
- Brain chemistry and creativity.
- Idea generation tools and Mind Mapping.
- Problem solving activities.

Multiple Exercises



This workshop is for all levels of employees and it's an interactive and innovative workshop that helps individuals and teams develop and sharpen their creative thinking and problem-solving ability. Participants will work on solving fun and challenging brainteasers and problems. Additionally, barriers to creativity will be discussed along with how to think more creatively. ***This is a very interactive workshop that is fun, educational, and insightful.*** Participants can take these ideas back to their teams and use them to solve problems or for idea generation.

Teamwork: Engagement and Alignment



Since the ability to function effectively and maximize performance is crucial for any winning team, it is important for teams to align themselves, focus on how to truly develop as a team, and be positioned for long-term success. This workshop is best for groups of people who already work or volunteer together. Teams become more acquainted at the "human" level. This can significantly increase the value of each other while on the job.

Topics for discussion:

- Several engaging activities: Most of the time is spent doing activities together.
- Theoretical concepts of: Forming, Storming, Norming, and Performing.
- Vulnerability based trust.
- Creative brainstorming within a team.
- The Five Dysfunctions of a Team.
- Participants will complete an assessment (depending on number of people).

Multiple Exercises

This workshop is highly interactive. Several methods are used in an attempt to bring people together. This teamwork session engages employees, gets the conversation started...and, it's fun! There is also a purpose behind every activity that is completed in this session. Your team members will know more about themselves and have a deeper sense of each other when they leave.

While the concepts of teamwork can be taught in an educational environment, this special workshop energizes people on a deeper level so they can take that energy back to the workplace and keep the conversation going.

Deep Dive Team Huddle

The Deep Dive Team Huddle workshop has become a favorite for small teams! This workshop goes further than the teamwork and engagement workshop. It's best to start with the teamwork workshop and then work the team's way through the deep dive process. There are two phases to this workshop. This workshop requires that the team read Dr. Patrick Lencioni's *Five Dysfunctions of a Team* book. The team will take an assessment (via E-mail) prior to the first session. Each person will receive their assessment back during Phase 1. It's confidential. Dr. Brandal doesn't share it with anyone. You are free to do that. An overall assessment (based on the team's averages) will also be handed out and discussed during Phase 1.

Phase one: The team will read the book. The team will go through a three-hour interactive workshop. There will be a guided book discussion (specific) with the group. If there are eight or less people on the team, each member will give a 5-minute report on an assigned dysfunction and share their ideas (specific instructions will be sent). Different tactics will be used if there are more than eight people (to keep within the 3-hour timeframe). After these two interactive activities are completed, the team will be debriefed on their overall assessment.

Phase two: This is a three-hour interactive program that will dive further into the assessment. Room space will be needed for this phase. Five stations will be set up around the room (to coincide with each dysfunction). The team will be broken up into smaller teams. The teams will move from station to station (timed by Dr. Brandal) and candidly and respectfully discuss each dysfunction. Their ideas for betterment will be written down at their station. Time permitting, the teams will be mixed-up for a second round. A full team debrief will be held at the end. Dr. Brandal will take all of the ideas discussed and journal them for the team. In that journal, Dr. Brandal will provide ideas for best practices in regards to the team's scores.

Leader as Coach



Imagine a basketball coach only giving feedback to his/her team at the end of the season. In fact, imagine that coach only giving feedback after the game and never giving feedback during the game. Real-time feedback during sporting events is critical. It's critical in the workplace too. Leaders are coaches. The ability to bring the best version of yourself to work every day, communicate effectively, resolve conflict and confidently handle any situation with finesse and

skill are some of the most desirable skills in the workplace today. Technical expertise in a person's profession is important, but people skills are the most critical skills in our diverse workplace today. Communication is a skill that every team member needs to have, from the most junior staff member to the most senior executive leader.

Topics for discussion:

- Empathic listening.
- Motivation.
- Communicating with diplomacy.
- Emotional management and remaining calm.
- Your default communication style.
- Conflict during communication.
- Making the tough decisions and being at peace with yourself.

Multiple exercises

Leaders have a vastly influential role to play in optimizing employees' performance. Coaching at work sounds like some fad, a step up from being the office cheerleader, which is unfortunate. All it really means is helping people get the best out of themselves, which has of course been an essential part of good leadership since the beginning of time. Leaders who have become effective coaches are members of a select group who can call coaching a habit.

Building Trust in the Workplace

Trust is personal. Everyone trusts differently. Trust helps teams openly engage in healthy conflict. This workshop will discuss the psychology of trust and create a logical understanding of the concept. We will also discuss why people have difficulty trusting others and how you can begin dissolving barriers to earn trust.

Topics for discussion:

- Where does trust come from?
- Creating a culture of trust. Building trust capital.
- Trust breakers.
- Actions employees can take to build and maintain trust.
- Good governance and risk management.
- Transparency and responsiveness.
- Sincerity and trustworthiness.
- Active listening.
- Gossiping and manners.

Multiple exercises



Essentially, this program can be the starting point to building strong relationships. With trust, comes higher employee morale and better communication/conflict management. In fact, experts agree that trust is the foundation to of every relationship. If trust is the foundation of the relationship, then even when people disagree, trust will allow a team to *professionally and respectfully* engage in healthy conflict. This can also build strong bridges between the frontline staff and management.

Conflict Management: Conflict is Inevitable. Combat is Optional.



This workshop is based on the workplace environment, yet it has helped many people at a personal level. This workshop will entice you to question yourself...what you know about conflict...and how you have typically managed conflict in the past.

Topics for discussion:

- Causes of conflict in the workplace (Healthy and damaging conflict).
- Importance of resolving conflict.
- Assertiveness.
- Courage and self-esteem.
- Methods of conflict resolution.
- Active listening and responding.
- What to do and *not* do during conflict.

Multiple Exercises

Conflict is inevitable in the workplace. Many people simply try to avoid it. Others become frustrated because they don't know what to do about it. ***Even though you can't see it on the financial reports, conflict is very costly.*** This workshop will cover detrimental conflict and offer ideas to mitigate difficult circumstances. Interactive exercises are used so that participants gain a greater understanding of conflict. Additionally, one very important consideration about this workshop is that the positive aspects of conflict in the workplace will be brought to light. This can entice people to look at conflict *as an opportunity*.

Customer Service with Emotional Intelligence

This program is absolutely necessary for all people (managers or frontline staff) working with customers.

Topics for discussion:

- Introduction to Emotional Intelligence.
- The customer-centric attitude.
- Behavioral Patterns.
- Enhancing your empathy and empathic listening.
- Managing stressful situations/conflict.
- Developing a mantra.

Multiple exercises



The purpose of this workshop is to leverage emotional intelligence while working with customers. Employees with high emotional intelligence have the ability to understand and control their emotions even in the most challenging situations. This helps to increase sales, work more efficiently, and become stronger leaders. Customer loyalty will depend on how a customer feels when they interact with an employee. ***Emotional intelligence is a key factor in how employees connect and maintain relationships with customers.*** This workshop is for all levels of employees who interact with customers.

Diversity-Centric Customer Service

The world is a global economy and Ohio is a significant part of that economy, especially in the tourism and hospitality industries. You may work with someone that you went to high school with, but the customer in front of you may be someone from the other side of the world. Because of social media, that customer's experience could be shared around the globe. Are you ready for that? Great customer service is more than just manners. It takes special skills to serve people from diverse backgrounds (religion, gender, ethnicity, age, disabling conditions, language, etc.). This program will help to create a diversity-centric awareness for people in the customer service profession.

Topics for discussion:

- Why a diversity-centric approach is important in customer service.
- What diversity is and what it is not.
- Patterned Thinking.
- Implicit and Explicit Biases/Assumption Checking.
- Active listening.
- Communication tactics: Verbal and Non-Verbal.
- Continue being curious – open the mind...and...open the heart.

Multiple exercises



This three-hour workshop is for anyone who works with clients and customers; for management and non-management personnel. While the workshop isn't designed to change anyone's beliefs and values, it will help employees manage situations more professionally when dealing with a diverse customer base.

S.L.A.P. Your Customer!



This is not a customer service 101 workshop; this program centers around dealing with difficult customers. It's best to take the workshop called: Customer Service with Emotional Intelligence before taking this program.

We will use the acronym S.L.A.P. as a *humorous narrative* to discuss what to do when dealing with customers who...*well*...you just want to slap! Customers can be overly demanding, cruel, and even ask you to do things that are illegal. However, because you are a representative of your company, you cannot allow yourself to treat them how they treat you. Topics for discussion:

- Why customers get upset and why it's okay!
- What superpower do YOU have?
- How to rise above the negative emotional atmosphere created by a customer.
- Managing service-related stress.
- Decide if you really need the business.

You are the leader; therefore, your challenge is to influence your customer into a positive or neutral direction. Using the fun acronym of S.L.A.P., you will have a way to remember what to do during times of turbulence when dealing with people who are increasing your emotional thermostat!

Employee Engagement. *Got Purpose?*



A three-hour workshop won't cover everything there is to know about employee engagement. However, this workshop will cover some of the key concepts of engaging employees, developing engagement champions, and using "micro-connections" to engage with people.

Most companies are striving to innovate forward, attract and retain top talent, reduce turnover, and meet their goals. But we all know that we can't achieve our goals if we can't engage our employees. Does your organization offer an 'experience' at work? What's your purpose? That question shouldn't only be answered by the company overall, but everyone should have a purpose. Engagement doesn't mean serving lunch to everyone once a quarter.

Topics for discussion:

- Employee Engagement Vs. Employee Satisfaction.
- Why it matters and what REALLY works.
- Building engagement advocates.
- Hire. Train. Retain.
- Working "on purpose".
- Who is sinking your boat?

Movie

Engagement is psychological in nature. Better engagement results in better productivity. When employees are engaged at work, they feel a connection with the company. They work harder because they believe the work, they're doing is important.

The Performance Management Meeting: *Be the Coach!*

This program is for supervisors and managers at any level who evaluate and manage performance. This program will help you gear-up to be the coach during a performance review.

Topics for discussion:

- Preparing for the meeting.
- How will you evaluate?
- Write the performance review: Rating scale.
- Common mistakes in this process.
- Tips about evaluating attitude and behavior.
- Feedback Methods.
- Managing reactions.
- Disagreement about the evaluation.

Multiple exercises



Who loves doing performance reviews? Most likely...nobody! Yet, it's one of the many coaching tools that companies use for performance management. The ability to conduct productive performance evaluations is a learned skill. Even without specialized training, many evaluators can adequately communicate about concepts such as job responsibilities, skills and goal achievement. That's because these are objective, easy to measure and discuss. A more daunting but crucial part of the performance review is the area of behavior assessment - - *those subjective areas*. As opposed to making those situations worse by choosing the wrong approach, or inflammatory wording, or simply bypassing those issues altogether, you (as the coach) can use your emotional intelligence training to address these issues.

Business Etiquette: *Putting Common Sense to Work!*

This workshop is for all levels of employees and within every occupation. This workshop can help mitigate destructive conflict and encourage civility in the workplace. Many people in the workplace ask: "*Why can't people just use common sense?*" We need to keep in mind, common sense means different things to different people!

Topics for discussion:

- Use basic courtesy and manners.
- Practice common business etiquette to build and maintain relationships.
- Implement practices for respecting yourself.
- Be resilient in difficult situations.
- Interact in a respectful manner with coworkers.
- Maintain relationships with strong communication skills.
- Use technology effectively.
- Balance work and personal life appropriately.

Multiple exercises



Etiquette is a set of unwritten rules that apply to social situations, professional workplaces and relationships. In the business world, good business etiquette means that you act professionally and exercise proper manners when engaging with others in your profession. Good business etiquette is a valuable skillset that will make you stand out from others and enhance your chances of success. Good business etiquette and common sense go hand-in-hand!

Public Speaking and Powerful Presentations

This course is for people who have some anxiety when giving presentations, speeches, or speaking to a group of people. It is also designed to help people (who don't have public speaking anxiety) conduct more powerful presentations.

Topics for discussion:

- What is fear?
- How fear affects our body?
- Confidence.
- Skill tips.
- The power of humor.
- Positive thinking and self-talk
- Relaxation techniques.

Multiple exercises



Does your heart race when you are told that you have to give a speech for a class or a presentation at work? If so, you aren't alone. ***A great deal of research shows that the fear of public speaking is the number one fear of human beings. But you don't have to let this fear control you.*** This interactive and fun workshop will show you how to take control and navigate your emotions before and during a presentation as well as build a rapport with the audience.

Chill Skills: Stress Management for Busy People

It doesn't matter where you are from in this world, we are all susceptible to stress. Stress is a universal and naturally occurring phenomenon. This no-nonsense interactive workshop will heighten your awareness to the threats of stress and why it's important to take control of it immediately. Plus...we'll have some fun!

Topics for discussion:

- The shocking truth about stress: What's happening to you right now?
- Your default behavior.
- Good vs. bad stress.
- Dealing with toxic people.
- Humor and stress management.
- Your chemistry: How your brain works and how to manage it.
- Chill skills: Learn and practice a variety of effective stress coping and stress reduction strategies.

Multiple exercises



You might be a business owner or senior leader who is wearing more hats than you can count, or you might be a mid-level manager or frontline team member juggling multiple deadlines (and dealing with family). Without the skills necessary to manage stress and emotions – performance suffers (so does your health)! We cannot eliminate stress, but we can use our coping skills and emotional intelligence to manage it.

Mindful Leadership



Can you “find the space to lead”? Mindful Leadership training is fitness for the mind. This program will help you answer the following questions: What is mindfulness? How can it help me personally? How can it help me be a better leader? How can I be more present and “in-the-moment” with people? Mindfulness is achieved by regulating one's attention—focusing attention on one's thoughts and emotions. You can also think of it as the cultivation of leadership presence.

Topics for discussion:

- What mindfulness is all about.
- The neuroscience of mindfulness and the brain.
- How mindfulness can help with brain fog, emotional management, brain health, and physical health.
- How mindfulness relates to leadership.
- Micro-connections with fellow employees.

To be a manager/leader that people want to follow, we need to be mindfully-aware and present. Being on auto-pilot doesn't allow us to engage, inspire, or connect with our team members or ourselves. This workshop will help you become more aware of yourself and other people. When you are leading at your best, how does it feel? Let's get there and stay there!

The Leader in You (A program for people who are not in management)

Leadership isn't just for managers...it's for all of us. If you think that building trust, working as a collaborative team, and proactive communication are important, then you are probably a leader yourself. These are all elements of good leadership. But leadership isn't easy; it takes work. This program is for frontline staff – for people who aren't managers yet.

Topics for discussion:

- What is leadership....*really*?
- Accountability.
- Followership: The first step in extraordinary leadership.
- Trust is a must!
- YOUR professionalism = YOUR credibility.

Multiple exercises



Leadership begins with “thyself”. First, you need to lead yourself, before you can lead others. Second, leaders need to have an open heart and an open mind. Third, leaders have the ability to influence other people (co-workers, managers, community members, etc.) into a positive direction – but, this takes “deliberate emotional labor”. Leadership skills are important to employees at all levels within an organization...it makes your team stronger, reduces drama, and has a positive impact on your physical and mental wellness.

Great Teachers to Great Leaders

“A leader is the one who knows the way, goes the way, and shows the way.” ~John Maxwell



Inasmuch as this is true for leaders, this is also true for teachers. Our communities and our world need teachers who are ready to take on a genuine leadership role. But, leadership isn't as easy as people think. Leadership begins with “thysself”. First, you need to lead yourself, before you can lead others. Second, leaders need to have an open heart and an open mind. Third, leaders have the ability to influence other people (students, co-workers, managers, community members, etc.) into a positive direction – but, this takes “deliberate emotional labor”.

Topics for discussion:

- What is leadership?
- How does being a teacher tie into leadership?
- Attributes of a good leader.
- Communication = Your Credibility.
- Branding yourself as a professional.
- Positive Mental Attitude and Positive Culture.

Multiple exercises

Teachers are leaders in their own right. Leadership is a skill that everyone needs to continually work on in order to make a real impact in their environment. Teachers and leaders are lifelong learners. That's why this workshop will be a great benefit to anyone in the teaching profession.

The Champion of Change

One attribute that all employees need to have is being able to adapt to change – especially the management team. Change can create anxiety, chaos, and even fear. Those feelings are normal. Yet, while we will experience uneasiness during change, we know that we need to move forward anyway.

Topics for discussion:

- The challenge with change.
- Why people resist change/Fear of change.
- Management responsibilities.
- Don't resist resistance!
- The brain and change.
- How to manage fear and resistance.
- Emotional management during change.

Multiple exercises



Organizational change is constant – and that can be a good thing! Yet, many people react to change with denial, resistance, frustration, and they may even disengage. As a change leader, the ability to help people overcome their inertia and get onboard with new initiatives is critical to success. This program is also for employees who are not in management. They are typically the people who carry out the change. They will need to take on a leadership role to hold themselves and others accountable during the change process as well as become catalysts and encouragers.

How to Make Yourself Invaluable in the Workplace



This is a comprehensive program designed to make you an invaluable employee no matter what position you have with the company. It teaches you some of the skills you need to adapt to - and even embrace changes at work. We'll discuss how to thrive under pressure, how to receive feedback, how to use your initiative to build credibility, and learn why being a positive influence has a prevailing impact on your reputation and organization.

Topics for discussion:

- Take ownership of your responsibilities and results.
- Take initiative to go above and beyond what is expected of you.
- Perform well under pressure.
- Adapt to changing situations.
- Be able to receive feedback even when you don't agree with it. This goes beyond giving feedback.
- Help others improve their performance.

Multiple exercises

This program is for any level of employee within the organization. However, it's best to offer this information to the management staff first.

Neuroleadership 101: Your Brain on Leadership!

Many people in management positions think they manage people. We can't manage people! We can manage money, supplies and logistics...*not people!* Then what do you manage as leader? You manage EMOTIONS...yours and other people's emotions. Leadership is psychological in nature. Join us as we talk about "your brain on leadership".

Topics for discussion:

- Defining Neuroleadership and how it ignites leadership.
- Explore specific areas of the brain that relate to leadership.
- Emotional intelligence as it relates to Neuroleadership.
- Neural Wi-Fi connections with people.
- The best way for leaders to engage the limbic system (emotional brain) at work.
- The "Caveman" brain.



Are you making neural Wi-Fi connections that create tacit harmony or do you disconnect and shutdown the connection process (especially during difficult times)? This program is for people who are already in management positions, for people who want to be in management positions, and it's also for people who want to increase their power of influence (i.e. sales, customer service, entrepreneurs).



The Power of Teamwork (Based on the United States Navy Blue Angels)

In this interactive program, we will use the legendary U.S. Navy Blue Angels as an example of the ultimate performance team. We will watch an interesting movie about how the Blue Angels engage in teamwork strategies. Drawing from this team, you will learn **12 key points** that can help transform and strengthen your team. The movie discusses how each of those 12 key points can be implemented into your company.

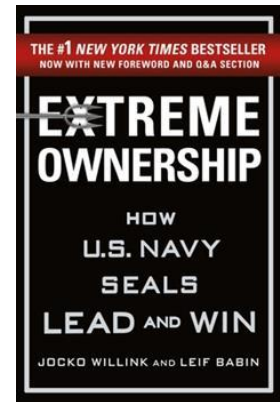
The group will be divided into teams to discuss these key points. Team members will strategize on how to implement key points from the video and/or make those areas even stronger within their team and organization. Each team will report out to the group; and best practices will be discussed. This is a fun, insightful, and highly relevant topic for teams today! *This workshop has become a team favorite!*

Leadership Grit: Accountability

This interactive workshop requires the participants to read a book before the program: “*Extreme Ownership: How U.S. Navy SEALs Lead and Win*”, by Jocko Willink and Leif Babin. The team will go through a participatory workshop about the concepts of the book.

Topics for discussion:

- What extreme ownership means.
- It’s not what you preach, it’s what you tolerate.
- Leadership needs to believe in the mission: How do you influence others?
- Ego check.
- Cover and move: Team synergy.
- Keep it simple.
- Prioritize and execute.
- Decentralized command: Can your frontline execute with confidence?
- Plan: Become a tactical and strategic genius.
- Leading up and down the chain of command.
- Decisiveness amid uncertainty.



This is a no-nonsense workshop for managers and supervisors. Great leaders know that accountability is the cornerstone to a successful business. When accountability a part of your culture, and is seen as a positive aspect, then blaming and dishonesty are reduced, working relationships are healthier, and overall efficiency is improved.

Accountability That Works



This workshop is for every level of employee. It's a great workshop for frontline teams. This session demonstrates the combined power of Responsibility, Empowerment, and Accountability in achieving successful project results and increased professional growth. This workshop focuses on accountability at the individual level. Individual accountability requires that we make choices: choosing to be responsible, empowered and accountable, whatever the results. Despite how we may have used them in the past, the terms responsibility and accountability aren't the same or interchangeable. This interactive workshop is

accompanied by an excellent video with a discussion afterwards.

Topics for discussion:

- Responsibility, Empowerment, Accountability.
- The Language of Accountability.
- Clear agreements. Overcoming obstacles.
- A few concepts from the book, "*Extreme Ownership: How Navy SEALs Lead and Win*" will be discussed.

Accountability is directly linked to increased morale, work satisfaction, creativity, and innovation. Taking this training to the frontline is a visionary leadership process because it will create a "culture of accountability". This training offers awareness to employees about accountability, creates a common language, therefore, builds capacity in being responsible, feeling empowered, and taking accountability seriously.

Difficult Leadership Challenges in Today's Workplace

Every job has its challenges. Everyone has to navigate office politics and master skills necessary to succeed in a particular position. What sets you (managers) apart from other positions is that you manage and lead people/emotions. So, your toughest challenges will be employee-related issues and even inner-self related issues. We will discuss some of the most significant issues plaguing people in management positions today. This program is about you, your team, and the organization as a whole.



This program is designed for people in management positions (any level). It allows the manager to look deeper within themselves as well as learn some new skills and management trends. This program is also used as a "roundtable" leadership discussion.

These workshops can be customized for your company's specific training needs. Corporate Compass Training doesn't offer "generic" training!

Other Services Offered by Corporate Compass Training

- Public Speaking Coaching and Development.
- Individual sessions for people in public office or business leaders (or aspiring politicians/leaders) who want to improve their communication skills and understand audience perception.
- Confidential coaching for senior leaders and elected officials.
- ***Employee orientations: Short presentations can be offered during your company's new employee orientation on diversity, sexual harassment, business etiquette, etc. This is very helpful for the HR Department!***

Keynote Speaking: Areas of Expertise

- Diversity and Inclusiveness
- Emotional Intelligence
- Leadership (including 'leading thyself')

Employee Assessments

- Communication Style
- Personality Style
- Conflict Management Style
- Team Member Style
- Breakthrough Creativity Profile
- Coaching Skills Inventory
- Leadership Style
- Supervisory Skills Assessment
- Interpersonal Influence Inventory
- Team Effectiveness Profile
- Legacy Leadership Competency Inventory
- 5-Dysfunctions of a team assessment along with a comprehensive "deep dive" teamwork program.



Two psychometric assessments are offered for leadership development and coaching: EQ-i 2.0.

This assessment analyzes a person's Emotional Quotient based on Emotional Intelligence. *It's one of the best assessments on the market today for professional development!* The other assessment is called the Leadership Practices Inventory (LPI). It's a comprehensive 360-degree leadership evaluation and one of the most valid assessments on the market.