



WORKSHOP #3

THE LASTING SHIFT™

Make Courage the Standard, Not the Exception

*Courage isn't a one-time act—
it's a culture you build.*

Many people have breakthrough moments of courage, but real impact happens when bold action, trust, and accountability become part of how teams operate every day.

The Lasting Shift™ ensures organizations don't just recognize unseen dynamics and act on them—they build environments where courageous leadership thrives.

This workshop helps participants reinforce these behaviors so courage becomes a daily practice, not just a reaction to big moments.

Note: The first three workshops are best done in a series. *The Undercurrent Effect™* helps leaders identify what's driving their teams and organizations. *Everyday Courage™* gives them the strength to act. *The Lasting Shift™* ensures that impact sticks, turning courageous leadership into a sustained practice.

Best for: This workshop is ideal for professionals at all levels who want to move beyond one-time acts of courage and build habits that create deep trust, accountability, and bold action in their teams and organizations.

Participants will increase their ability to:

- ✓ Reinforce courage as an everyday practice instead of a one-time effort.
- ✓ Strengthen trust and accountability by modeling consistency in their actions.
- ✓ Build an environment where people feel empowered to take initiative and speak up.

After the workshop, attendees will be equipped to:

- ✓ Create structures and habits that make courageous action the norm.
- ✓ Foster a culture where trust and accountability drive long-term success.
- ✓ Lead by example, making courage a natural part of how teams operate.

Note: After recognizing hidden dynamics (*The Undercurrent Effect™*) and acting with courage (*Everyday Courage™*), this final workshop ensures those shifts stick for the long term and make courage something teams lean on daily, not just in crisis.