



WORKSHOP #1

THE UNDERCURRENT EFFECT™

Mastering the Unseen Dynamics That Drive Performance

Most leaders focus on what's visible, but the real obstacles—and opportunities—are happening beneath the surface.

The *Undercurrent Effect*™ equips teams to recognize the unspoken tensions, emotional undercurrents, and overlooked dynamics influencing culture, collaboration, and results. When leaders only react to surface-level issues, they end up managing symptoms instead of solving the root causes of misalignment, disengagement, and stalled performance. This workshop gives them the tools to see what's really driving success—and what's quietly holding them back.

Best for: This workshop is ideal for professionals at all levels who want to strengthen trust, cohesion, and collaboration by uncovering and addressing the hidden forces shaping their organization's success.

Participants will increase their ability to:

- ✔ Identify and address unseen factors affecting team performance.
- ✔ Enhance collaboration by surfacing and resolving unspoken tensions.
- ✔ Strengthen team cohesion through a deeper understanding of underlying dynamics.

After the workshop, attendees will be equipped to:

- ✔ Recognize and navigate unseen challenges before they create roadblocks.
- ✔ Foster open communication to surface and resolve hidden conflicts.
- ✔ Build a more aligned, high-trust team environment.

This is the foundation; once people recognize unseen forces, they can take more effective action in the next workshop, *Everyday Courage*™.



WORKSHOP #2

EVERYDAY COURAGE™

Acting with Clarity When It Counts

Leadership doesn't happen in ideal conditions—it happens in the messy, uncertain moments where action matters most.

From tough conversations to high-stakes decisions, *Everyday Courage™* equips participants with the mindset and skills to address challenges head-on. This workshop encourages individuals to stop waiting for “the right moment” and instead build the habit of acting with clarity, confidence, and conviction—especially when it’s uncomfortable.

Success isn't about always having the perfect answer, it's about moving forward even when you don't.

Best for: This workshop is ideal for professionals at all levels who want to build the habit of stepping into hard moments with confidence, addressing challenges directly instead of hesitating or holding back.

Participants will increase their ability to:

- ✔ Take action in moments of uncertainty instead of waiting for the “right time”.
- ✔ Speak up and engage in difficult conversations with clarity and conviction.
- ✔ Turn hesitation into action and break the cycle of avoidance that keeps teams stuck.

After the workshop, attendees will be equipped to:

- ✔ Approach challenges with a mindset that turns hesitation into action.
- ✔ Build a culture where people don't wait for permission to address what needs to be said and done.
- ✔ Apply practical strategies to lead with courage in everyday situations.

Note: After uncovering unseen challenges in *The Undercurrent Effect™*, this workshop gives participants the courage to act on them.



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.



WORKSHOP #4

THE UNSEEN EDGE™

Communication That Cuts Through the Noise

What you say matters less than what others hear—master the undercurrents shaping how your message lands.

Communication isn't just about delivering a message; it's about shaping perception, influencing action, and ensuring what's said aligns with what's felt.

The Unseen Edge™ equips participants to recognize the emotional undercurrents influencing how their words land.

This workshop helps people cut through the noise, defuse tension, and communicate with clarity, conviction, and resonance—especially in high-stakes moments.

Best for: This workshop is ideal for professionals who want to go beyond just sharing information and communicating in a way that inspires action, strengthens relationships, and ensures their message is heard.

Participants will increase their ability to:

- ✔ Recognize and navigate the emotional undercurrents that shape how messages are received.
- ✔ Approach tough conversations with confidence, avoiding misalignment and misunderstanding.
- ✔ Communicate in a way that builds trust, strengthens relationships, and resonates with others.

After the workshop, attendees will be equipped to:

- ✔ Deliver messages that create lasting resonance and meaningful engagement.
- ✔ Handle difficult conversations with clarity, composure, and conviction.
- ✔ Communicate in a way that strengthens trust and alignment across teams.

Note: To create a full-day program, this pairs powerfully with *The Undercurrent Effect™* by equipping participants to engage in conversations they may have once avoided. This ensures that their communication builds trust, strengthens alignment, and deepens team connections.



WORKSHOP #5

LEADING UNAPOLOGETICALLY

**Own Your Influence. Lead
Without Limits.**

Women don't need permission—they need the space to lead on their terms.

This workshop is about taking it. Too often, women are advised to “*speak up*” or “*be more assertive*,” but real success isn’t about fitting a mold—it’s about redefining it.

Leading Unapologetically helps participants reach their full potential by challenging outdated expectations, addressing self-imposed limitations, and showing up with boldness.

This workshop sparks honest conversations about women’s unspoken pressures—the energy spent proving themselves, the influence they don’t always claim, and the choices that shape their impact.

It equips them with the tools to communicate confidently, lead with conviction, and own the space they’ve earned.

Participants will increase their ability to:

- ✔ Challenge expectations and navigate resistance with confidence.
- ✔ Step into greater visibility and advocate for their ideas and contributions.
- ✔ Lead with authenticity and authority instead of adapting to outdated norms.

After the workshop, attendees will be equipped to:

- ✔ Make bold, decisive choices that align with their values and leadership style.
- ✔ Push past hesitation and self-doubt to act in moments that matter.
- ✔ Create space for themselves and others to lead unapologetically.

Best for: This workshop is ideal for women at all levels who are ready to step fully into their influence, stop second-guessing their impact, and lead confidently on their terms.

To create a full day program, this pairs perfectly with *Everyday Courage™* for women who want to strengthen their presence and influence, even in environments that resist it.