



**LifeBalance Solutions** provides high quality wellness, family, and professional development education to your employees. Our goal is to strengthen individuals, families, organizations, and communities.

We work with over 30 expert trainers offering leading-edge workshops with information based on the latest research.

Your employees take away practical tips they can implement immediately. Sessions can be 1-hour, 90-minutes, or whatever works best for the customer. We will deliver onsite or online. We have several platforms to choose from with a capacity for up to 150 attendees.

Our mission is to be creative and customize an experience for your employees that meet the unique needs of your culture.

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Career/Life Alliance Services, Inc.

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# HEALTH & WELLNESS

## FEATURED SESSIONS

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### *Stress Reduction, Mindfulness & Mental Health*



**Nirav Sheth** is a Certified Life Coach and Leadership Coach and is the Founder and President of Stratosphere ([www.stratosphere-llc.com](http://www.stratosphere-llc.com)), whose mission is to create strategies that take individuals and businesses to new heights. As a Mental Fitness Coach, he helps people become happier and more fulfilled. Prior to Stratosphere, Nirav served as an executive in the healthcare industry in leadership roles including general management, global marketing, and program management. Nirav also volunteers as a Meditation Instructor and teaches meditation workshops at public libraries throughout the country.

### Reducing Stress and Improving Performance Through Mental Fitness

*Mental Fitness, based on the NY Times bestseller book Positive Intelligence by Shirzad Chamine, is defined as your capacity to deal with life's challenges in a positive way vs. a negative way. Mental Fitness is based on extensive research at Stanford with 500,000 participants from 50 countries. Join this 1-hour interactive workshop by Nirav Sheth, Certified Life Coach, to learn about Mental Fitness and how it can transform your life. You will learn about parts of our brain that create stress and sabotage our performance (our Saboteurs), and also about the positive emotion generating part of the brain that leads to improved happiness, relationships and performance (our Sage). Nirav will also take us through some simple exercises that will make you feel calmer and relaxed!*



**Dr. Gregory Alch** has been in practice for more than 25 years, helping people better manage their professional and personal relationships. He can communicate complex ideas without arousing defensiveness and people find it easy to talk to him. By engaging employees at all levels of an organization, Dr. Alch has a keen ability to bring clarity to complex situations and identify the action steps necessary to achieve identified goals. Dr. Alch is able to engage employees at all levels of an organization, through his straightforward, straight-talking approach. As such, he has routinely earned the trust of those he works with. Leaders and employees alike view Dr. Alch as an unbiased, reliable source for resolving issues. **\*All sessions ADDITIONAL \$150**

## Overcoming Anxiety to Enjoy Life

*Anxiety is a healthy and normal emotion that everyone feels from time to time. When trying to overcome anxiety you should not try to eliminate your feelings of anxiety but should aim to develop your coping mechanisms when you do feel anxiety. Having the ability to cope with anxious thought is the key to overcoming anxiety.*

*Learning Objectives:*

- *Learn the model for how to stay in the "present" and minimize stress and anxiety.*
- *Learn the model for understanding underlying attitudes and beliefs that drive behavior.*
- *Learn techniques to gain more comfort around things that cause discomfort.*

## Understanding Mental Health Conditions

*Mental Health is in the news now more than ever, yet there continues to be stigma associated with Mental Health issues, despite the growing commonality of such challenges. This workshop helps the participant understand the most common mental health issues, how to recognize concerns in oneself and/or others, and how to communicate concerns to other people. By increasing understanding, we can hope to reduce stigma.*

*Learning Objectives:*

- *Learn the spectrum of the most common Mental Health issues*
- *Be able to recognize the signs and symptoms of Depression and Anxiety*
- *Learn how to cope with everyday stressors*
- *Learn how to navigate conversations with others you may be concerned about*
- *Understand the importance of work/life "balance" or "integration"*

## Mental Health in 2024: A Guide for Everyone

*The past three years have been an extraordinary time with regards to the stress, anxiety and overall uncertainty that has infiltrated and overtaken everyone's life. Our resiliency has been tested and there has been a significant toll taken on the mental health of most, if not all, people. Understanding the most common mental health issues is key to managing ourselves and how we can promote good mental health in our everyday lives.*

*This workshop explores the following:*

- *Learn what Mental Illness is and its contributing factors*
- *How Mental Health has changed pre to post COVID*
- *Learn the signs and symptoms of distress in employees and others in your life*
- *Understand your role in minimizing burnout*
- *Understand tools/techniques to maintain good mental health*



**Kay King**, Employer Education Coordinator, (she/her)- Kay provides mental health education to employers in our community, supporting employee's mental health, and wellbeing. Kay is committed to NAMI's mission because of her son's experience dealing with major depressive disorder. **\*All sessions ADDITIONAL \$50**

## Good Mental Health in the Workplace: Five Things You Can Do

*Learn the five things you can do to create a workplace that values good mental health. Participants will learn how to promote good mental health (including dealing with stress), the common symptoms of a mental illness, how attitudes and language impact people with mental illnesses, and accommodations for a mental illness. This class is for employees, supervisors, organizational leaders, owners, board members and human resource professionals.*



**Dr. Bill Kriva** is dedicated to helping people achieve and maintain optimum health and wellness. He is a Doctor of Chiropractic with a post-graduate certification in Herbal Medicine. Dr. Kriva is an inspirational national speaker and award-winning author. He is the Clinic Director of Parkview Chiropractic Clinic and an adjunct faculty member of Northwestern Health Sciences University. Dr. Kriva also holds a master's degree in business administration and a bachelor's degree in Industrial Engineering as well as years of experience in both fields. This diverse background brings a well-rounded perspective to his presentations and uniquely qualifies him to speak on topics like injury prevention, ergonomics, and a healthy workplace.

## Sleep, the Great Battery Charger

*This session shares important details of why sleep is critical to our overall health and the physiological effects poor sleep has on our mind and body. Dr. Kriva will review cutting edge research being done in the field of Epigenetics, which shows how critical sleep is to the proper functioning of each cell in the body. Finally, tips for achieving excellent sleep are covered. Take home message: cutting edge research shows more than ever how critical sleep is to health, there are many things you can do to improve the quality and duration of sleep, proper sleep is not optional, but critical to your overall health.*

## Managing Stress Naturally

*"Managing Stress Naturally" looks at the role of stress in detrimentally impacting our health. The physiological response we have to stress is discussed and the impact of stress on productivity is explored. A personal and private stress survey is included to help participants gauge their stress exposure. Finally, practical approaches to managing stress are presented. This talk has been extremely popular with all types of audiences from the workplace to the general public. Take home message: stress is the leading cause for visits to doctor's offices in this country, there is good and bad stress, managing stress using the techniques presented is critical to good health and overall productivity in all aspects of life.*

### Managing Stress Naturally Feedback

*The presenter was knowledgeable about the topic, he presented with skill and spoke with enthusiasm. the presentation was very engaging (without forcing folks to engage) when it could have easily been one that you "zone out" during or alternatively felt forced to participate. presenter did a great job delivering the info.*



### Catherine Duncan, MA, BCC, is an Integrative

Spiritual Consultant passionate about whole person healing with a focus on emotional and spiritual health. With a reverence for exploring the sacredness and meaning of life, she companions individuals on their journey. She has worked extensively in the areas of chronic illness, life transitions, grief, loss and finding meaning and purpose.

Catherine is an Ordained Minister with the United Church of Christ, board certified chaplain, spiritual director, energy healer, tapping (EFT) practitioner and works with mind-body therapies and aromatherapy. She served for many years as a hospice chaplain and now works with Newbridge Health & Wellness, Partners In Resilience, and private practice. Catherine speaks on Resiliency, Self-Compassion, and Self-Care in the community.

## Five Practices to Living Fully

*Five Practices to Living Fully is a thoughtful guide to living a more vibrant, joy-filled life. Catherine Duncan teaches participants what it means to live fully, drawing on her years of walking with people at the end of life. You'll feel Catherine's wisdom nuand radiant heart as you follow the five practices and awaken your heart and soul. This session has the power to transform our individual and collective lives. Attendees will explore ways of building inner strength, resilience, and presence through mindfulness, moving in balance and flow, neuroplasticity, self-compassion and more.*

*Topics and exercises include -*

- *Coming back to the present moment*
- *Connecting with something greater*
- *Growing your trust*
- *Embodying love*
- *Hold openness.*

### Five Practices to Living Fully Feedback:

*My practice is on-again, off-again. This gave me a lot of inspiration to get back to it. It felt amazing. The tapping I have read about, but not havening. Valuable info!*

*This workshop was SUPER helpful! I enjoyed it and learned SO much. Would love to have her teach more workshop - Catherine is a wonderful presenter.*

## Self-Care: Do You Make Your Priority List?

*Self-Care and well-being go hand in hand. Self-Care is tending to and balancing our whole self- mind/body/spirit. If we are not our priority, how can we help anyone else?*

*We all have the capacity to make ourselves better today than we were yesterday. We all have the ability to mitigate the daily stresses of everyday living. And we all could use some inspired guidance to help us find our own path to inner strength and resilience.*

*We will explore stress, health, and the healing benefits of truly attending to your body, mind, and heart. We'll delve into the healthful advantages of breath, mindfulness, movement, sleep, and nutrition. We'll learn about how we can rewire our brain, neuroplasticity, and why it is important to create space for creativity, self-care, and self-compassion. We will discover the ways you can apply all of this into your daily life.*



**Rachel Thiemann**, with a background in Social Psychology,

Rachel Thiemann has built on her knowledge of interpersonal dynamics in the workplace with an international career of 18 years as an internal and external organizational consultant and trainer. She also has a keen interest in the link between mind and body and has trained and practiced as a hypnotherapist, NLP practitioner and life coach. Rachel has authored the online tool "From Stress to Resilience" for the US Navy, as well as many other classroom and online courses. She has been Vice-President of WFC Resources, a work-life

company, since 2003.

## Sshhh, Quieting Your Inner Chatter

*We live in a very fast paced, hectic world. The pressure to stay connected, be everything to our children, spouse, and friends creates a very busy mind, often preventing us from focusing, staying present, and getting to sleep at night. All of this mental chatter actually prevents us from being all that we can be to everyone that needs us.*

*Taking 10 minutes to stop, and quiet your mind will make you more mentally available and effective in the things you need to do. In this workshop we will explore several practices to quiet your mind amidst chaos. This will be a valuable skill for not only peace of mind but for more clarity in thought and problem solving.*

## 30 Ways to Boost Your Mental Health and Happiness

*Join us for an interactive workshop designed to equip you with practical strategies to enhance your mental well-being and cultivate greater happiness in your life. In this session, you'll discover thirty actionable techniques to boost your mood, reduce stress, and foster a greater sense of fulfillment.*

*Through engaging discussions and expert guidance, you'll explore a variety of approaches to improve your mental health and enhance your overall quality of life. From simple daily habits to more profound mindset shifts, you'll learn how to incorporate these strategies into your routine to experience lasting positive change.*

## Social Wellness: Nurturing Meaningful Connections for Wellbeing

*In today's fast-paced world, maintaining our social wellness is essential for overall wellbeing. Join us for an engaging and interactive workshop that explores the importance of social connections and provides practical tools to enhance your social wellness. Whether you're looking to strengthen existing relationships, make new friends, or simply feel more connected to the world around you, this workshop will provide you with the knowledge and tools to enhance your social wellness and improve your overall sense of wellbeing. Join us on a journey towards more meaningful connections and a happier, healthier life.*

## Supporting Neurodiversity in the Workplace

*Neurodiversity refers to the range of differences in brain function and behavioral traits among individuals, including those with conditions such as autism, ADHD, dyslexia, and other neurological variations. In this enlightening workshop, we'll explore how embracing neurodiversity can lead to greater innovation, creativity, and inclusion in the workplace.*

*Participants will gain a deeper understanding of neurodiversity and its impact on the workplace environment. We'll examine common myths and misconceptions surrounding neurodiversity and explore practical strategies for creating a more inclusive and supportive workplace culture.*

*By the end of the workshop, participants will:*

- *Understand the concept of neurodiversity and its relevance in the workplace.*
- *Recognize the value of neurodiverse perspectives in fostering innovation and creativity.*
- *Identify common challenges faced by neurodiverse employees in the workplace.*
- *Learn practical strategies for creating a more inclusive and supportive work environment for neurodiverse individuals.*



**Jill Borgerding** started sharing her passion for fitness with others when Jazzercise, Billy Blanks, and Nordic Tracks were hot! Since then, she has led thousands of group fitness and yoga classes, trained hundreds of clients, and has a very long list of certifications. Luckily, both she and the world of health and wellness have evolved tremendously in the past twenty-five years! Now, with an extensive background in personal training, nutrition coaching, healthy-aging and habit change, she teaches a lifestyle of balance between

effort and ease in all areas. Her enthusiasm, passion and knowledge show in everything she does. Whether she's working one-on-one with a client or presenting a workshop to a group, you will feel a positive and supportive attitude, infused with an abundance of motivation and a sense of humor.

## Relaxxxxx

*Stress. We can't eliminate it from our lives, but we can learn sound, scientifically proven ways to manage it and prevent much of the stress we experience. There are numerous simple techniques in this area. I'll give you a few simple stress relievers you can use daily to take better care of yourself and those around you. Reducing stress protects your heart, boosts your memory, lowers your risk of stroke, lowers the risk of depression, and even stops weight gain - just for starters. Plus, everyday life is better when you're managing your stress. Learn tools and techniques to use daily whether you have one minute or one hour available! You will leave this workshop feeling relaxxxed!*



**Paul Bernabei** directs Top 20 Training, an effort assisting schools, businesses, and organizations to create effective and healthy cultures to develop their potential. He has been an educator in Twin Cities schools for 30 years and has authored five books and curriculum for grades K-12. He and his Top 20 team have trained over a million students and adults throughout the United States. A graduate of St. John's University and the University of St. Thomas, Paul and his wife Paula have four daughters and live in St. Paul.

## Managing Stress from Inside Out

*This session focuses on becoming aware of our thinking and its influence on how we experience stress. It examines how our thinking is working in our best interest or when it is not working in our best interest. We will identify conditions that result in stress and how we can best manage our thinking so as to minimize stress.*

*Learning objectives:*

- *Understand how our thinking is impacted by stress*
- *Explore different personalities and how they impact our stress response*
- *Provide tips and tools to respond to and manage stress differently*

## Managing Compassion Fatigue from the Inside Out

*People who work in public service are especially susceptible to burnout, stress, and compassion fatigue, which is taking a toll on their overall wellbeing. Symptoms can include insomnia, inability to focus, memory impairment, anxiety, depression, isolation, chronic fatigue, and more. We know that stress is necessary for a healthy life, but chronic stress, burnout and compassion fatigue will negatively impact individual wellbeing. This session includes:*

*What is compassion fatigue?*

- *What are signs and symptoms of compassion fatigue?*
- *Where do you land on the compassion fatigue trajectory?*
- *How can you address and manage compassion fatigue?*





**Jennifer Gray** has been providing exceptional yoga experiences and teacher training since 2018. Jennifer is the founder and original owner of the Yoga Center of Minneapolis; The Yoga Center Retreat is the premier yoga learning center in the Minneapolis and St. Paul metro area.

### **\*NEW** Pranayama Workshop (Breathing Techniques)

*Pranayama is the practice of breath regulation. It's a main component of yoga, an exercise for physical and mental wellness. In Sanskrit, "prana" means life energy and "yama" means control. The practice of pranayama involves breathing exercises and patterns. In this session participants about breath control, along with when and how to use the techniques to increase energy, reduce stress, counter the effects of anxiety, depression and insomnia, and calm the mind.*



**Sarah Routman** is certified in Laughter Yoga and the Founder of 'Laugh for the Health of It'. For over a decade, Sarah has wowed audiences with her expertise, enthusiasm and highly interactive laugh-it-out approach toward event planning, corporate wellness, and personal stress management. She fills her presentations and workshops with creative tools that are fun, engaging and guarantee a memorable, and personally empowering experience-not to mention a shot of camaraderie in the arm.

### **\*NEW** Self-Care Toolkit

*Self-care is a personal journey, and it's important to recognize that there's no one-size-fits-all approach. In this one-hour workshop, we will delve into a diverse range of self-care activities. While some, such as breathing and meditation, may be familiar, we'll infuse them with fresh perspectives. Others, like exploring color and engaging in simple drawing, may be entirely new experiences for you. By tapping into your innate creativity, you may discover that stress starts to dissipate, often without you even noticing.*

*Objectives:*

- *Discover multiple approaches to stress management and learn how to incorporate them into your routine.*
- *Practice new breathing techniques that engage the diaphragm and enhance oxygen circulation.*
- *Recognize the significance of journaling in reducing stress and gain insight into effective journal-writing methods that promote relaxation and problem-solving.*



**Dr. Bill Kriva** is dedicated to helping people achieve and maintain optimum health and wellness. He is a Doctor of Chiropractic with a post-graduate certification in Herbal Medicine. Dr. Kriva is an inspirational national speaker and award-winning author. He is the Clinic Director of Parkview Chiropractic Clinic and an adjunct faculty member of Northwestern Health Sciences University. Dr. Kriva also holds a master's degree in Business Administration and a bachelor's degree in Industrial Engineering as well as years of experience in both fields. This diverse background brings a well-rounded perspective to his presentations and uniquely qualifies him to speak on topics like injury prevention, ergonomics, and a healthy workplace.

## Overcoming Burnout and Getting Back on Track

*This class focuses on the importance of balancing the demands of life, stress and your ability to achieve your goals day in and day out. We will discuss the impact that burnout has on your daily performance and the negative outcomes that can result if burnout is left unchecked. Dr. Kriva lays out a systematic approach to structuring your life to minimize burnout and maximize your ability to achieve goals and maintain your performance even when unexpected trials threaten to derail your life journey. Take home message; most people live close to their maximum capacity, small upsets and burnout can derail pursuit of goals, it is possible to structure your life using the 85% principle to consistently pursue and achieve your goals.*

*Learning outcomes:*

- *Identify warning signs of burnout*
- *Effectively address burnout*
- *Practical step to prevent burnout and achieve goals*

## Food & Nutrition



**Rachel Thiemann**, with a background in Social Psychology, Rachel Thiemann has built on her knowledge of interpersonal dynamics in the workplace with an international career of 18 years as an internal and external organizational consultant and trainer. She also has a keen interest in the link between mind and body and has trained and practiced as a hypnotherapist, NLP practitioner and life coach. Rachel has authored the online tool "From Stress to Resilience" for the US Navy, as well as many other classroom and online courses. She has been Vice-President of WFC Resources, a work-life

company, since 2003.

## Eating for Life

*If you would like to get nutrition and weight management right once and for all, this session will help you to eat right, without feeling hungry (or hangry)! Learn from an Instructor who walks her talk! We'll take a look at the building blocks of nutritional groups, known as macronutrients, and how to aim for healthy ratios and portions of each to support weight loss or gain, weight maintenance or supporting an active lifestyle. You'll learn about different preservatives, additives, sugars, fats and other elements that can be counter-productive to a healthy*

*digestive system and a healthy diet, and the hidden cost of many processed, packaged and convenience foods. We'll cover menu planning and cooking tips for enjoying simple, healthy "whole" foods for even the busiest family.*

*After this session, you'll walk away with:*

- *A food plan for your health goals*
- *A list of foods to include and reduce or eliminate*
- *Online tracking tools, menu plans and other resources.*

**Kari McElveen** Kari McElveen is a retired Family and Consumer Science teacher, Mayo Certified Wellness Coach, with over 25 years of helping people discover their JOY of cooking.

## Cooking Simply, Making Good Food Fast!

*Interested in enjoying the advantages of home-cooked meals without the hassle of daily cooking from scratch? This session will help you explore what kind of cook you are and share simple guidelines for eating well. You will explore different methods of preparing good food fast while incorporating pre-made ingredients, recipe revamping, and other approaches to prepare nutritious meals. Walk away with ideas to streamline your cooking process, making dining at home both simpler and more enjoyable.*

## Finding the JOY of Cooking!

*Why is there such a strong sense of guilt surrounding cooking habits, whether it's not cooking frequently enough, not cooking in a preferred manner, or simply not cooking at all? Perhaps you love cooking but find it challenging due to time constraints. In the first half of this workshop, we explore six distinct cooking personalities to assist you in identifying or redefining your culinary identity. From there, Kari will review cooking practices that fit with your lifestyle. She will use engaging video demonstrations to showcase two straightforward yet delicious recipes that can be used to create a variety of meals. Throughout the presentation, you'll gain numerous insights and tricks to increase comfort and confidence within your kitchen space.*

## **\*NEW** The Secrets Behind the Way We Eat

*A recent study has revealed that unhealthy eating habits have become a leading cause of death and disease on a global scale, surpassing both alcohol and tobacco. Despite the convenience of accessing organic and locally sourced fresh food with just a click, we often opt for processed, high-calorie, and low-nutrient options. What motivates these choices? Is it purely the pursuit of pleasure, or could there be a more sinister influence at play?*

*In this session, we will draw insights from Bee Wilson's acclaimed book, "The Way We Eat Now: How the Food Revolution Has Transformed Our Lives, Our Bodies, and Our World." We will explore the factors driving this food revolution and its impact on our bodies, social lives, and the world around us. Additionally, you will gain practical strategies to prioritize the quality of food and derive joy from nourishing, enjoyable meals, ultimately promoting a more vibrant and balanced life!*



**Karly Hall** is an award-winning certified marketer, life coach, wellness consultant, and blogger. She's counseled a wide variety of clients from Fortune 100 companies to stay-at-home mothers to CEO's and start-up entrepreneurs. Karly believes in the limitless potential of others and the incredible impact they can have within the workplace, and their communities.

## Feeding Your Emotions During a Time of Uncertainty

*Stress eating is incredibly common. Unfortunately, we can get caught in patterns of emotional eating that turn into long-term habits we don't want. During this session, you will learn how to identify emotional eating patterns, how to shift your mindset, how to make healthy comfort meals, and which foods can properly reduce stress.*

## Behind the Scenes: Brain-Gut Connection

*Your brain has a direct effect on your stomach and vice versa. And if this relationship isn't sunshine and rainbows, you could be experiencing a wide array of symptoms, including anxiety, depression, digestive disorders, brain fog, and more. During this session, you will understand how the brain and gut are connected; the roles that mindful eating, exercise, and sleep play; how to start making changes; and additional resources to support you.*



**Jill Borgerding** started sharing her passion for fitness with others when Jazzercise, Billy Blanks, and Nordic Tracks were hot! Since then, she has led thousands of group fitness and yoga classes, trained hundreds of clients, and has a very long list of certifications. Luckily, both she and the world of health and wellness have evolved tremendously in the past twenty-five years! Now, with an extensive background in personal training, nutrition coaching, healthy-aging and habit change, she teaches a lifestyle of balance between effort and ease in all areas. Her enthusiasm, passion and knowledge show in everything she does. Whether she's working one-on-one with a client or presenting a workshop to a group, you will feel a positive and supportive attitude, infused with an abundance of motivation and a sense of humor.

## Transform Your Diet with These 6 Simple Tools

*Lots of people think meal plans and specific diets are the answer to better nutrition. Too often they are difficult to sustain and don't get us the results we want. Check out these 6 clear and virtually effortless ways to transform your nutrition for lasting and real change!*



**Dr. Jodi Peltier, LAc** has walked the walk through her 30 year adventure in holistic health care. She is practical in her approach, not seeking perfection', rather solutions and modifications to adjust to an individual's lifestyle or genuine partnership. Dr. Peltier is triple Board Certified in Acupuncture & East Asian Medicine, having spent an additional 2 years completing her Residency and Fellowship as an Advanced Practice Doctor.

### **\*NEW** Ways to Detox

*The online "mentor, doctor, guru, dietician" is a complicated and confusing place to navigate. One tells you one thing, and another tells you something entirely different. What avenue should you take? Or do you try one and then when that doesn't work, try the next and so on? This course is meant to help break down some of the confusion and create the "why" of necessity... or not. Helping to make informed decisions with an umbrella of knowledge is always the clearest and most healthy path to take. Learning Outcomes:*

- Learn contributing factors that indicate detox is necessary
- Understand supportive and not supportive options for detoxing
- Create personal goals that are realistic and achievable

### ***Fitness, Prevention & Lifestyle***



**Jenny West** is the Community Educator for FamilyMeans in Stillwater, MN. Jenny has a B.S. degree in Therapeutic Recreation from the University-Wisconsin La Crosse. After graduation, she volunteered for a year out in New York and served individuals living with HIV/AIDS. She has over ten years of experience working with residents and caregiving families in long term care facilities and in the community. Her current focus is providing caregiver education and support to those in Washington County and the Metro area.

### **A Healthier You in 2024!**

*What does your picture of health look like? What are a few things that you could do better? Learn strategies to improve your own health - because you are worth it! Decide for yourself what changes are needed and then we can discuss the action steps to make them happen for you in 2024.*



**Dr. Bill Kriva** is dedicated to helping people achieve and maintain optimum health and wellness. He is a Doctor of Chiropractic with a post-graduate certification in Herbal Medicine. Dr. Kriva is an inspirational national speaker and award-winning author. He is the Clinic Director of Parkview Chiropractic Clinic and an adjunct faculty member of Northwestern Health Sciences University. Dr. Kriva also holds a master's degree in Business Administration and a bachelor's degree in Industrial Engineering as well as years of experience in both fields. This diverse background brings a well-rounded perspective to his presentations and uniquely qualifies him to speak on topics like injury prevention, ergonomics, and a healthy workplace.

## How to Stay Fit While You Sit

Recently published research found people who spend higher amounts of time sitting during the workweek were more likely to have higher symptoms of depression, anxiety and fatigue. But it doesn't have to be this way! People can learn what to do differently throughout the day to improve their energy and wellbeing. This interactive workshop is designed to help people combat the issues that go along with working at a desk. Proper techniques for ergonomic workplace design are discussed, as well as techniques to maintain fitness while sitting. Emphasis is placed on injury prevention. Take home message: sitting at work can be hazardous to health, proper workstation design is critical to avoiding health problems due to sitting, participants are given exercises they can use at their workstation to reduce the risk of injury from sitting.

Key Takeaways:

- Understand the impact of sitting on the four main areas of the body
- Posture tips and workstation setup
- Exercises and stretches to improve movement and reduce injury.

## **\*NEW** Exposing the Hidden Enemy: The Importance of Managing Chronic Inflammation

After years of research into chronic health problems such as heart disease, stroke, premature aging and cancer, a common causative factor, chronic inflammation, has been identified. In this talk we discuss what chronic inflammation is and where it comes from. We then discuss strategies that can reduce inflammation in the body and help prevent major health problems before they begin.

Learning Objectives

- Define chronic inflammation and how it is measured
- Learn causes of chronic inflammation
- Learn strategies to reduce inflammation in the body to reduce chronic serious health problem

## Safety First: Proactive Measures for Workplace Injury Prevention

This interactive workshop is dedicated to proactive strategies for preventing workplace injuries, ultimately leading to a healthier, safer workplace. Key topics covered include:

- **Understanding Musculoskeletal Disorders (MSD):** We delve into the definitions and implications of MSDs, shedding light on how these disorders can impact employees.
- **Injury Prevention Techniques:** Learn how injuries occur and, more importantly, discover effective methods to prevent them. From proper lifting techniques to ergonomic adjustments, we equip participants with actionable insights.
- **The Power of Teamwork:** Employers and employees play pivotal roles in maintaining a safe work environment. We emphasize collaboration and shared responsibility in injury prevention.

Key Takeaways:

### Stay Fit While You Sit Feedback

Very helpful and would recommend this course to all new hires as a part of their on board training. Technical skills aside, how to stay healthy and "fit" while we work is very important. Dr. Kriva is a very good instructor and highly recommended for future courses.

- *Prevention Over Cure: Prioritizing injury prevention is more effective than dealing with injuries after the fact.*
- *Hidden Risks: Even seemingly safe workplace conditions can harbor potential risks.*
- *Awareness and Vigilance: Staying informed and proactive are essential for maintaining health and safety at work. brain.*



**Jenn Espinosa-Goswami**, private health coach and motivational speaker, helps people filter through misleading or ludicrous health claims to add their own flavor to a wellness plan that fits into their busy schedules. Jenn has been featured in a national US magazine with over 4 million subscribers. She is also a volunteer speaker for the American Heart Association.

### Finding your Neat Beat: The Importance of Non-Exercise

*The American Council on Exercise (ACE) recommends getting at least 60 minutes of exercise 4 times a week. Yet, what if you could still reach your activity and health goals through non exercise? Join Jenn to learn about how non exercise activity thermogenesis (NEAT) helps combat the dangers of sitting disease, why gyms are overrated, and specific ways to incorporate more non exercise in your busy lifestyle. All participants get access to a free Workout Style quiz to get moving the right way!*

*Key Takeaways:*

- *What is sitting disease, and do you suffer from it?*
- *Why gyms are not a perfect solution for fitness.*
- *The research behind NEAT and specific strategies to incorporate non-exercise into everyday life at home and the office.*



**Lynda Enright MS, RDN, LD, CLT** helps individuals to learn to eat well so that they are no longer overweight, feel bloated and sick. She works to address the whole person so they can live a healthful life full of energy and free of illness. Lynda received her Master of Science degree in nutrition from the University of Minnesota, is a Registered Dietitian and has received additional training in weight management, functional nutrition and food sensitivities. **\*All sessions ADDITIONAL \$100**

### Unlocking Longevity: Exploring the Blue Zones Diet and Lifestyle

*There are areas in the world where a high percentage of people live to be in their 90's or over 100, what researcher Dan Buettner has called Blue Zones. Not only do they live long, but people in these areas also have low rates of chronic disease including heart disease and Diabetes. In this workshop you will learn what diet and lifestyle choices are made in Blue Zones and what you can do to build your own Blue Zone to optimize your health today and live well into the future.*



**Karly Hall** is an award-winning certified marketer, life coach, wellness consultant, and blogger. She's counseled a wide variety of clients from Fortune 100 companies to stay-at-home mothers to CEO's and start-up entrepreneurs. Karly believes in the limitless potential of others and the incredible impact they can have within the workplace, and their communities.

## Wellness 101: Nutrition, Fitness, and Self-Care

(3-part series workshop; includes goal setting and homework assignments)

*How much do I need to exercise? What foods should I eat? I just want to start feeling better! Wellness can be an overwhelming topic and it may be confusing knowing where to start. Take the guessing out of it with this easy-to-follow wellness workshop where we'll cover the basics and break it down into manageable and attainable steps.*

Key Takeaways:

### Nutrition

- *How to make healthy substitutions.*
- *How to read food labels and what ingredients to avoid.*
- *Nutrition goal setting plan and eating plan examples.*

### Self-Care

- *What is self-care (and what it is not).*
- *Establish personalized self-care options.*
- *How to incorporate self-care into daily routine.*

### Fitness

- *Understand how physical activity positively impacts the body and mind.*
- *Establish personalized fitness options at any level and age.*
- *How to create fitness success at home or with a busy schedule.*

### **Wellness 101: Nutrition Feedback:**

*I would like to attend more like this, it was extremely valuable and definitely worth the time! Thank you!!!*

*The host was informative, and I liked her openness to interactivity and feedback!*



**Jill Borgerding** started sharing her passion for fitness with others when Jazzercise, Billy Blanks, and Nordic Tracks were hot! Since then, she has led thousands of group fitness and yoga classes, trained hundreds of clients, and has a very long list of certifications. Luckily, both she and the world of health and wellness have evolved tremendously in the past twenty-five years! Now, with an extensive background in personal training, nutrition coaching, healthy-aging and habit change, she teaches a lifestyle of balance between

effort and ease in all areas. Her enthusiasm, passion and knowledge show in everything she does. Whether she's working one-on-one with a client or presenting a workshop to a group, you will feel a positive and supportive attitude, infused with an abundance of motivation and a sense of humor.



## 8 Ways Age-Related Muscle Loss Impacts Your Health and How to Fight It

*Did you know you can lose as much as 5% of your muscle mass each decade after age 30. Called sarcopenia, this loss speeds up as we age. It's a primary factor in falls, fractures, and frailty. While aging is natural, losing too much muscle is not and can directly impact everything from your energy level to organ function. Stop it now with these 8 strategies!*

- *Why we lose muscle and how it can determine how we are going to age.*
- *How muscle loss impacts our lives now and in the future.*
- *Which strategies are most effective at maintaining muscle mass for a long and healthy life. Show Less.*

## The Brain-Boosting Benefits of Exercise

*There are so many benefits of movement that go far beyond cardiovascular and weight management, which are often the focus of the exercise. Physical activity is an essential piece to maintaining prime cognitive function throughout life. In this workshop, we'll dive into the following:*

- *Why exercise is so important and how it impacts the brain*
- *How activity decreases our chance of cognitive decline*
- *The benefits of combining physical training with cognitive challenges*

*Take control of both your brain and body health by learning these brain-healthy exercises that may slow your cognitive decline by as much as 45%!!*

Health & Wellness		
<p><b>Understanding Mental Health Conditions</b></p>	<p>Mental Health is in the news now more than ever, yet there continues to be stigma associated with Mental Health issues, despite the growing commonality of such challenges. This workshop helps the participant understand the most common mental health issues, how to recognize concerns in oneself and/or others, and how to communicate concerns to other people. By increasing understanding, we can hope to reduce stigma.</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> <li>• Learn the spectrum of the most common Mental Health issues</li> <li>• Be able to recognize the signs and symptoms of Depression and Anxiety</li> <li>• Learn how to cope with everyday stressors</li> <li>• Learn how to navigate conversations with others you may be concerned about</li> <li>• Understand the importance of work/life “balance” or “integration”</li> </ul>	<p><b>Alch</b>  <b>*All sessions</b>  <b>ADDITIONAL</b>  <b>\$150</b></p>
<p><b>Mental Health in 2024: A Guide for Everyone</b></p>	<p>The past three years have been an extraordinary time with regards to the stress, anxiety and overall uncertainty that has infiltrated and overtaken everyone’s life. Our resiliency has been tested and there has been a significant toll taken on the mental health of most, if not all, people. Understanding the most common mental health issues is key to managing ourselves and how we can promote good mental health in our everyday lives.</p> <p>This workshop explores the following:</p> <ul style="list-style-type: none"> <li>• Learn what Mental Illness is and its contributing factors</li> <li>• How Mental Health has changed pre to post COVID</li> </ul>	<p><b>Alch</b>  <b>*All sessions</b>  <b>ADDITIONAL</b>  <b>\$150</b></p>

	<ul style="list-style-type: none"> <li>• Learn the signs and symptoms of distress in employees and others in your life</li> <li>• Understand your role in minimizing burnout</li> <li>• Understand tools/techniques to maintain good mental health</li> </ul>	
<b>Managing Compassion Fatigue from the Inside Out</b>	<p>People who work in public service are especially susceptible to burnout, stress, and compassion fatigue, which is taking a toll on their overall wellbeing. Symptoms can include insomnia, inability to focus, memory impairment, anxiety, depression, isolation, chronic fatigue, and more. We know that stress is necessary for a healthy life, but chronic stress, burnout and compassion fatigue will negatively impact individual wellbeing. This session includes:</p> <ul style="list-style-type: none"> <li>• What is compassion fatigue?</li> <li>• What are signs and symptoms of compassion fatigue?</li> <li>• Where do you land on the compassion fatigue trajectory?</li> <li>• How can you address and manage compassion fatigue?</li> </ul>	<b>Bernabie</b>
<b>Protect Yourself from Burnout or Compassion Fatigue</b>	<p>As a caregiver, whether in a professional capacity or in your personal life, you provide essential support and compassion to others. However, caring for others can take a toll on your own well-being if you neglect to prioritize self-care. Join us for an empowering workshop designed to help caregivers and those in the helping professions protect themselves from burnout and compassion fatigue. Following this session participants will be able to:</p> <ul style="list-style-type: none"> <li>• Understand the concepts of burnout and compassion fatigue and their impact on caregivers.</li> <li>• Recognize common signs and symptoms of burnout and compassion fatigue in themselves and others.</li> <li>• Learn practical self-care strategies and techniques to prevent and alleviate burnout and compassion fatigue.</li> </ul>	<b>Thiemann</b>
<b>30 Ways to Boost Your Mental Health and Happiness</b>	<p>Join us for an interactive workshop designed to equip you with practical strategies to enhance your mental well-being and cultivate greater happiness in your life. In this session, you'll discover thirty actionable techniques to boost your mood, reduce stress, and foster a greater sense of fulfillment. Through engaging discussions and expert guidance, you'll explore a variety of approaches to improve your mental health and enhance your overall quality of life. From simple daily habits to more profound mindset shifts, you'll learn how to incorporate these strategies into your routine to experience lasting positive change.</p>	<b>Thiemann</b>
<b>Nurturing Resilience and Supporting Mental Health in the Workplace</b>	<p>Our managers and coworkers play an important role in creating a supportive and inclusive workplace culture, especially when it comes to employees' mental health. Through interactive discussions, case studies, and practical exercises, participants will explore the prevalence of mental illness in the workplace, common signs and symptoms to look out for, and best practices for appropriate support and accommodations. Participants will also learn how to foster open communication, reduce stigma, and create a psychologically safe environment where employees feel comfortable seeking help and disclosing their mental health concerns. By the end of the workshop, participants will:</p> <ul style="list-style-type: none"> <li>• Understand the prevalence and impact of mental illness in the workplace.</li> <li>• Recognize common signs and symptoms of mental health challenges in employees.</li> <li>• Learn effective strategies for providing support, accommodations, and resources to employees experiencing mental health issues.</li> <li>• Develop communication skills for initiating supportive conversations and reducing stigma surrounding mental health.</li> </ul>	<b>Thiemann</b>

	<ul style="list-style-type: none"> <li>• Create an action plan for fostering a supportive and inclusive work environment that prioritizes employee mental health and well-being.</li> </ul>	
<b>Cultivating Psychological Safety in the Workplace</b>	<p>In today's fast-paced and dynamic work environments, psychological safety has emerged as a critical factor in fostering employee well-being, innovation, and productivity. In this interactive session, participants will explore the concept of psychological safety and its importance in promoting open communication, risk-taking, and creativity within teams and organizations.</p> <p>Participants will be guided through practical strategies and best practices for fostering psychological safety in the workplace and will learn actionable techniques to create an environment where all feel safe to express their ideas, ask questions, and challenge the status quo.</p> <p>By the end of the workshop, participants will:</p> <ul style="list-style-type: none"> <li>• Understand the concept of psychological safety and its significance in the workplace.</li> <li>• Recognize the impact of psychological safety on employee engagement, innovation, and organizational success.</li> <li>• Identify common barriers to psychological safety and strategies for overcoming them.</li> <li>• Learn practical techniques for promoting open communication, trust, and collaboration within teams.</li> <li>• Develop an action plan to cultivate psychological safety in their own work environments.</li> </ul>	<b>Thiemann</b>
<b>Navigating Mid-Life: Empowering Women Through Mental Health Challenges</b>	<p>Join us for an empowering workshop tailored specifically for mid-life women navigating the unique mental health challenges that come with this transformative stage of life. Whether you're experiencing career transitions, empty nest syndrome, hormonal changes, or other life shifts, this workshop is designed to provide support, insight, and practical strategies to help you thrive.</p> <p>In this interactive session, we'll explore the mental health challenges commonly faced by mid-life women, including stress, anxiety, depression, self-esteem issues, and more. Our expert facilitator will provide valuable insights and tools to help you manage stress, boost resilience, and cultivate a positive mindset during this pivotal stage of life. From mindfulness practices to self-care strategies, you'll learn practical techniques to enhance your mental and emotional well-being.</p> <p>Participants will leave feeling inspired and empowered to embrace the opportunities and challenges of mid-life with confidence and resilience. Together, we'll celebrate the strength, wisdom, and resilience of mid-life women everywhere.</p>	<b>Thiemann</b>
<b>Turn Anxiety into Action</b>	<p>Participate in a transformative journey that empowers individuals to harness the energy of their worries and channel it towards productive action. Through a combination of interactive exercises, group discussions, and usable techniques, participants will:</p> <ul style="list-style-type: none"> <li>• Learn how to differentiate between constructive and unproductive worry.</li> <li>• Identify thinking patterns associated with their anxiety.</li> <li>• Develop personalized action plans to address worries constructively.</li> <li>• Cultivate mindfulness practices to increase present-moment awareness.</li> <li>• Build resilience and coping skills to navigate future challenges with confidence.</li> </ul>	<b>Thiemann</b>

	Whether you're facing stress at work, in relationships, or in other areas of your life, this workshop equips you with the tools to transform anxiety into opportunities for growth and positive change. By reframing worry as a catalyst for action, you'll embark on a journey towards greater self-awareness, empowerment, and resilience.	
<b>Self-Care Toolkit</b>	<p>Self-care is a personal journey, and it's important to recognize that there's no one-size-fits-all approach. In this one-hour workshop, we will delve into a diverse range of self-care activities. While some, such as breathing and meditation, may be familiar, we'll infuse them with fresh perspectives. Others, like exploring color and engaging in simple drawing, may be entirely new experiences for you. By tapping into your innate creativity, you may discover that stress starts to dissipate, often without you even noticing.</p> <p>Objectives:</p> <ul style="list-style-type: none"> <li>• Discover multiple approaches to stress management and learn how to incorporate them into your routine.</li> <li>• Practice new breathing techniques that engage the diaphragm and enhance oxygen circulation.</li> <li>• Recognize the significance of journaling in reducing stress and gain insight into effective journal-writing methods that promote relaxation and problem-solving.</li> </ul>	<b>Routman</b>
<b>Get Serious About Laughter (No Joke!) - Let's Manage Stress With LAUGHTER!</b>	Evidence abounds that play deprivation and loss of laughter are taking a huge toll on the overall health and wellbeing of an overwhelmed, burned out and isolated workforce. With a spirit of play, Sarah stimulates creativity with breathing, stretching, movement and the most animated laughter you've ever shared. Not only does it help to de-escalate stressful moments, but it also increases oxygen flow in the body, boosts the immune system, and provides a great exercise workout as it increases overall wellness. This session creates a ripple effect of positivity, leaving you with a clear mind, a fresh perspective and a healthy laughter glow.	<b>Routman</b>
<b>Reducing Stress and Improving Performance Through Mental Fitness</b>	Mental Fitness, based on the NY Times bestseller book Positive Intelligence by Shirzad Chamine, is defined as your capacity to deal with life's challenges in a positive way vs. a negative way. Mental Fitness is based on extensive research at Stanford with 500,000 participants from 50 countries. Join this 1-hour interactive workshop by Nirav Sheth, Certified Life Coach, to learn about Mental Fitness and how it can transform your life. You will learn about parts of our brain that create stress and sabotage our performance (our Saboteurs), and also about the positive emotion generating part of the brain that leads to improved happiness, relationships and performance (our Sage). Nirav will also take us through some simple exercises that will make you feel calmer and relaxed!	<b>Sheth</b>
<b>Overcoming Anxiety to Enjoy Life</b>	<p>Anxiety is a healthy and normal emotion that everyone feels from time to time. When trying to overcome anxiety you should not try to eliminate your feelings of anxiety but should aim to develop your coping mechanisms when you do feel anxiety. Having the ability to cope with anxious thought is the key to overcoming anxiety.</p> <p>Attendees will:</p> <ul style="list-style-type: none"> <li>• Learn the model for how to stay in the "present" and minimize stress and anxiety.</li> <li>• Learn the model for understanding underlying attitudes and beliefs that drive behavior.</li> </ul>	<b>Alch</b> <b>*All sessions</b> <b>ADDITIONAL</b> <b>\$150</b>

	<ul style="list-style-type: none"> <li>Learn techniques to gain more comfort around things that cause discomfort.</li> </ul>	
<b>Understanding Invisible Disabilities</b>	<p>Most people think of disabilities as something observable. However, there are a great many “invisible” disabilities that affect a significant portion of our population: Mental Health issues are the most common, but there are many more. This workshop defines what invisible disabilities are, challenges our assumptions about them (and the people they affect), explores the areas of depression, anxiety and suicide, and what you can do to help.</p> <p>Participants learn:</p> <ul style="list-style-type: none"> <li>What invisible disabilities are</li> <li>Understanding depression, anxiety, suicide, and other chronic conditions and their accompanying symptoms</li> <li>Understanding the importance of empathy, validation, and being non-judgmental</li> </ul>	<b>Alch</b> <b>*All session</b> <b>ADDITIONAL</b> <b>\$150</b>
<b>Wellness for Life</b>	<p>There’s more to making lasting wellness changes than just knowing what we should and shouldn’t do. If it were that simple you would have done it already. Poor lifestyle choices and health hygiene account for up to 85% of healthcare costs in the U.S. Wellness is an essential foundation to resilience, performance, and happiness; while it often seems overwhelming, there are some simple practices we can start with. Demystify the mumbo jumbo of effective health hygiene from a science &amp; life design perspective. Plant your feet firmly on your wellness journey with some easy tips &amp; tools.</p>	<b>Thiemann</b>
<b>Managing Stress from Inside Out</b>	<p>This session focuses on becoming aware of our thinking and its influence on how we experience stress. It examines how our thinking is working in our best interest or when it is not working in our best interest. We will identify conditions that result in stress and how we can best manage our thinking so as to minimize stress.</p>	<b>Bernabei</b>
<b>Understanding Mental Illness in the Workplace</b>	<p>1 in 5 adults have a mental illness that can impact absenteeism and presenteeism at the workplace. This means an average of 27 lost workdays per year, 9 sick days and 18 days of lost productivity for each employee with a mental illness. It is also the leading cause of short-term and long-term disability. This training will provide a brief overview of mental illnesses, will increase your understanding of why disclosure is difficult, and will offer information on providing accommodations in the workplace. Employers with proactive mental health programs see financial benefits, higher productivity, motivation, and reduced absenteeism.</p>	<b>NAMI</b>
<b>5 Steps to Maintaining Brain Health</b>	<p>This workshop will discuss the causes of memory loss and non-drug related approaches to maintaining a healthy memory. These include the importance of diet, exercise, staying mentally active, socializing, as well as supplements that may help boost mental performance. Dr. Kriva will also discuss cutting edge research that may open new doors for future management of age-related memory maintenance and when to seek professional help for memory loss. Take home messages; there are basic things that can be done easily to help boost memory function, the future for memory management is exciting given our new understandings of the brain.</p>	<b>Kriva</b>
<b>Preparing Home for Wellness Success</b>	<p>In our busy lives, we can continually on the go, which can make it difficult to stay healthy and active. Learn how you can set yourself up for success at home to be happy, rested, and healthy</p>	<b>Hall</b>
<b>Caring for Someone Else? Build Your Own Team of Support to Continue to Care</b>	<p>Who's taking care of me while I watch over you? What keeps you from taking care of yourself? We all have the same 1,400 minutes in a day, and often it is our own perceptions of things that keep us stuck and unbalanced. By attending this seminar, you will learn time-saving techniques for self-care, to identify physical, emotional and</p>	<b>West</b>

	mental tools that can fit into your busy schedule, and how to improve your team of support.	
<b>A More Balanced You</b>	Is your plate overflowing with stress and responsibilities? Is your to-do list never ending? Are you forgetting important things? We all have the same 1,400 minutes in a day, and often it is our own perception of things that keeps us stuck and unbalanced. By attending this seminar, you will learn time-saving techniques for self-care, the importance of slowing down and ways to improve your sense of well-being.	<b>West</b>
<b>The Power of Laughter</b>	Could you incorporate more laughter into your life? Laughter affects human physiology by reducing pain, strengthening our immune system and decreasing stress. Learn some simple tools and laugh a little along the way. Increasing humor helps put life's trials and tribulations into perspective and allows us to take ourselves less seriously.	<b>West</b>
<b>Communicating Effectively with Your Healthcare Provider</b>	Ever wonder if there is a way to improve communication with your health care providers? This seminar will help anyone who wants to increase communication, get more out of your office visit and create a team approach towards your health care needs. By learning effective communication techniques, you will save time and energy by making the most of your health care provider visits.	<b>West</b>
<b>Preventing Caregiver Burn-Out</b>	If something were to happen to you, where would the person that you care for go? Learn strategies and tips that can keep your life balanced and not burnt. Build a team of support and be your greatest asset when you need it the most. Discover the community resources that can support you!	<b>West</b>
<b>Relaxxxxxx</b>	Stress. We can't eliminate it from our lives, but we can learn sound, scientifically proven ways to manage it and prevent much of the stress we experience. There are numerous simple techniques in this area. I'll give you a few simple stress relievers you can use daily to take better care of yourself and those around you. Reducing stress protects your heart, boosts your memory, lowers your risk of stroke, lowers the risk of depression, and even stops weight gain - just for starters. Plus, everyday life is better when you're managing your stress. Learn tools and techniques to use daily whether you have one minute or one hour available! You will leave this workshop feeling relaxxxed!	<b>Borgerding</b>
<b>Managing Stress Naturally</b>	"Managing Stress Naturally" looks at the role of stress in detrimentally impacting our health. The physiological response we have to stress is discussed and the impact of stress on productivity is explored. A personal and private stress survey is included to help participants gauge their stress exposure. Finally, practical approaches to managing stress are presented. This talk has been extremely popular with all types of audiences from the workplace to the general public. Take home message: stress is the leading cause for visits to doctor's offices in this country, there is good and bad stress, managing stress using the techniques presented is critical to good health and overall productivity in all aspects of life.	<b>Kriva</b>
<b>Conquering Fear and Anxiety: A 2 (or 3) Part Series on "Self" Management</b>	<p><b>Part One of this two-part series examines:</b></p> <ul style="list-style-type: none"> <li>• What is Anxiety and How Does it Differ from Worry</li> <li>• Roots of Fear and Anxiety</li> <li>• The Time Competence Model</li> <li>• Understanding the power of your thoughts</li> </ul> <p><b>Part Two of this series continues with:</b></p> <ul style="list-style-type: none"> <li>• The Single and Double Learning Model</li> <li>• Conquering Fear and Anxiety</li> </ul>	<p><b>Alch</b></p> <p><b>*All sessions</b></p> <p><b>ADDITIONAL</b></p> <p><b>\$150</b></p>

	<ul style="list-style-type: none"> <li>• Mindfulness and Acceptance</li> <li>• A Tool Kit for Maintenance</li> </ul>	
<p><b>Be Here Now: How Mindfulness, Effectiveness, and Happiness (and Less Stress!) Meet</b></p>	<p>In today’s fast paced, constantly shifting world, it has become increasingly difficult to stay “present” when so much pulls us in different - often competing - directions. Who hasn’t been at dinner and watched as the smart phones take us to different places (like the office)? An important link between stress and where one’s thoughts are has been found. This workshop lays out a model for how to stay as present as possible, feel less stressed and more in charge and in control. And Harvard University agrees!</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> <li>• Participants will learn where their own “mental time” is and how to change it when desired.</li> <li>• Will understand the role stress plays in our mental, emotional, and physical health.</li> <li>• Will learn the steps necessary for exerting more control over their lives.</li> </ul>	<p><b>Alch</b>  <b>*All sessions</b>  <b>ADDITIONAL</b>  <b>\$150</b></p>
<p><b>Coping with Chronic Medical Illness in the Family</b></p>	<p>Living with illness, especially chronic illnesses like cancer, MS, asthma, and the like are becoming more and more the norm. This workshop examines the impact chronic or ongoing medical illnesses have on the affected person and the family as a whole. How to manage worries and fears, keeping up with everyday life, effective communication with healthcare professionals, and building resilience are also discussed.</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> <li>• Participants will learn the Time Competence Model and how to implement it in daily life.</li> <li>• Understand how to take charge of and navigate their doctor visits.</li> <li>• The key steps in building and maintaining resilience.</li> </ul>	<p><b>Alch</b>  <b>*All sessions</b>  <b>ADDITIONAL</b>  <b>\$150</b></p>
<p><b>Menu Plan and Food Prep Like a Boss! How to Save Time and Money</b></p>	<p>Now, more than ever before, we’re cooking from home, feeding more people more meals, and it can get a little exhausting! Cooking for yourself offers many advantages for sticking to a budget, eating clean, controlling your nutrition and enjoying quality ingredients that are more expensive when eating out. Cooking for yourself and your family offers the opportunity to involve others in a fun activity and learn valuable skills. Undoubtedly, it can be daunting at times to keep creating and preparing foods everyone will enjoy, and it’s easy to default to a handful of favorites, or less than healthy foods.</p> <p>In this session we will:</p> <ul style="list-style-type: none"> <li>• Explore all the resources available at several price points to help you plan meals, create shopping lists and streamline food planning.</li> <li>• Create weekly and daily rituals to save time, involve other household members and make it easier to eat healthier foods.</li> <li>• Incorporate some less common items into your food routine, to keep things interesting.</li> <li>• Join us for this fun session, which will have everyone wanting to engage!</li> </ul>	<p><b>Thiemann</b></p>
<p><b>The Secrets Behind the Way We Eat</b></p>	<p>A recent study has revealed that unhealthy eating habits have become a leading cause of death and disease on a global scale, surpassing both alcohol and tobacco. Despite the convenience of accessing organic and locally sourced fresh food with just a click, we often opt for processed, high-calorie, and low-nutrient options.</p>	<p><b>Borgerding</b></p>

	<p>What motivates these choices? Is it purely the pursuit of pleasure, or could there be a more sinister influence at play?</p> <p>In this session, we will draw insights from Bee Wilson's acclaimed book, "The Way We Eat Now: How the Food Revolution Has Transformed Our Lives, Our Bodies, and Our World." We will explore the factors driving this food revolution and its impact on our bodies, social lives, and the world around us. Additionally, you will gain practical strategies to prioritize the quality of food and derive joy from nourishing, enjoyable meals, ultimately promoting a more vibrant and balanced life!</p>	
<b>Transform Your Diet with These 6 Simple Tools</b>	Lots of people think meal plans and specific diets are the answer to better nutrition. Too often they are difficult to sustain and don't get us the results we want. Check out these 6 clear and virtually effortless ways to transform your nutrition for lasting and real change!	<b>Borgerding</b>
<b>Forget Calorie Counting!</b>	Calorie counting is often complicated, tedious, and inaccurate. There is a better way to get the right amount and balance of nutrition at every meal. Learn a painless and personalized way to control calories to look better and feel better and take control of your health starting today.	<b>Borgerding</b>
<b>Managing Stress Through Food and Movement</b>	Our stress levels are at an all-time high, and with the majority of the population experiencing some level of at-home quarantine, staying healthy and managing stress can be difficult. Learn how to properly manage your stress, increase your energy, and improve your overall health from the comfort of your home!	<b>Hall</b>
<b>Feeding Your Emotions During a Time of Uncertainty</b>	Stress eating is incredibly common. Unfortunately, we can get caught in patterns of emotional eating that turn into long-term habits we don't want. During this session, you will learn how to identify emotional eating patterns, how to shift your mindset, how to make healthy comfort meals, and which foods can properly reduce stress.	<b>Hall</b>
<b>Farmer's Market: Making the Most of the Season</b> *Seasonal	Late summer and fall are wonderful times to take advantage of all the wonderful, fresh food available through our farmer's markets. This interactive session will take you through a Farmer's Market experience, from beginning to end. Starting with the best produce to buy and when, finding the best quality at the best price and what to look out for. Once the shopping is done Kari will show how to wash and store your produce for good quality results and then share a couple of great recipes you can try at home. This session is full of bright images from the local Farmer's Market along with step by step meal prep and cooking instructions.	<b>McElveen</b>
<b>Finding the Joy of Cooking</b>	Why is there such a strong sense of guilt surrounding cooking habits, whether it's not cooking frequently enough, not cooking in a preferred manner, or simply not cooking at all? Perhaps you love cooking but find it challenging due to time constraints. In the first half of this workshop, we explore six distinct cooking personalities to assist you in identifying or redefining your culinary identity. From there, Kari will review cooking practices that fit with your lifestyle. She will use engaging video demonstrations to showcase two straightforward yet delicious recipes that can be used to create a variety of meals. Throughout the presentation, you'll gain numerous insights and tricks to increase comfort and confidence within your kitchen space.	<b>McElveen</b>
<b>Simple vs Complex Carbohydrates and the Role in Health</b>	Carbohydrates are an essential Macronutrient. Carbohydrates provide vitamins, minerals and fiber. They are essential in the body's ability to function...can aid in a good night's sleep and a nice calm mood. But there is a difference between a simple carbohydrate and a complex carbohydrate. Join Licensed Nutritionist Carolyn Denton to discover what, why and how to eat carbohydrates.	<b>Denton</b>



	<p>Objectives:</p> <ul style="list-style-type: none"> <li>• Differentiate between complex and simple carbohydrates and explain why carbohydrates have gotten such a bad reputation in the American Diet.</li> <li>• Understand the role of whole grains (a complex carbohydrate) and their benefit for health.</li> <li>• Learn about recommended portion sizes and how whole grains and other complex carbohydrates fit into the diet.</li> <li>• Discover the best sources of complex carbohydrates with delicious and easy ways to incorporate them daily.</li> <li>• Discuss the science supporting the consumption of complex carbohydrates for decreasing risk of diabetes, body weight and more.</li> </ul>	
<b>Eating for Life</b>	<p>If you would like to get nutrition and weight management right once and for all, this session will help you to eat right, without feeling hungry (or hangry)! Learn from an Instructor who walks her talk! We'll take a look at the building blocks of nutritional groups, known as macronutrients, and how to aim for healthy ratios and portions of each to support weight loss or gain, weight maintenance or supporting an active lifestyle. You'll learn about different preservatives, additives, sugars, fats and other elements that can be counter-productive to a healthy digestive system and a healthy diet, and the hidden cost of many processed, packages and convenience foods. We'll cover menu planning and cooking tips for enjoying simple, healthy "whole" foods for even the busiest family.</p> <p>After this session, you'll walk away with:</p> <ul style="list-style-type: none"> <li>• A food plan for your health goals</li> <li>• A list of foods to include and reduce or eliminate</li> <li>• Online tracking tools, menu plans and other resources</li> </ul>	<b>Thiemann</b>
<b>Poor Grains: Including Carbohydrates in the "Low Carb" World</b>	<p>The "low carb" craze has had many different names over the years. Each new version sounds better than the one before. There are three main nutrients required for a healthy functioning body: Protein, Fat and CARBOHYDRATES.</p> <p>Whole grains provide vitamins minerals, fiber and can even aid in a good night's sleep. Join Licensed Nutritionist Carolyn Denton to discover what, why and how to eat grains.</p> <p>Objectives:</p> <ul style="list-style-type: none"> <li>• Understand the role of whole grains and their nutritional benefits.</li> <li>• Discern what constitutes a "healthy grain" from a simple, refined grain.</li> <li>• Discover the best sources of whole grains with delicious and easy ways to incorporate them into your diet.</li> </ul>	<b>Denton</b>
<b>Healthy Through the Holidays</b>	<p>The holiday season can be a landmine of delicious temptations and stress. In this interactive workshop, Jenn will explore how to enjoy the holidays by identifying the top food saboteurs and stress-relieving strategies for a healthier holiday. Includes an e-book of Healthy Holiday treat recipes.</p> <p>Audience takeaways:</p> <ul style="list-style-type: none"> <li>• Why a holiday mindset can keep you reaching for unhealthy foods</li> <li>• The role of stress in overeating, and how to relieve stress without food</li> <li>• Healthier substitutes for popular sugar-laden foods</li> </ul>	<b>Espinosa-Goswami</b>
<b>Eating Through the Holidays</b>	<p>Does the average American actually gain 5 lbs. over the holidays? Making healthy choices during the holidays can be an extra challenge. But you can eat well and feel</p>	<b>Enright</b>

	great through the holidays and into the new year. In this class you will learn how to avoid overeating at social events, gain confidence in planning a healthy holiday party and end your year feeling great.	<b>*All sessions ADDITIONAL \$100</b>
<b>Clean Eating – Choosing Foods to Feel Your Best</b>	Are you concerned about the quality of your diet? Do you hope for your food to help you feel better not worse? Clean eating is a simple way of eating not focusing specifically on calories, fat or carbs but on the quality and the wholeness of the foods you eat. In this class you will learn what it means to eat clean and how you can incorporate clean eating into your everyday life.	<b>Enright *All sessions ADDITIONAL \$100</b>
<b>Are You an Emotional Eater?</b>	Do you feel like you know what you need to eat for a healthy weight, but you just can't get yourself to make the right choices? Emotional eating can be one of the biggest struggles towards healthy living. This class will help you understand what emotional eating is and how you can take control of your eating habits.	<b>Enright *All sessions ADDITIONAL \$100</b>
<b>Why Can't I Keep My Fitness and Nutrition Goals?</b>	Does your willpower seem to disappear when you see the ice cream in the freezer? Understand how and why we make decisions and then ignore them. Healthy habits are achievable with a few straightforward, uncomplicated, and manageable strategies that yield big results. Learn 5 ridiculously easy steps to sticking to your goals.	<b>Borgerding</b>
<b>Blood Sugar Control – Are You at Risk for Diabetes?</b>	Over 79 million people in the United States are considered pre-diabetic with an additional 7 million with undiagnosed Diabetes. Are you at risk? Before Diabetes is diagnosed damage to arteries that increases risk for heart disease, stroke and blindness may occur. In this class you will learn what the numbers from your doctor mean and simple things you can start doing today to control blood sugar and prevent disease.	<b>Enright *All sessions ADDITIONAL \$100</b>
<b>How Your Diet Impacts Your Risk of Disease</b>	Many of the chronic diseases prevalent today are directly associated with our diet and lifestyles. In this class you will assess how your diet affects your risk and you will leave with tools to get started on making your lifestyle healthier to prevent disease	<b>Enright *All sessions ADDITIONAL \$100</b>
<b>The Strong Pull of Sugar – Eliminate the Sugar Cravings, Feel Your Very Best</b>	Do you hear the ice cream calling you from the freezer? Do you have greater success with weight loss and management on a low carb diet, but are not sure it is the healthiest option? In this class you will learn why some people find sugar in their diet a great challenge and how to plan a diet that will eliminate sugar cravings and promote a healthy weight.	<b>Enright *All sessions ADDITIONAL \$100</b>
<b>Understanding Inflammation</b>	In today's world, our bodies are riddled with inflammation and most of us don't even know it. While inflammation is typically thought of as pain or swelling from an injury, it's the silent and internal inflammation, over time, has serious consequences on our overall health. Learn how the basics of inflammation and how to take back control of your health and body.	<b>Hall</b>
<b>Your Role in Reducing Food Waste</b>	In the United States, 31 percent—or 133 billion pounds—of the 430 billion pounds of the available food supply at the retail and consumer levels in 2010 went uneaten. This workshop will show you how to work with the 64% of preventable waste you and your household, workplace and other community groups have control over. We will examine the core ways you can reduce your food waste and create a plan for smart food management.	<b>Thiemann</b>

<p><b>Protecting Your Back in the Workplace</b></p>	<p>This comprehensive workshop is designed to equip employees with practical tools for preventing workplace injuries, particularly those related to the back. Whether you're working from a desk, in the field, or on the floor, this session has tips for everyone. Led by Dr. Kriva, a seasoned expert in workplace safety and injury prevention stemming from his background as an industrial engineer, this seminar delves into specific strategies applicable to all employees. Participants will gain insights into proper lifting techniques, understanding not just the "how," but also the crucial "why" behind them. Beyond lifting, we'll explore often overlooked causes of back injuries in the workplace. Additionally, attendees will learn targeted exercises aimed at strengthening and stabilizing their backs, empowering them to proactively safeguard their health and well-being on the job.</p>	<p><b>Kriva</b></p>
<p><b>Going Skin Deep</b></p>	<p>The skin is our largest organ and we absorb 60-70% of what we put on it. Many of our skin care products contain toxins which are banned in other countries. These toxins can contribute to obesity, thyroid issues, and hormonal concerns. Learn about ingredients to avoid, nutrition for the skin, and replacement skin care product ideas.</p>	<p><b>Fox</b></p>
<p><b>What is Gut Health &amp; Why Do I Need it?</b></p>	<p>Your gut is home to 100 trillion microorganisms with hundreds of different bacteria needed for digestion, immunity, metabolism, and mental health. Imbalances in this system can affect virtually every area of your health. Learn signs of gut function decline, foods to eat and avoid, the difference between pre- and pro-biotics, and tips to improve your gut health. 62 million Americans are diagnosed with a digestion-related condition annually—don't be one of them.</p>	<p><b>Fox</b></p>
<p><b>Summer Skin Health</b></p>	<p>This workshop is designed to help you maintain healthy and glowing skin throughout the summer season. The session will provide you with valuable information on choosing the right sunscreen for your skin type, the benefits of using natural skincare products, and the importance of staying hydrated to keep your skin healthy and radiant. By the end of this workshop, you will have the knowledge and tools to protect and care for your skin during the summer months, and beyond. Join us for a fun and informative session that will leave you feeling refreshed and confident in your summer skin care routine.</p>	<p><b>Thiemann</b></p>
<p><b>Eating Right for Brain Health</b></p>	<p>The need for antidepressants is on the rise and Alzheimer's is the most feared disease behind cancer. Class discusses foods to avoid, the best foods to consume and other tips to improve your brain health.</p>	<p><b>Fox</b></p>
<p><b>Spicing Up Your Health</b></p>	<p>Hidden inside your pantry or cupboard are ingredients used to enhance flavor, however, many of these seasonings have been proven by science to also provide health benefits. Can Turmeric really fight inflammation? Does Cinnamon truly lower blood glucose? Will garlic lower risk of heart disease? Find out which common herbs and spices potentially provide medicinal effects.</p> <p>Hidden inside your pantry or cupboard are ingredients used to enhance flavor, however, many of these seasonings have been proven by science to also provide health benefits. Can Turmeric really fight inflammation? Does Cinnamon truly lower blood glucose? Will garlic lower risk of heart disease? Find out which common herbs and spices potentially provide medicinal effects.</p> <p>Key takeaways:</p>	<p><b>Fox</b></p>

	<ul style="list-style-type: none"> <li>• The difference between herbs and spices.</li> <li>• Health benefits of utilizing herbs and spices.</li> <li>• Cautions in using specific herbs and spices.</li> <li>• How to incorporate and use herbs and spices appropriately.</li> <li>• Storage guidelines.</li> <li>• Where to start.</li> <li>• Specific spices discussed: Basil, Or Rosemary, Thyme, Peppermint, Turmeric, Ginger, Cinnamon, Salt, Garlic.</li> </ul>	
<b>Recognizing and Overcoming Emotional Eating</b>	Do you ever eat when you're not hungry? Why? Is it stress, emotions, cravings or just pure enjoyment of food? This class will help you evaluate why you feel certain ways about food and discover possible patterns and habits you may have and ideas to overcome them.	<b>Fox</b>
<b>Manning the Supermarket Aisle by Aisle</b>	Grocery shopping can be a drag—especially if you're not exactly sure what is a healthy choice and what isn't. This class will take you down an aisle by aisle tour to help you determine what foods to purchase and what items to avoid. Nutrition facts, food labels and need for organic foods will also be discussed.	<b>Fox</b>
<b>Heart Health: Concepts and Controversies with the Latest Guidelines</b>	As Heart Disease is the number one cause of death in this nation, this class will focus on the recently released heart health guidelines. Controversial topics regarding increased Statin medication use, saturated fat intake, eggs, dietary cholesterol, butter versus margarine and low-fat diets will be discussed. Find out both sides of the story, so you are better armed to make decisions regarding your health and why the "one-size-fits-all" approach isn't always the best.	<b>Fox</b>
<b>Know Your Numbers</b>	The Centers for Disease Control reports that 75% of all healthcare spending is spent treating conditions that are lifestyle related and preventable. The first step in understanding our personal health is to know your numbers. This seminar will cover the main screenings for heart health, which includes blood pressure, cholesterol, glucose, Body Mass Index, and waist measurements. You will learn about the recommended ranges and what to do if your numbers fall outside of those ranges. Weight management, physical activity and healthy eating will be the main areas of prevention discussed. We can all make small changes in our lifestyles to improve our numbers and improve our quality of life!	<b>Fox</b>
<b>Going Against the Grain: "Is Everything in Moderation" Really OK?</b>	With so much information on nutrition available, are you ever confused as to what to eat or who to believe? Based on a dietitian's personal quest for answers on wellness, this class will take you on a journey to sort out the mish mash of information "out there". Topics discussed include cravings, what to look for when purchasing food and vitamins, how to reduce daily toxin exposure and tips for gradual implementation to promote health and wellbeing for your entire family.	<b>Fox</b>
<b>Food with Function</b>	All food is essentially functional at some level as it provides calories and nutrients to sustain life, however, more foods are available than ever before that contain increased amounts of bioactive food compounds because of their role in disease prevention and risk reduction. Americans are turning to more of these foods because of their associated health benefits.	<b>Fox</b>
<b>Specialty Foods and Diets</b>	You avoid gluten, dairy, grains or other entire groups of foods. Not because it's trendy, but because you suspect a food intolerance or allergy. In this special workshop, we will discuss the difference between intolerances and allergies, and the correct way to use elimination diets for your best health (including whether you need "gut healing"). <ul style="list-style-type: none"> <li>• How certain foods impact your gut and well-being.</li> </ul>	<b>Espinosa-Goswami</b>

	<ul style="list-style-type: none"> <li>• A brief history of the top allergy-causing foods.</li> <li>• How to create a 6-week elimination plan to trouble-shoot what’s really bothering you.</li> </ul>	
<b>Calories Don’t Count, So Stop Counting Them!</b>	<p>Most health programs focus on counting calories. Yet, these same programs have a seriously high drop-out rate! Find out why calories don’t really count when it comes to health, and how to stop counting anything while still reaching your goals!</p> <ul style="list-style-type: none"> <li>• What a calorie really measures (and how your body uses it).</li> <li>• Why limiting calories may be short-changing your health goals.</li> <li>• Find an easier process to eating less without counting anything.</li> </ul>	<b>Espinosa-Goswami</b>
<b>Eat Your Way to Great Health</b>	<p>This talk provides an introduction to the primary nutrients we need in our diet to achieve outstanding health. The basic foods groups including fats, proteins and carbohydrates are discussed. Nutritional supplements are also introduced. Most importantly, the audience is given key guidelines to follow in order to achieve the best results from their diet. Take home points: foods from all three major types are essential to good health, current research is showing trans fats and sugar to be major contributors to poor health, eating whole foods close to the source is best for long term health.</p>	<b>Kriva</b>
<b>Food Literacy: What, Why and How to Eat</b>	<p>Advice on diet is plentiful but can easily be overwhelming and confusing. This course will help sort through diet fact from diet fiction. Food Literacy not only describes what a healthy diet looks like but broadens knowledge of nutrition beyond calories, grams and fat. This course will explore how food impacts the body and health with concept of “food as information”.</p>	<b>Denton</b>
<b>Vitamin and Mineral Supplementation</b>	<p>A healthy diet consists of a variety of foods that nourish the body. Each food is made up of an assortment of nutrients. Most nutrients cannot be made in the body and need to be included in the diet we eat each day. Sometimes supplements need to be included to assure the body is getting what it needs to work. This course will cover what targeted nutrients to supplement and why. Phytonutrients will also be covered as the “darlings” of the research world.</p>	<b>Denton</b>
<b>Cooking Simply, Making Good Food Fast</b>	<p>Interested in enjoying the advantages of home-cooked meals without the hassle of daily cooking from scratch? This session will help you explore what kind of cook you are and share simple guidelines for eating well. You will explore different methods of preparing good food fast while incorporating pre-made ingredients, recipe revamping, and other approaches to prepare nutritious meals. Walk away with ideas to streamline your cooking process, making dining at home both simpler and more enjoyable.</p>	<b>McElveen</b>
<b>Mood and Food, Using One to Manage the Other!</b>	<p>Healthy Eating for a Healthy Mind and Body focuses on food. Food feeds the body and influences the mind. Food sends messages to the brain and body about how it is going to behave. This course provides the “recipe” for making brain hormones such as serotonin and dopamine. Additional strategies to escape cravings and understand how stress can sabotage even the best laid plan will be covered.</p>	<b>Denton</b>
<b>Sugar Addiction: Questions and Solutions</b>	<p>Are you a self-proclaimed sugar addict with a long, sweet tooth?  Do you feel a midday slump and experience a strong craving for sugar?  Do you find that once you start eating sugar, you can’t stop?  If the answer to any of these questions is yes, you may be sugar sensitive.</p> <p>Join us to learn how sugar works in the body to trigger imbalances. Identify strategies to reduce sugar cravings and how to cut your sweet tooth down to size.</p>	<b>Denton</b>

	Learn about patterns of eating that promote balanced blood sugar, ease cravings and impulsive or compulsive behaviors.	
<b>Empowering You with Meditative Movements</b>	<p>Empowered employees take charge of their life. Join us for this one-hour interactive session that gives you daily exercises so you can feel energized and excited about yourself and your career. The demands on your time for work, caring for your families and others can be stressful.</p> <p>Learn how to take care of your own mind, body and being needs in a new way. By attending you will:</p> <ul style="list-style-type: none"> <li>• Explore your own response to change.</li> <li>• Learn simple home and office Meditative Movements to release stress while cultivating positivity.</li> <li>• Create a simple "Take Care of Me" plan.</li> </ul>	<b>Peterson</b>
<b>Living Longer, Healthier, and Better</b>	It's easy to be overwhelmed when it comes to wellness. In this session, learn three simple actions to leading a healthier life. Also, understand what the benefits and barriers are to self-care, what areas of your life need the most attention, and start to create a plan towards a healthier you.	<b>Hall</b>
<b>Finding your Neat Beat: The Importance of Non-Exercise</b>	<p>The American Council on Exercise (ACE) recommends getting at least 60 minutes of exercise 4 times a week. Yet, what if you could still reach your activity and health goals through non exercise?</p> <p>Join Jenn to learn about how non exercise activity thermogenesis (NEAT) helps combat the dangers of sitting disease, why gyms are overrated, and specific ways to incorporate more non exercise in your busy lifestyle. All participants get access to a free Workout Style quiz to get moving the right way!</p> <p>Key Takeaways:</p> <ul style="list-style-type: none"> <li>• What is sitting disease, and do you suffer from it?</li> <li>• Why gyms are not a perfect solution for fitness.</li> <li>• The research behind NEAT and specific strategies to incorporate non-exercise into everyday life at home and the office.</li> </ul>	<b>Espinosa-Goswami</b>
<b>Choosing Your Lifestyle for a Healthy Brain and Body</b>	Do your food choices, exercise and sleep habits affect how you feel – your mood and behavior? Did you know that there are steps you can take to keep your brain healthy and to feel better every day? In this class learn how foods can make you feel tired, depressed, or happy and how to make changes to your diet to improve how you feel every day. You will also learn the impact exercise and sleep have on the health of your brain and activities you can choose or avoid for better brain health.	<b>Enright</b> <b>* All Sessions</b> <b>ADDITIONAL</b> <b>\$100</b>
<b>Wellness 101: Nutrition, Fitness, and Self-Care</b>  *3-part series workshop	<p>How much do I need to exercise? What foods should I eat? I just want to start feeling better! Wellness can be an overwhelming topic and it may be confusing knowing where to start. Take the guessing out of it with this easy-to-follow wellness workshop where we'll cover the basics and break it down into manageable and attainable steps.</p> <p><b>Key Takeaways:</b></p> <p>Nutrition</p> <ul style="list-style-type: none"> <li>• How to make healthy substitutions.</li> <li>• How to read food labels and what ingredients to avoid.</li> <li>• Nutrition goal setting plan and eating plan examples.</li> </ul>	<b>Hall</b>

	<p>Self-Care</p> <ul style="list-style-type: none"> <li>• What is self-care (and what it is not)?</li> <li>• Establish personalized self-care options.</li> <li>• How to incorporate self-care into daily routine.</li> </ul> <p>Fitness</p> <ul style="list-style-type: none"> <li>• Understand how physical activity positively impacts the body and mind.</li> <li>• Establish personalized fitness options at any level and age.</li> <li>• How to create fitness success at home or with a busy schedule.</li> </ul>	
<b>Mastering Motivation for Weight Loss</b>	What does “being motivated” mean to you when it comes to weight loss and your health? If you think it means having no struggles or conflicting desires, then think again. This class will cover the killers of motivation so you can avoid these pitfalls, help you discover where you are in the “Ready to Change” Ladder, and provide ideas on how to handle a relapse.	<b>Fox</b>
<b>Creating a Fit and Healthy You</b>	Wanting and knowing how to improve one’s health are two different things. This class will help participants determine if they are ready and motivated to make desired health changes. Those that are can then determine their body mass index (BMI), healthy goal weight, estimated daily calorie and nutrient needs, eating and exercise plan and develop a SMART goal for ongoing success. A pen/pencil, calculator and desire to move forward are required for this class. (This class works best with live audience.)	<b>Fox</b>
<b>A Healthier YOU in 2024!</b>	What does your picture of health look like? What are a few things that you could do better? Learn strategies to improve your own health - because you are worth it! Decide for yourself what changes are needed and then we can discuss the action steps to make them happen for you in 2022.	<b>West</b>
<b>Safety First: Proactive Measures to Workplace Injury Prevention</b>	<p>This interactive workshop is dedicated to proactive strategies for preventing workplace injuries, ultimately leading to a healthier, safer workplace. Key topics covered include: Understanding Musculoskeletal Disorders (MSD): We delve into the definitions and implications of MSDs, shedding light on how these disorders can impact employees.</p> <p>Injury Prevention Techniques: Learn how injuries occur and, more importantly, discover effective methods to prevent them. From proper lifting techniques to ergonomic adjustments, we equip participants with actionable insights.</p> <p>The Power of Teamwork: Employers and employees play pivotal roles in maintaining a safe work environment. We emphasize collaboration and shared responsibility in injury prevention.</p>	<b>Kriva</b>
<b>90 Days to Your Best Self</b>	<p>Have you become infatuated with 30-day health programs or fitness challenges? While these challenges might have high sign-up rates, the majority of participation disappears by day 15. In this seminar, you will learn how to create a 90-day plan to your best self, using the same path to body bliss Jenn uses with her health coaching clients.</p> <ul style="list-style-type: none"> <li>• Why 30 days are not enough for any goal.</li> <li>• The temptation to jump into another challenge (and why that is not serving you).</li> <li>• How to create your own personal 90-day plan for health success.</li> </ul>	<b>Espinosa-Goswami</b>
<b>Resolution Solutions</b>	Did you know that up to 65% of resolutions die by February 1? Join Jenn Espinosa-Goswami, health coach, for powerful solutions to turn your resolutions into reality, using techniques you might have ignored in the past. Take goal setting to a marathon level (the easy way).	<b>Espinosa-Goswami</b>

	<ul style="list-style-type: none"> <li>• Why SMART goals are really dumb.</li> <li>• How to establish milestones to long-term success.</li> <li>• The truth about accountability partners and how to find the support you really need.</li> </ul>	
<b>3 Mindset Shifts to Accelerate Health</b>	<p>Your body can't go where your mind refuses to. Join former fat girl, Jenn, as she shares how she got her mind in shape when she dropped 100 pounds.</p> <ul style="list-style-type: none"> <li>• How to tap into your intrinsic motivation for lasting change</li> <li>• Why infobesity is keeping you stuck in the same health rut</li> <li>• The secret strategy of bodybuilders for natural body transformation that you aren't aware of</li> </ul>	<b>Espinosa-Goswami</b>
<b>Finding your Neat Beat: The Importance of Non-Exercise</b>	<p>The American Council on Exercise (ACE) recommends getting at least 60 minutes of exercise 4 times a week. Yet, what if you could still reach your activity and health goals through non exercise? Join Jenn to learn about how non exercise activity thermogenesis (NEAT) helps combat the dangers of sitting disease, why gyms are overrated, and specific ways to incorporate more non exercise in your busy lifestyle. All participants get access to a free Workout Style quiz to get moving the right way!</p> <p>Key Takeaways:</p> <ul style="list-style-type: none"> <li>• What is sitting disease, and do you suffer from it?</li> <li>• Why gyms are not a perfect solution for fitness.</li> </ul> <p>The research behind NEAT and specific strategies to incorporate non-exercise into everyday life at home and the office.</p>	<b>Espinosa-Goswami</b>
<b>Chair Yoga Class</b>	<p>Enjoy this Yoga class where you remain seated or standing the entire time. This is perfect before a board meeting, a group activity or a reoccurring event at your place of work. You will leave feeling refreshed and peaceful – ready to start your day. No Yoga clothes required!</p>	<b>Borgerding</b>
<b>The Five Secrets to Permanent Weight Loss</b>	<p>This class offers a realistic and practical approach to weight management and overall health. Participants will learn why typical diets don't work, what kind of exercise is the most beneficial for weight loss, and how to increase energy levels while losing weight through simple changes in eating habits. Key barriers to losing weight are also discussed. Take home message; diets don't work for a reason, once this is understood, weight loss can be achieved, common barriers to losing weight, once identified, can be eliminated.</p>	<b>Kriva</b>
<b>Peak Performance</b>	<p>Peak performance is designed to teach the participants how to achieve peak levels of energy and performance in all areas of their lives. Topics covered include proper nutrition to maximize energy throughout the day, the role of water in performance, the potential need in our modern world for nutritional supplements, ways to enhance joint flexibility for maximum physical performance, and injury prevention at home and at work to avoid the devastating impact injuries can have on performance.</p>	<b>Kriva</b>
<b>Sleep, the Great Battery Charger</b>	<p>This session shares important details of why sleep is critical to our overall health and the physiological effects poor sleep has on our mind and body. Dr. Kriva will review cutting edge research being done in the field of Epigenetics, which shows how critical sleep is to the proper functioning of each cell in the body. Finally, tips for achieving excellent sleep are covered. Take home message: cutting edge research shows more than ever how critical sleep is to health, there are many things you can do to improve the quality and duration of sleep, proper sleep is not optional, but critical to your overall health.</p>	<b>Kriva</b>



<b>Train Wreck to Terrific! The 5 Keys to Vibrant Health</b>	<p>This class focuses on moving from a "Train Wreck" with respect to health to being terrific. Dr. Kriva reviews 5 key areas that have to be in place in order for the participants to enjoy vibrant health. The 5 keys area include minimizing the negative side effects of drugs, restoring function and getting out of pain, the importance of sleep, proper nutrition and the importance of exercise as part of a healthy lifestyle. The talk is fun and energizing and provides specific actions the attendees can take immediately following the class to get on track to improving their health. Take home message; many people are train wrecks with respect to their health, it is possible to radically improve health with 5 simple steps and enjoy a healthy lifestyle.</p>	<b>Kriva</b>
<b>How to Stay Fit While You Sit</b>	<p>This class is designed for people who sit at a desk or computer all day. Proper techniques for ergonomic workplace design are discussed, as well as techniques to maintain fitness while sitting. Emphasis is placed on injury prevention. Take home message: sitting at work can be hazardous to health, proper workstation design is critical to avoiding health problems due to sitting, participants are given exercises they can use at their workstation to reduce the risk of injury from sitting.</p>	<b>Kriva</b>
<b>Mental Health in the Workplace</b>	<p>This workshop provides an overview of Mental Health issues and how they may appear in the workplace. Facts about Mental Health, signs and symptoms of the more common mental health issues, contributing factors to mental health issues, suicide warning signs, as well as tools to manage stress and how to help yourself and/or others who may be struggling are explored. The learning points are:</p> <ul style="list-style-type: none"> <li>• Learn about the most common mental health concerns</li> <li>• Understand the signs and symptoms of Depression and Anxiety</li> <li>• Learn the warning signs for suicide</li> </ul> <p>Learn stress management tools for overall positive mental health</p>	<b>Alch</b>
<b>Beginner's Guide to Home Fitness Tools</b>	<p>If you think you need to drop lots of money on the latest Peloton or Mirror or rejoin the gym in order to get fit, think again. You don't need expensive equipment to get in shape, you just need some space and time. Working out at home doesn't have to be expensive and it's more sanitary. This beginner's guide to fitness workshop will walk you through:</p> <ul style="list-style-type: none"> <li>• Which fitness tools to include in your home gym that are \$25 or less</li> <li>• Specific workout moves using budget-friendly fitness tools for the main muscle groups</li> </ul>	<b>Espinosa-Goswami</b>
<b>8 Ways Age-Related Muscle Loss Impacts Your Health and How to Fight it</b>	<p>Did you know you can lose as much as 5% of your muscle mass each decade after age 30. Called sarcopenia, this loss speeds up as we age. It's a primary factor in falls, fractures, and frailty. While aging is natural, losing too much muscle is not and can directly impact everything from your energy level to organ function. Stop it now with these 8 strategies!</p> <ul style="list-style-type: none"> <li>• Why we lose muscle and how it can determine how we are going to age.</li> <li>• How muscle loss impacts our lives now and in the future.</li> </ul> <p>Which strategies are most effective at maintaining muscle mass for a long and healthy life.</p>	<b>Borgerding</b>
<b>Good Mental Health in the Workplace: Five Things You Can Do</b>	<p>Learn the five things you can do to create a workplace that values good mental health. Participants will learn how to promote good mental health (including dealing with stress), the common symptoms of a mental illness, how attitudes and language impact people with mental illnesses, and accommodations for a mental illness. This class is for employees, supervisors, organizational leaders, owners, board members and human resource professionals.</p>	<b>NAMI</b>

<p><b>Dealing with Difficult Interactions</b></p>	<p>We've all had to deal with a challenging situation, whether it's dealing with a personal problem with a large company or communicating for your job. But have you thought about the person on the other side of the interaction? People may be difficult due to symptoms of a mental illness, stress, physical illness or disability, past experience, or they think it's the only way to get help. In this class learn the signs and symptoms of mental illnesses, along with tips and strategies that can be used in dealing with difficult interactions, to manage the situation, and yourself.</p>	<p><b>NAMI</b></p>
<p><b>Managing Mental Health in Times of Transition: Coping with What Life Throws at You <b>NEW!</b></b></p>	<p>This workshop reviews mental health research, the contributing factors affecting mental health, stigmas, and misconceptions around mental health disorders. Attendees will review questions to determine if they may have contributing factors like mold and glyphosate. This session will review nutritional implications, symptoms of anxiety, nutrition and lifestyle management for mental health and potential gut issues that affect our brain chemicals.</p>	<p><b>Fox</b></p>
<p><b>Essential Oil: Help, Hype of Hoax? <b>NEW!</b></b></p>	<p>Essential Oils usage can date as far back as 4500 BC, with oils used as medicines, perfumes, aromatherapy, and embalming. This presentation uncovers how essential oils are extracted, benefits of their use, various ways they can be used and safety considerations. After this session you will be able to determine if these items used all over the world are truly help, hype or hoax. Participant will be able to: State how essential oils are extracted</p> <ul style="list-style-type: none"> <li>• State three of the top 12 essential oils utilized today</li> <li>• State three ways essential oils can be used</li> <li>• List two carrier oils and why they may be required</li> <li>• State a safety considering with essential use</li> </ul>	<p><b>Fox</b></p>
<p><b>Unlocking Longevity: Exploring The Blue Zones Diet and Lifestyle <b>NEW!</b></b></p>	<p>There are areas in the world where a high percentage of people live to be in their 90's or over 100, what researcher Dan Buettner has called Blue Zones,. Not only do they live long, but people in these areas also have low rates of chronic disease including heart disease and Diabetes. In this workshop you will learn what diet and lifestyle choices are made in Blue Zones and what you can do to build your own Blue Zone to optimize your health today and live well into the future.</p>	<p><b>Enright</b> <b>*All sessions</b> <b>ADDITIONAL</b> <b>\$100</b></p>
<p><b>The Brain-Boosting Benefits of Exercise <b>NEW!</b></b></p>	<p>There are so many benefits of movement that go far beyond cardiovascular and weight management, which are often the focus of the exercise. Physical activity is an essential piece to maintaining prime cognitive function throughout life. In this workshop, we'll dive into the following:</p> <ul style="list-style-type: none"> <li>• Why exercise is so important and how it impacts the brain</li> <li>• How activity decreases our chance of cognitive decline</li> <li>• The benefits of combining physical training with cognitive challenges</li> </ul> <p>Take control of both your brain and body health by learning these brain-healthy exercises that may slow your cognitive decline by as much as 45%!!</p>	<p><b>Borgerding</b></p>
<p><b>Staying Strong: It's What You do NOW That Counts</b></p>	<p>Now is a great time to invest in yourself! Your 84-year-old self will thank you! Healthy functional movement is key to avoiding disablement as we age. We'll identify the 5 areas to focus on now to stay capable, confident, and independent as we age. Along with those benefits, feel more energized and continue to do the things you love into the next stage of life.</p>	<p><b>Borgerding</b></p>

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# RESILIENCE AND WELLBEING

## FEATURED SESSIONS

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### *Building Resilience*



**Jenn Espinosa-Goswami**, private health coach and motivational speaker, helps people filter through misleading or ludicrous health claims to add their own flavor to a wellness plan that fits into their busy schedules. Jenn has been featured in a national US magazine with over 4 million subscribers. She is also a volunteer speaker for the American Heart Association.

### Your Personal Marathon

*The detours of life sometimes force us to re-evaluate our goals. In this interactive session, Jenn will share what training for a half marathon taught her about injury, goals, and listening to body wisdom using the power of C.P.R.*

#### *Attendees Will Learn*

- *Why most mindset practices are useless.*
- *The right way to set milestones to a scary big audacious goal.*
- *How to coach yourself through roadblocks and detours (even if you don't consider yourself an optimist).*



**Rachel Thiemann**, with a background in Social Psychology, Rachel Thiemann has built on her knowledge of interpersonal dynamics in the workplace with an international career of 18 years as an internal and external organizational consultant and trainer. She also has a keen interest in the link between mind and body and has trained and practiced as a hypnotherapist, NLP practitioner and life coach. Rachel has authored the online tool "From Stress to Resilience" for the US Navy, as well as many other classroom and online courses. She has been Vice-President of WFC Resources, a work-life company, since 2003.

## Social Wellness: Nurturing Meaningful Connections for Wellbeing

*In today's fast-paced world, maintaining our social wellness is essential for overall wellbeing. Join us for an engaging and interactive workshop that explores the importance of social connections and provides practical tools to enhance your social wellness. Whether you're looking to strengthen existing relationships, make new friends, or simply feel more connected to the world around you, this workshop will provide you with the knowledge and tools to enhance your social wellness and improve your overall sense of wellbeing. Join us on a journey towards more meaningful connections and a happier, healthier life.*

## Overcoming Obstacles and Managing Constant Change

*After the year we have all lived through research has shown that employees are feeling overwhelmed and overloaded, a state that nobody has the ability to sustain. The one thing we have all learned during the Pandemic is that change is constant and now is a great time to start strengthening our change muscles to become flexible, adaptable and forward thinking about what we can control, how we react, and steps we can take reduce the stress we are experiencing today. This interactive session will introduce a new mindset to improve coping skills by making small changes that lead to big impacts.*

1. Reframe difficulties into opportunities
2. Stop the blame game
3. Combat negative self-talk
4. Adopt a new perspective

## Spot and Stop Burnout on Your Team

*When leaders and managers ignore burnout, it can have significant consequences for their team members. The good news is, there are proven strategies leaders and managers can put in place immediately to help avoid burnout in their teams. Effective strategies for reducing burnout start with understanding a basic truth of all humans – none of us are exactly alike and we all need options. Offering multiple modes of relief from burnout is key for people to choose what works best for them, then mapping actionable steps that can be taken to promote employee wellbeing and prevent burnout. In this session attendees will:*

- Recognize the signs of burnout on their team.
- Understand approaches to gauge how team members are feeling.
- Assess their own management style and learn how to model good mental health through transparency and communication.



Rev. Catherine Duncan, MA, BCC, is an

Integrative Spiritual Consultant passionate about whole person healing with a focus on emotional and spiritual health. With a reverence for exploring the sacredness and meaning of life, she companions individuals on their journey. She has worked extensively in the areas of chronic illness, life transitions, grief, loss and finding meaning and purpose.

Catherine is an Ordained Minister with the United Church of Christ, board certified chaplain, spiritual director, energy healer, tapping (EFT) practitioner and works with mind-body therapies and aromatherapy. She served for many years as a hospice chaplain and now works with Newbridge Health & Wellness, Partners In Resilience, and private practice. Catherine speaks on Resiliency, Self-Compassion, and Self-Care in the community.

## Proactive Positivity

*What does it mean to live a positive life and love others? It starts with first loving ourselves. We cannot begin to love another until we fully love ourselves. We will explore empathy, compassion and self-compassion. What happens when we live with stress, and how do we truly attend to our body, mind and heart. Learn about the healing benefits of living a compassionate life and the importance of having a community. We will discuss neuroplasticity and the power of your mind and how you can reshape your limbic system and create a better, healthier life.*

*We'll delve into the healthful advantages of breath, mindfulness, movement, sleep and nutrition. We'll explore why it is important to create space for curiosity, creativity and self-compassion. We will discover the ways you can apply all of this into your daily life.*

## Balance and Ease in a Time of Uncertainty

*Catherine Duncan has identified how this is an uncertain time and discusses how attendees can build their inner strength and resilience. She will share best practices about what it means to alleviate stress and bring in some peace and calmness into our being. She also shares current research and identifies what stress, relaxation, mindfulness, neuroplasticity, and compassion is. The session wraps up with everyone participating in a few exercises to teach them tools to help them calm and relax their body - a breath exercise, short heart meditation, body movement and self-soothing exercise.*

## Awakening Self-Compassion

*What does it mean to open and awaken your heart? Learn about the latest research and healing benefits of self-compassion and how opening your heart and loving yourself is the foundation for all resiliency and healing. Experience a few exercises and tools that will open your heart to peace and equanimity.*

*Learn the most current research on the healing benefits practicing self-compassion by Kelly McGonigal at Stanford*

- *Learn what the difference is between empathy and compassion*
- *Learn what self-compassion is and how to build your inner strength daily*
- *Practice new tools on how to increase your love and compassion for yourself and others.*



**Erin Walsh**, Erin is a parent, speaker, educator, and writer. She has worked with communities across the country who want to better understand child and adolescent development and cut through conflicting information about kids and technology. She is fiercely committed to bringing an equity lens and asset-based approach to our understanding of, and response to, youth and media. Her signature down-to-earth approach helps families and educators engage in complicated topics and leave feeling capable and motivated.

## iBrain: Working in the Age of Distractions

*Screen reliance has intensified at work, socializing, and at home. Technology allows us to continue to innovate, but it also places a tremendous demand on a precious and valuable resource – our attention. Explore the brain science of attention, memory, and multitasking in the context of our digitally connected lives. How can we support ourselves and our families as we shift our attention between work, managing life, and entertainment?*

## The Science of Motivation: Getting Going Again

*You don't have to look far to find tips on how to stay productive and motivated. The reality is that life is changing at warp speed, stress is at unprecedented highs and employee burn-out is dramatically impacting productivity. Motivation is essential, yet so elusive. Distinguishing between approach motivation and avoidance motivation will help us understand what it takes to sustain motivation over time. Ignite your inner "motivator" by better understanding what helps us want to move towards our goals.*



**Karly Hall** is an award-winning certified marketer, life coach, wellness consultant, and blogger. She's counseled a wide variety of clients from Fortune 100 companies to stay-at-home mothers to CEO's and start-up entrepreneurs. Karly believes in the limitless potential of others and the incredible impact they can have within the workplace, and their communities.

## **\*NEW** Unplug and Recharge: A Technology Detox Class

*Step into a world where the constant hum of notifications fades away, and the digital noise gives way to tranquility. With the overwhelming presence of technology in their lives, we all need a reprieve. Participants will explore the relationship they have with technology and explore the benefits of a technology detox. This class provides a structured approach to disconnecting from screens, gadgets, and the online world. Participants will learn practical strategies to regain control over their digital habits and create a healthier relationship with technology. Key Highlights:*

- *Mindful Awareness: Cultivate mindfulness through guided meditation and awareness practices, helping participants become more present in the moment and reduce digital distractions.*
- *Digital Detox Techniques: Explore effective methods for detoxing from technology, including setting boundaries, establishing designated tech-free zones, and creating a personalized digital detox plan.*

- *Offline Connection: Foster genuine connections with others through face-to-face interactions, fostering a sense of community and support among participants who share similar goals.*
- *Stress Reduction: Understand the relationship between technology use and stress levels. Learn practical stress-reduction techniques to implement in daily life for a more balanced and harmonious existence.*

## **\*NEW** Cultivating Kindness in the Workplace

*The modern workplace is facing an epidemic – unkindness – which negatively impacts culture and employee wellbeing. Studies have found teams that work in a respectful environment possess 26% more energy, express 36% more job satisfaction, and are 44% more committed to their organizations.*

*“Cultivating Kindness in the Workplace” will equip participants with the knowledge, skills, and strategies needed to create a more compassionate and supportive work environment. This course explores the principles of kindness and empathy in the context of professional relationships, emphasizing the positive impact that a culture of kindness can have on individual and team performance. Participants will gain insights into kindness's psychological and social benefits, understanding how it contributes to increased job satisfaction, reduced stress, and enhanced overall workplace morale.*

### **Work/Life Integration**



**Rachel Thiemann**, with a background in Social Psychology, Rachel Thiemann has built on her knowledge of interpersonal dynamics in the workplace with an international career of 18 years as an internal and external organizational consultant and trainer. She also has a keen interest in the link between mind and body and has trained and practiced as a hypnotherapist and life coach. Rachel has authored the online tool "From Stress to Resilience" for the US Navy, as well as many other classroom and online courses. She has been Vice-President of WFC Resources, a work-life company, since 2003.

### Creating Success in Work and in Life

*IN A CRAZY-BUSY WORLD, it's very easy to get caught up in a work style that makes us act before we think, reacting instead of planning. It's a pattern that leads us to doing more than we can do well, resulting in mistakes, stress, burnout, and reduced productivity.*

*There's a better way to work and live: managing demands, instead of having them manage us. This interactive workshop takes participants through a series of questions that will help them understand if they are meeting their most basic of needs and living what they value. Using the results from the questions and through peer discussion, attendees will decide where to make key adjustments to how they do their tasks and respond to stress, and other reflex behaviors.*

*During the workshop specific employee benefits and external resources are shared, which will equip attendees with an array of self-management tools to improve time management and prioritization and activate a fulfilling life both inside and outside the workplace..*

## Organization & Time Management



**Paul Bernabei** directs Top 20 Training, an effort assisting schools, businesses, and organizations to create effective and healthy cultures to develop their potential. He has been an educator in Twin Cities schools for 30 years and has authored five books and curriculum for grades K-12. He and his Top 20 team have trained over a million students and adults throughout the United States. A graduate of St. John's University and the University of St. Thomas, Paul and his wife Paula have four daughters and live in St. Paul.

### Control Your Time/Control Your Life

*We all have the same amount of time each day, but most of us are guilty of saying, "I have no time!" Did you ever stop to consider that TIME is in fact your LIFE. When we find ourselves saying, "I have no time," we're basically saying, "I have no life." In this interactive workshop, participants will assess how they use their time based on what is important or unimportant. They will explore a process of time management based on what is personally important to them and learn new strategies to help them take control of their time.*

*Learning outcomes include:*

- *Determining priorities.*
- *Identifying factors that interfere with managing time based on priorities.*
- *Developing practical strategies to commit our time to priorities.*

### Goal Setting for Positive Results

*In This talk focuses on a systematic approach to setting goals in all aspects of life. Strategies for how to set goals are covered and the class can be offered in a format that allows attendees to leave with a preliminary set of their own goals. Also included are methods to "turbocharge" the process of accomplishing goals once they are set to maximize results.*

*Learning objectives*

- *Come to an understanding of the power of goal setting*
- *Provide a systematic framework for setting goals*
- *Learn tools that can "turbocharge" the accomplishment of goals once set.*



**Vikas Narula** is an entrepreneur, speaker, and blogger and the creator and co-founder of Keyhubs – a software and services firm specializing in the power and wisdom of human networks, heightening awareness of self and others, and fostering connection. His work has been featured in Pollen, Twin Cities Business Magazine, Forbes, and The Financial Times. Corporations routinely engage Vikas to help with difficult challenges, including large scale change initiatives, new executive integrations, succession planning, mergers and acquisitions and cross-functional collaboration. Vikas has presented at a variety of conferences and venues, including Commencement, TEDx, and HATCH.



## Do You Know How You Impact Others?

*Do you ever wonder how and why low EQ individuals make it to high ranks of organizations? Do you wonder how you influence and impact those around you? In this engaging and experiential session, you will examine how you impact others, learn how to enhance your own awareness and take away 3 new competencies/lessons that you can put into practice immediately.*

*Three learning objectives:*

- *How networks and relationships tell us the story of influence and impact.*
- *How leaders and individuals often over or underestimate their impact on others.*
- *How you impact others and how that might inform your own personal growth plan.*

*Learn from the latest in social science and business research. See specific case studies and walk away with*



**Paul Bernabei** directs Top 20 Training, an effort assisting schools, businesses, and organizations to create effective and healthy cultures to develop their potential. He has been an educator in Twin Cities schools for 30 years and has authored five books and curriculum for grades K-12. He and his Top 20 team have trained over a million students and adults throughout the United States. A graduate of St. John's University and the University of St. Thomas, Paul and his wife Paula have four daughters and live in St. Paul.

### Activating Our Inner Champion and Quieting Our Inner Critic

*This session identifies ten inner critic tendencies that inhibit our effectiveness and prevent us from developing our potential. Awareness allows us to quiet our inner critics and activate our champions, the internal power we have to access wisdom and insights. We will identify five powers of the champion that will enable us to be more effective in dealing with any challenge we experience in our personal or professional life.*

*Three key takeaways:*

- *Identify mental habits that get in the way of their effectiveness and block their potential.*
- *Recognize the 'voices' of these mental habits and what they say to us.*
- *Access powers they possess to achieve more desirable outcomes.*

### Learn from Mistakes and Failures

*This session focuses on (1) the beliefs we form about ourselves from the messages we receive from others when we make mistake or fail, (2) what keeps us stuck in our comfort zone, and (3) more effective ways of responding to our own mistakes and the mistakes of others.*

### Living Above the Line: How Our Thinking Governs Our Experience

*This session focuses on becoming aware of our thinking, so we know when it is working (Top 20) and when it is not working (Bottom 80). It explores (1) the conditions that come up in our life that invite us to go Bottom 80*

thinking, (2) indicators that alert us when we are there, (3) how to handle Bottom 80 experiences more effectively and (4) how to get back to Top 20 thinking.

<b>Resilience &amp; Wellbeing</b>		
<b>Your Personal Marathon</b>	<p>The detours of life sometimes force us to re-evaluate our goals. In this interactive session, Jenn will share what training for a half marathon taught her about injury, goals, and listening to body wisdom using the power of C.P.R.</p> <p>Attendees Will Learn</p> <ul style="list-style-type: none"> <li>• Why most mindset practices are useless.</li> <li>• The right way to set milestones to a scary big audacious goal.</li> <li>• How to coach yourself through roadblocks and detours (even if you don't consider yourself an optimist).</li> </ul>	<b>Espinosa Goswami</b>
<b>From Struggle to Serenity</b>	<p>Is working from home driving you crazy? Feeling a little more tense lately? Are you always busy, overwhelmed, or blurring the boundaries between life and work? Look no further. This practical workshop will introduce you to systems, schedules, tools and resources to make a real difference, allowing for both productivity and peace of mind.</p> <p>In this session participants will learn:</p> <ul style="list-style-type: none"> <li>• How to set reasonable, values-based goals.</li> <li>• How to create rituals, routines and habits to support the values and goals you have prioritized.</li> <li>• How to become more proactive in asking for support and delegating.</li> <li>• How to handle pressure, real and imagined.</li> <li>• How to create realistic time usage to include time for responsibilities and relaxation.</li> <li>• How to manage stress and build a calmer response to life's challenges.</li> </ul>	<b>Thiemann</b>
<b>Conflict Management 101</b>	<p>Managing conflict in a hybrid workplace can be more complicated than in a traditional workplace. Since the pandemic, more people are working either a hybrid schedule or exclusively from home. This change has impacted how people and teams work, how they disagree, and they resolve those disagreements. This interactive workshop will take you through a conflict management self-assessment and provide you with tips and tools, including understanding conflict, debate vs. dialogue, and communication essentials.</p>	<b>Hall</b>
<b>Leading Without Authority</b>	<p>Leadership is not about having the power to exercise your authority. Leadership is about behaving in ways that influence the feelings, thoughts, and actions of others. True leadership can happen at any level when you learn to exercise your ability to influence others to help achieve common goals. Leading Without Authority will teach you how to improve collaboration and trust among team members, making you more effective regardless of your position.</p>	<b>Hall</b>
<b>Trauma: It's Not Just Affecting Our Client's – Our Workers Feel It, Too!</b>	<p>"Secondary trauma" is a term you've heard many times. You know about it, but what are the steps to understanding its effects and reducing those effects on your own life? Parenting, loving partnerships, collaborating with co-workers, your extended family - every aspect of your life can be influenced by the impact of trauma on your clients, and the ways in which you carry it with you. You</p>	<b>Fiegal</b>

	deserve to have tools to assure that being a caring professional doesn't cost you your own peace of mind.	
<b>Finding Stillness and Peace in Turbulent Times</b>	<p>Neuroscience research is beginning to endorse what our bodies and brains have intuitively known for years...not only do our bodies need to rest and recharge our brains do, too. One way to do this is to take short "brain breaks," using mindful breathing and meditation, especially during turbulent times.</p> <p>Evidenced-based studies are now clearly showing that the practice of meditation produces measurable changes in our brains, which can result in a variety of neurological benefits. Some of the benefits of a regular meditation practice include: the reduction of stress and anxiety; improved sense of peace, concentration, and memory; and increased overall psychological well-being.</p> <p>During this workshop, participants will gently transition from the practice of "mindful breathing," to simple, practical ways introduce stillness and peace, with the practice of meditation!!</p>	<b>Thiemann</b>
<b>#DOMOREWITHLESS</b>	<p>Not enough time! To do what we need AND what we want- a constant stressor in an already volatile, uncertain, chaotic, ambiguous world. Research shows many of us spend only 2 of 8 hours working productively. What if we could double that by improving our focus and managing our energy for greater performance and productivity? While time is finite, energy can be expanded. What if you could work smarter, not harder?</p> <ul style="list-style-type: none"> <li>• By understanding how to manage stress more effectively.</li> <li>• By understanding how to create energy and focus for productivity.</li> <li>• By understanding how to become more present in the moment.</li> </ul> <p>Walk away with:</p> <ul style="list-style-type: none"> <li>• Tools and tips to manage stress, overwhelm, and energy.</li> <li>• Know how to work with, not against your biology for greater focus.</li> <li>• Tools and tips for aligning priorities with what matters.</li> </ul>	<b>Thiemann</b>
<b>Resilience is Your Superpower: Thriving Through Change and Adversity</b>	<p>Did you know you had a hidden superpower? Resilience is our ability to bounce back when bad things happen. While some of us are naturally more resilient to start with, the great news is resilience is a set of skills that can be developed. Better news, we can actually create opportunities from adversity and challenge once we learn resilience. Learn how to work with, not against, your biology, and why you are wired the way you are. Learn why mindset is so important, and what you can do to change it. Understand the key components of resilience, backed by research, and why it's so critical for surviving and thriving in today's complex, fast paced world. Walk away with your personal framework for understanding resilience and stress management, how to build it, and a few easy tools to restore performance and focus and manage your stress on the fly.</p>	<b>Thiemann</b>
<b>Self-Esteem and Peak Performance: It's Hard to Lead the Charge If You Think You Look Funny on the Horse</b>	<p>Self-esteem is one of the most important factors influencing our ability to achieve personal and professional success. People with high self-esteem tend to realize their goals in life. They believe that they deserve to be successful and experience contentment. They also feel a sense of well-being and bring authenticity to their</p>	<b>Mulle</b>

	<p>relationships. People with high self-esteem make great team players and contribute immensely to the overall performance and productivity of an organization.</p> <p>This session encourages participants to explore their self-esteem and discover ways to strengthen it through high quality relationships, positive self-talk, developing a sense of purpose, and courageous decision-making.</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> <li>• Understand the link between self-esteem and performance.</li> <li>• Understand the causes of low self-esteem.</li> <li>• Learn strategies for increasing and maximizing your self-esteem.</li> <li>• Learn how to encourage high self-esteem in others.</li> </ul>	
<p><b>Activating Our Inner Champion and Quieting Our Inner Critic</b></p>	<p>This session identifies ten inner critic tendencies that inhibit our effectiveness and prevent us from developing our potential. Awareness allows us to quiet our inner critics and activate our champions, the internal power we have to access wisdom and insights. We will identify five powers of the champion that will enable us to be more effective in dealing with any challenge we experience in our personal or professional life.</p> <p>Three key takeaways:  Identify mental habits that get in the way of their effectiveness and block their potential.  Recognize the 'voices' of these mental habits and what they say to us.  Access powers they possess to achieve more desirable outcomes.</p>	<p><b>Bernabei</b></p>
<p><b>Creating Success at Work and in Life</b></p>	<p>IN A CRAZY-BUSY WORLD, it's very easy to get caught up in a work style that makes us act before we think, reacting instead of planning. It's a pattern that leads us to doing more than we can do well, resulting in mistakes, stress, burnout, and reduced productivity.</p> <p>There's a better way to work and live: managing demands, instead of having them manage us. This interactive workshop takes participants through a series of questions that will help them understand if they are meeting their most basic of needs and living what they value. Using the results from the questions and through peer discussion, attendees will decide where to make key adjustments to how they do their tasks and respond to stress, and other reflex behaviors.</p> <p>During the workshop specific employee benefits and external resources are shared, which will equip attendees with an array of self-management tools to improve time management and prioritization and activate a fulfilling life both inside and outside the workplace.</p>	<p><b>Thiemann</b></p>
<p><b>Staying Energized in a Draining World</b></p>	<p>There is an energy crisis happening in America today! And it is happening in the personal and professional lives of people everywhere. Increased stress both on and off the job is causing a loss of productivity that can run into billions of dollars each year. This energy drainage is robbing us of our own health and happiness.</p>	<p><b>Mulle</b></p>

	<p>This session explores the symptoms and root causes of stress in our lives and introduces personal strategies for reducing stress and restoring energy. Participants will learn how to replenish their energy reserves even in the middle of hectic and pressured schedules.</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> <li>• Discover the signs and symptoms of personal and professional burn-out.</li> <li>• Uncover the root causes of stress in our lives.</li> <li>• Recognize what gives you energy and what drains you.</li> <li>• Apply strategies for managing the energy exchanges.</li> <li>• Create your own Energy-Management-Plan.</li> <li>• Learn how to handle stress associated with change.</li> </ul>	
<p><b>Keeping Pace on a Spinning Planet</b></p>	<p>We've all experienced the feeling that the "treadmill of life" is speeding up, that the rapid pace of change is constantly throwing new challenges in our path. Just as we overcome one obstacle, a new one is bearing down upon us. How can we possibly keep up?</p> <p>Change doesn't have to lead to that common sensation of being overwhelmed. We can ride the waves of change. People who are moving ahead in our world today are those who know how to navigate the turbulent waters of change. This session unlocks the toolbox for managing change and provides insight and skills that enhance our ability to keep pace.</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> <li>• Discover why individuals and organizations resist change.</li> <li>• Gain insight into the process of transition.</li> <li>• Explore two models or "roadmaps" which can guide you through the transition process.</li> <li>• Identify the various elements that are necessary for successful change.</li> <li>• Discuss what to do when these elements are missing in order to lead yourself and others through change.</li> <li>• Develop resilience in your ability to handle change.</li> <li>• Embrace change as an opportunity for growth and innovation.</li> <li>• Become a change catalyst in your organization.</li> <li>• Build skills for resiliency in the face of rapid, constant change.</li> </ul>	<p><b>Mulle</b></p>
<p><b>Control Your Time/Control Your Life</b></p>	<p>We all have the same amount of time each day, but most of us are guilty of saying, "I have no time!" Did you ever stop to consider that TIME is in fact your LIFE. When we find ourselves saying, "I have no time," we're basically saying, "I have no life." In this interactive workshop, participants will assess how they use their time based on what is important or unimportant. They will explore a process of time management based on what is personally important to them and learn new strategies to help them take control of their time.</p> <p>Learning outcomes include:</p>	<p><b>Bernabei</b></p>

	<ul style="list-style-type: none"> <li>• Determining priorities</li> <li>• Identifying factors that interfere with managing time based on priorities</li> <li>• Developing practical strategies to commit our time to priorities</li> </ul>	
<b>Finding Meaning and Purpose in Your Life</b>	<p>This is a motivational talk that focuses on identifying our passions and strengths and ask questions around why we hold ourselves back from our true purpose. What are the variables that keep us from taking risks? How can we be more open to new opportunities? How can we step out of our comfort zone to seek out the things we never thought possible? This presentation will help provide tips to make changes to our thinking that open up possibilities in our life that will bring new experiences.</p>	<b>Enga</b>
<b>Do You Know How You Impact Others?</b>	<p>Do you ever wonder how and why low EQ individuals make it to high ranks of organizations? Do you wonder how you influence and impact those around you?</p> <p>In this engaging and experimental session, you will examine how you impact others, learn how to enhance your own awareness, and take away 3 new competencies/lessons that you can put into practice immediately.</p> <p>Learning objectives:</p> <ul style="list-style-type: none"> <li>• How networks and relationships tell us the story of influence and impact</li> <li>• How leaders and individuals often over or underestimate their impact on others</li> <li>• How you impact others and how that might inform your own personal growth plan</li> </ul> <p>Learn from the latest in social science and business research. See specific case studies and walk away with personally relevant insights that will make you a more self-aware person.</p>	<b>Narula</b>
<b>Defining Your Purpose and Meaning</b>	<p>Do you know the outcomes you want to achieve? Are you aware of your mission, purpose, and the values you bring to your work and your life? Regardless of how we answer this question today, there are conditions that occur throughout the year can diminish our clear sense of purpose and value. This session will explore (1) what our individual mission, purpose or values are, (2) those conditions that detract from our mission, (3) how we can be aware when we are getting off purpose, and (4) how we can regain focus on what is truly important.</p>	<b>Bernabei</b>
<b>Learn from Mistakes and Failures</b>	<p>This session focuses on (1) the beliefs we form about ourselves from the messages we receive from others when we make mistake or fail, (2) what keeps us stuck in our comfort zone, and (3) more effective ways of responding to our own mistakes and the mistakes of others.</p>	<b>Bernabei</b>
<b>Knowing How to See Things Differently: Using the Frame</b>	<p>The Frame helps us understand why we are getting the results we are getting out of life. The session examines (1) the tendency we have to blame others when we are not getting the results we desire, (2) how our 'need to be right' activates blame, (3) how curiosity helps us to get better results, and (4) what we can do to see more or differently.</p>	<b>Bernabei</b>
<b>Living Above the Line: How Our Thinking Governs Our Experience</b>	<p>This session focuses on becoming aware of our thinking, so we know when it is working (Top 20) and when it is not working (Bottom 80). It explores (1) the conditions that come up in our life that invite us to go Bottom 80 thinking, (2)</p>	<b>Bernabei</b>

	indicators that alert us when we are there, (3) how to handle Bottom 80 experiences more effectively and (4) how to get back to Top 20 thinking.	
<b>Overcoming Burnout and Getting Back on Track</b>	<p>This class focuses on the importance of balancing the demands of life, stress and your ability to achieve your goals day in and day out. We will discuss the impact that burnout has on your daily performance and the negative outcomes that can result if burnout is left unchecked. Dr. Kriva lays out a systematic approach to structuring your life to minimize burnout and maximize your ability to achieve goals and maintain your performance even when unexpected trials threaten to derail your life journey. Take home message; most people live close to their maximum capacity, small upsets and burnout can derail pursuit of goals, it is possible to structure your life using the 85% principle to consistently pursue and achieve your goals.</p> <p>Learning outcomes:</p> <ul style="list-style-type: none"> <li>• Identify warning signs of burnout</li> <li>• Effectively address burnout</li> <li>• Practical step to prevent burnout and achieve goals</li> </ul>	<b>Kriva</b>
<b>The Personal Tipping Point - How to Find 30 Minutes a Day to Advance Your Goals</b>	The aim of life is progress. We all want to move forward with our goals and plans, yet the number one obstacle is spending every minute of the day fighting our current fires. I'll show you how even the busiest of people can carve out a small, but critical amount of time to really be able to turn things around in a positive direction.	<b>Thiemann</b>
<b>Cutting Edge Creativity</b>	<p>Let's face it: life is getting more and more challenging. Sometimes we need all the help we can get just to make it through the day. Perhaps it's time to take a different approach to life, a more creative approach. Creative thinking is one of our most powerful tools for managing the challenges and complexities we face every day.</p> <p>Stuck as to how to move forward on a project? Wondering how you're possibly going to meet all the deadlines bearing down on you? Creative thinking is your formula for overcoming these challenging situations. This fun and engaging session explores the practical application of creativity - how we can tap into the power of creative thinking and boost productivity and performance.</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> <li>• Gain insight into your own creative abilities.</li> <li>• Learn to recognize and break the mental chains that lock out creative thinking.</li> <li>• Learn the four basic disciplines of creative process.</li> <li>• Develop a toolbox of practical techniques for enhancing creativity.</li> <li>• Apply creative thinking tools and techniques to situations from your real life.</li> </ul>	<b>Mulle</b>
<b>The Power of Persistence</b>	This talk focuses on a major component of success in career and in life, persistence. Dr. Kriva discusses how persistent effort over time is the key to ultimate success in reaching personal and professional goals. This talk is entertaining and filled with amusing stories to drive home the point that	<b>Kriva</b>

	<p>persistent effort brings large rewards. Most importantly, Dr. Kriva gives the audience the practical tools they need to keep up sustained energy and effort over time in order to achieve their goals.</p>	
<p><b>*New Cultivating Kindness in the Workplace</b></p>	<p>Incivility has become an epidemic in modern workplaces. This crisis of unkindness hurts people, culture, and negatively impacts employee wellbeing. Groundbreaking Harvard research shows companies embedding kindness in their DNA experience 20% better collaboration and 15% higher productivity. The message is clear: leading with kindness and compassion unlocks a better workplace and improved wellbeing.</p> <p>"Cultivating Kindness in the Workplace" will equip participants with the knowledge, skills, and strategies needed to create a more compassionate and supportive work environment. This course explores the principles of kindness and empathy in the context of professional relationships, emphasizing the positive impact that a culture of kindness can have on individual and team performance. Participants will gain insights into kindness's psychological and social benefits, understanding how it contributes to increased job satisfaction, reduced stress, and enhanced overall workplace morale.</p>	<p><b>Hall</b></p>
<p><b>Personal Effectiveness: Navigating with Confidence When Change Happens</b></p>	<p>As the old saying goes, "Things Change." And when things change, especially if the change is happening <u>to us</u>, it can be unsettling. Most people focus on managing the (potential) outcome of the change. This is usually a huge mistake, since there are typically many factors involved in the outcome. Since change is more often a "when," not an "if," learning how to <i>manage ourselves and not the outcome</i> when change occurs (or may be pending) is a key skill to making sure we come out on top. This workshop explores ways to manage ourselves and how to think differently when change occurs to get results that work for us!</p>	<p><b>Alch</b> <b>*All sessions</b> <b>ADDITIONAL</b> <b>\$150</b></p>
<p><b>Crafting Relationships That Matter</b></p>	<p>Life is relationships. If you want to be successful in life you need to be successful in relationships. According to the relationship cookbook of Psychologist Carl Rogers, there is a recipe that promotes and facilitates the growth and development of healthy relationships.</p> <p>This recipe contains three essential ingredients: genuineness, empathy, and unconditional positive regard. This session examines this recipe, and challenges participants to develop a way-of-life style that uses these ingredients in all of their relationships.</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> <li>• Understand why some people accept change and growth and others resist it.</li> <li>• Understand what kind of person you need to be to facilitate healthy relationships.</li> <li>• Learn how to empathize with people.</li> <li>• Discover the power of "Unconditional Positive Regard".</li> <li>• Overcome the tendency to trap people in your point-of-view.</li> <li>• Learn how to approach relationships with more authenticity and genuineness.</li> </ul>	<p><b>Mulle</b></p>



	<ul style="list-style-type: none"> <li>• Experience the growth of meaningful trust as your reward for supplying these ingredients.</li> </ul>	
<b>Creating Your Happy Space</b>	<p>Interiors, whether at home or work, need to represent our personality, optimize different activities, as well as providing peace of mind, safety and well-being. Our surroundings play a crucial role in setting us up for success and well-being. This session will allow you to mindfully consider the needs your space can fulfill, and work towards creating an environment that satisfies the many needs we all have, both practical and emotional. We'll examine and re-design our workspaces through the following five lenses:</p> <ul style="list-style-type: none"> <li>• Organization for clarity and efficiency</li> <li>• Ergonomics for physical health and vitality</li> <li>• Privacy for productivity and planning</li> <li>• Identity for belonging and goal setting</li> <li>• Sanctuary for peace of mind and reflection</li> </ul> <p>You'll leave this session with a plan to customize and adapt your space, large or small, into a place that delights the senses, enhances your work satisfaction, and helps drive you forward</p>	<b>Thiemann</b>
<b>Overcoming Obstacles and Managing Constant Change</b>	<p>After the year we have all lived through research has shown that employees are feeling overwhelmed and overloaded, a state that nobody has the ability to sustain. The one thing we have all learned during the Pandemic is that change is constant and now is a great to start strengthening our change muscles to become flexible, adaptable and forward thinking about what we can control, how we react, and steps we can take reduce the stress we are experiencing today. This interactive session will introduce a new mindset to improve coping skills by making small changes that lead to big impacts.</p> <ul style="list-style-type: none"> <li>• Reframe difficulties into opportunities</li> <li>• Combat negative self-talk</li> <li>• Adopt a new perspective</li> </ul>	<b>Thiemann</b>
<b>Building Elastic and Efficient Habits</b>	<p>Do super rigid and structured routines drive you crazy? If you have ever struggled with maintaining a routine, or managing time in your day, this workshop is perfect for you. Jenn will walk you through an elastic framework to building habits that maximize your time while also honoring your need to adapt. Elastic is defined as the ability to change and adapt, especially in the face of uncertain times.</p> <p>After this session, you'll walk away with:</p> <ul style="list-style-type: none"> <li>• Learn why rigid routines are tough for you</li> <li>• Identify the time vortexes in your typical day</li> <li>• Create an elastic framework for habits that persevere</li> </ul> <p>*includes The Elastic Framework grid.</p>	<b>Espinosa-Goswami</b>
<b>Spot and Stop Burnout on Your Team</b>	<p>When leaders and managers ignore burnout, it can have significant consequences for their team members. The good news is, there are proven strategies leaders and managers can put in place immediately to help avoid burnout in their teams. Effective strategies for reducing burnout start with understanding a basic truth of all humans – none of us are exactly alike and we all need options. Offering multiple modes of relief from burnout is key for people to choose what works best for them, then mapping actionable steps</p>	<b>Thiemann</b>

	that can be taken to promote employee wellbeing and prevent burnout. In this session attendees will:	
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- Recognize the signs of burnout on their team.
- Understand approaches to gauge how team members are feeling.
- Assess their own management style and learn how to model good mental health through transparency and communication.

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# PROFESSIONAL DEVELOPMENT FEATURED SESSIONS

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## Leadership Skills



**Karl Mulle** graduated from Cornell University and holds professional degrees in Divinity and Counseling Psychology from Trinity International University in Chicago. He is a corporate trainer and a popular keynote speaker, as well as a personal achievement coach. Karl has also recently authored the book *Emotional Intelligence Training* and co-authored the book: *Put Emotional Intelligence to Work: Equip Yourself for Success*.

### Emotional Intelligence: The New Science of Success

*What are the factors that lead to success in life? Not just financially, but in our relationships, in our health, and in our career - what are the ingredients of success? In the past, it was believed that academic achievement and intellectual potential (IQ) had a lot to do with success. We now know that this is not the case. Recent research has uncovered a new dimension for success. It is called "Emotional Intelligence", and it is highly linked to personal and professional accomplishment. What does emotion have to do with success? Well, have you ever let your emotions get the best of you in a certain situation? Did you achieve from that situation what you had hoped? Emotional intelligence or EQ refers to an individual's ability to use his or her emotions intelligently. It is the ability to understand what your emotions are telling you and to choose appropriate action. In this program you will explore your E.Q. and find out how well you handle yourself, your emotions, and your interactions with other people.*

#### Learning Objectives:

- *Delineate the four domains of emotional intelligence*
- *Assess your own emotional intelligence*
- *Develop awareness of how your emotions impact your thoughts and behaviors*
- *Learn cognitive and behavioral strategies for managing emotions*
- *Explore empathy as the foundational competence of emotional intelligence*
- *Understand the difference between content and feeling in communication*
- *Manage the emotional side of conflicts and difficult conversations*

- *Learn to recognize, understand, and work within other people’s emotional states and achieve healthier, more positive relationships*

## Emotional Intelligence: The New Science of Leadership

*An old Afghan Proverb reads: “If you think you are leading, and no one is following, then you are taking a walk.” Leadership is influence and influence primarily flows from the quality of our interpersonal interactions, not from our position. Breakthroughs in Emotional Intelligence research show us why our moods and actions have enormous impact on those we seek to influence. In fact, Emotionally Intelligent leadership allows us to inspire, arouse passion and enthusiasm, and keep people motivated and committed. Every member of an organization has the potential to be a great leader, not because of positional power, but because of the interpersonal effectiveness that comes from developing emotional competence.*

*Learning Objectives:*

- *Explore the 4-domain model of Emotional Intelligence*
- *Understand how Emotional Intelligence relates to leadership effectiveness*
- *Distinguish between dissonant and resonant leadership*
- *Learn the four styles of leadership that create resonance in relationships*
- *Learn the emotional competencies that support these four different leadership styles*
- *Develop self-awareness of how emotions impact behavior, performance, and interpersonal effectiveness*
- *Learn how to manage disruptive emotions that threaten leadership success*
- *Discover why empathy is the foundational skill of all influence*
- *Learn how to create a motivating emotional climate*



**Jenn Espinosa-Goswami**, private health coach and motivational speaker, helps people filter through misleading or ludicrous health claims to add their own flavor to a wellness plan that fits into their busy schedules. Jenn has been featured in a national US magazine with over 4 million subscribers. She is also a volunteer speaker for the American Heart Association.

## Become a Meeting Maestro: Speak so that People Listen

*The number of meetings has increased nearly 70% for working professionals since February 2020, where workers are forced to create an additional 7 hours in their schedules each week for these meeting demands. Being able to speak clearly leads to greater performance and cooperation within your team or organization. Join Jenn for tips from professional speakers on how to speak so that they listen.*

*Takeaways:*

- *Learn why public speaking is an important leadership skill.*
- *Discover pre-speaking rituals to feel and appear more confident and less nervous.*

- *Implement techniques to engage and energize your listeners (even if you're delivering a boring "TPS" report)*
- *Evaluate your life and identify areas of life that you'd like to change to reduce unnecessary stress and pressure*

## Managing Conflict



**Karly Hall** is an award-winning certified marketer, life coach, wellness consultant, and blogger. She's counseled a wide variety of clients from Fortune 100 companies to stay-at-home mothers to CEO's and start-up entrepreneurs. Karly believes in the limitless potential of others and the incredible impact they can have within the workplace, and their communities.

## Managing Difficult Conversations

*No one enjoys having difficult conversations, but they are often necessary in the workplace and can help you and anyone else involved move forward and grow as a professional. But that doesn't make approaching someone with a problem any easier. One of the smartest things you can do before dealing with a difficult discussion, is figure out what your "style" is? With insight into how you handle difficult conversations you will be better equipped to face them head on. This interactive session will help you assess your own style and provide tips and resources to empower you to reach a productive conversation conclusion.*

## Conflict Management 101 in a Hybrid Workplace

*Managing conflict in a hybrid workplace can be more complicated than in a traditional workplace. Since the pandemic, more people are working either a hybrid schedule or exclusively from home. This change has impacted how people and teams work, how they disagree, and how they resolve those disagreements. This interactive workshop will take you through a conflict management self-assessment and provide you with tips and tools, including understanding conflict, debate vs. dialogue, and communication essentials.*

*Effective communication forms the foundation of thriving relationships, and gaining insight into your communication style is pivotal for fostering connections with those around you. It's a skill that requires ongoing refinement to enhance the likelihood of success. Swiftly addressing disagreements and misunderstandings is crucial to prevent them from derailing what could have been a constructive and positive conversation. In this interactive session, you will learn:*

- *About your own communication style*
- *How to respond to styles that differ from your own*
- *Skills to improve your communication abilities.*



**Dr. Gregory Alch** has been in practice for more than 25 years, helping people better manage their professional and personal relationships. He can communicate complex ideas without arousing defensiveness and people find it easy to talk to him. By engaging employees at all levels of an organization, Dr. Alch has a keen ability to bring clarity to complex situations and identify the action steps necessary to achieve identified goals. Dr. Alch is able to engage employees at all levels of an organization, through his straightforward, straight-talking approach. As such, he has routinely earned the trust of those he works

with. Leaders and employees alike view Dr. Alch as an unbiased, reliable source for resolving issues. ***\*All sessions ADDITIONAL \$150***

## Let's All Get Along! Professional Boundaries in the Workplace

*Boundaries are a funny thing - they are rarely noticed or spoken about - UNTIL they are broken. In this workshop, tips, and tools for creating and maintaining healthy professional boundaries are outlined, including: Knowing when to speak up and set boundaries (and doing so with confidence); Using Meta-communication to set expectations and intentions in positive ways; Maintaining respectful relationships with your colleagues.*

*Learning Objectives:*

- *Participants will learn Meta-communication and how to use it when addressing boundary issues.*
- *Will understand the role professional boundaries play in their work (and personal) relationships.*
- *How to listen to their internal "voice" to know when to address boundary concerns.*

## EQ (Emotional Intelligence): The Foundation for Getting Along with Anyone, Anywhere, Anytime!

*Studies have repeatedly found that EQ (Emotional Intelligence) is a better predictor for success in life than IQ. Contrary to IQ, EQ is able to grow and develop by learning from experiences and from focused attention on the 15 specific skills that are measured in determining one's EQ. This workshop outlines the 15 scales used to assess Emotional Intelligence (e.g., Flexibility, Self-Regard, Problem Solving) and gives specific actions that can enhance each area. Links to how to take the Bar-On EQ-i 2.0 (Emotional Intelligence Assessment Inventory) are given. Learning Objectives:*

- *Participants will understand what EQ is - and what it is not.*
- *Will learn the principles to growing their own EQ.*
- *Will learn how to use EQ skills in their daily interactions.*



**Karly Hall** is an award-winning certified marketer, life coach, wellness consultant, and blogger. She's counseled a wide variety of clients from Fortune 100 companies to stay-at-home mothers to CEO's and start-up entrepreneurs. Karly believes in the limitless potential of others and the incredible impact they can have within the workplace, and their communities.

### **\*NEW** Cultivating Kindness in the Workplace

*Incivility has become an epidemic in modern workplaces. This crisis of unkindness hurts people, culture, and negatively impacts employee wellbeing. Groundbreaking Harvard research shows companies embedding kindness in their DNA experience 20% better collaboration and 15% higher productivity. The message is clear: leading with kindness and compassion unlocks a better workplace and improved wellbeing.*

*"Cultivating Kindness in the Workplace" will equip participants with the knowledge, skills, and strategies needed to create a more compassionate and supportive work environment. This course explores the principles of kindness and empathy in the context of professional relationships, emphasizing the positive impact that a culture of kindness can have on individual and team performance. Participants will gain insights into kindness's psychological and social benefits, understanding how it contributes to increased job satisfaction, reduced stress, and enhanced overall workplace morale.*

### **Virtual/Remote Workplace Competencies**



**Rachel Thiemann**, with a background in Social Psychology, Rachel Thiemann has built on her knowledge of interpersonal dynamics in the workplace with an international career of 18 years as an internal and external organizational consultant and trainer. She also has a keen interest in the link between mind and body and has trained and practiced as a hypnotherapist, NLP practitioner and life coach. Rachel has authored the online tool "From Stress to Resilience" for the US Navy, as well as many other classroom and online courses. She has been Vice-President of WFC Resources, a work-life company, since

2003.

### **Staying Visible and Connected in a Dispersed Workplace**

*With e-mail, instant messaging, and video conferencing, colleagues are almost as connected as if they were in the office, right? Not quite. When the workplace is dispersed, barriers of time and distance can put employee's visibility at risk. It can be challenging to stay connected to leaders, colleagues and clients who are not collocated.*

*This interactive workshop is filled with solid tips, real-life examples, and practical advice to help people stay connected in a remote workplace and learn to leverage online tools and technology to cultivate powerful relationships and expand their network. Content will be customized to reflect your capabilities and technology.*

## Building Effective Teams in a Flexible/Mobile Workplace

*Managers working with hybrid and/or remote teams need support, clear direction, and regular feedback in order to thrive in this environment. The purpose of this workshop is to provide them with the remote leadership skills they need, including Technology as an Enabler, Communication, Collaboration, Recognition and Team Accountability. This fun, fast-paced and application-based workshop will focus on engaging and motivating remote team leaders with an updated approach that aligns with how employees are working today.*

## Work from Home Survival Guide

*Do you love working from home? Hate it? Or are you somewhere in between? This interactive session will share best practices for taking care of yourself when working from home. We will be talking about creating a routine that supports your personal and work life, setting and keeping boundaries and simple wellness practices that you can incorporate into your daily routine.*

### Professional Development

Professional Development		
<b>Cultivating Kindness in the Workplace</b>	<p>Incivility has become an epidemic in modern workplaces. This crisis of unkindness hurts people, culture, and negatively impacts employee wellbeing. Groundbreaking Harvard research shows companies embedding kindness in their DNA experience 20% better collaboration and 15% higher productivity. The message is clear: leading with kindness and compassion unlocks a better workplace and improved wellbeing.</p> <p>"Cultivating Kindness in the Workplace" will equip participants with the knowledge, skills, and strategies needed to create a more compassionate and supportive work environment. This course explores the principles of kindness and empathy in the context of professional relationships, emphasizing the positive impact that a culture of kindness can have on individual and team performance. Participants will gain insights into kindness's psychological and social benefits, understanding how it contributes to increased job satisfaction, reduced stress, and enhanced overall workplace morale.</p>	<b>Hall</b>
<b>Become a Meeting Maestro: Speak so that People Listen</b>	<p>The amount of meetings has increased nearly 70% for working professionals since February 2020, where workers are forced to create an additional 7 hours in their schedules each week for these meeting demands. Being able to speak clearly leads to greater performance and cooperation within your team or organization. Join Jenn for tips from professional speakers on how to speak so that they listen.</p> <p>Takeaways:</p> <ul style="list-style-type: none"> <li>• Learn why public speaking is an important leadership skill.</li> <li>• Discover pre-speaking rituals to feel and appear more confident and less nervous.</li> <li>• Implement techniques to engage and energize your listeners (even if you're delivering a boring "TPS" report)</li> </ul>	<b>Espinosa-Goswami</b>
<b>Career Planning</b>	<p>In this session, participants will learn strategies for planning and further developing their own careers. They also will share knowledge and insights from</p>	<b>Mulle</b>



	<p>other leaders about the career development and career planning experiences that have been most valuable for them.</p> <p><b>Learning Objectives</b></p> <ul style="list-style-type: none"> <li>• Recognize the importance of communication and networking skills/practices to career development and planning</li> <li>• Gain tools for more effectively communicating your value (talents, skills, knowledge, and experience) to others in the organization</li> <li>• Create a personal influence map (network)</li> <li>• Understand the current scope of your professional network</li> <li>• Evaluate your personal influence map based on key principles for networking at work</li> <li>• Develop a strategy for further developing and improving your networks for the future</li> </ul> <p>Obtain key insights from more senior leaders regarding career planning and development, high value experiences, critical steps/approaches to career planning, and career planning resources.</p>	
<p><b>Vision, Alignment and Execution: How to Lead People Through Change and Innovation</b></p>	<p>Managers and organizational leaders have a responsibility to envision future realities that will meet the needs and expectations of clients, customers and all who benefit from the mission of the organization. Turning these vision statements into reality requires the collective efforts and commitments of all team members who then hold each other accountable for results. Vision, alignment and execution – each phase of leading change requires a different set of competencies, so leaders can effectively achieve mission results.</p> <p>This workshop will explore the competencies that enable managers, organizational leaders, team leads, and project managers to successfully engage others through the process of change.</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> <li>• Discover the skills that are necessary to collaboratively build visions.</li> <li>• Learn how to use your strengths and when you need to adapt.</li> <li>• Learn when your greatest strengths can hinder alignment and execution.</li> <li>• Gain insight into how to help others move from vision to execution.</li> <li>• Create teams where team members hold each other accountable for results.</li> </ul>	<p><b>Mulle</b></p>
<p><b>Making a Mark That’s Hard to Erase: Becoming a Person of Influence</b></p>	<p>"What . . . me a leader?" "No way, I’m not in management!" Management or not, you are still a leader. You are a leader because you are being watched. People watch your mood and morale and they look to you for direction all the time, possibly without you ever realizing that they’re doing it. Leadership is relationship, and whether you realize it or not, you have powerful impact and influence on others simply by being in positive relationships with them. That makes you a leader - to your co-workers, your customers, your family, and your friends. What kind of leader do you want to be? In this session, you will learn the</p>	<p><b>Mulle</b></p>

	<p>four secrets that leaders know and do by heart. You will discover the difference between personal power and positional power - some leaders have positional power, but not all leaders have personal power. No matter where you are on the org chart, you can exercise your leadership and learn how to make a lasting mark on your fellow colleagues.</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> <li>• Explore motivation and influence and how to inspire people to action.</li> <li>• Discover the energy of your mood and your unconscious impact on others.</li> <li>• Learn how vision ties to leadership.</li> <li>• Discover the importance of managing your messages.</li> <li>• Learn coaching skills to help others reach their full potential.</li> </ul>	
<p><b>Innovate or Stagnate: The Cutting Edge of Change</b></p>	<p>In today's complex and competitive world, no organization can afford to stand still. Continuous improvement and constant innovation are required to achieve success. Innovate or Stagnate examines how creativity can be enhanced and focused toward innovation. The program helps participants understand creativity, and how they can use it to create innovative solutions to problems faced by the organization. They will learn how to ride the waves of change, rather than be overwhelmed by them. The objective of this program is to empower participants to see change as an opportunity for innovation rather than a threat to be avoided.</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> <li>• Discover why individuals and organizations resist change.</li> <li>• Anticipate the benefits of change.</li> <li>• Create your and organizational vision for success.</li> <li>• Use the disciplines of design thinking to move from creative ideation to innovative solutions.</li> <li>• Develop a creative and agile mindset to better identify and solve problems.</li> <li>• Learn how to deal with change in a positive and proactive manner.</li> </ul>	<p><b>Mulle</b></p>
<p><b>Influence without Authority</b></p>	<p>Jack Welch described the effectiveness of our ideas and solutions with a now famous formula: <math>Q \times A = E</math>, where <math>Q</math> = the quality of our solutions, <math>A</math> = acceptance, and <math>E</math> = effectiveness. Since we all know the quality of our solutions is high, the key question becomes: how effective are we at leading others into acceptance and buy-in of our solutions? None of us want to discover that <math>10 \times 0 = 0</math>. This training is all about how we can use our leadership skills to influence buy-in, increase acceptance, and lead others into collaborative partnerships.</p> <p>This session is designed to teach the true lessons of leadership. Participants will explore best practices and effective communication skills that will enable them to influence collaboration and negotiate mutually beneficial outcomes. They will learn how to influence and negotiate agreements without depending on the <i>right</i> to tell people what to do.</p> <p>Learning Objectives:</p>	<p><b>Mulle</b></p>

	<ul style="list-style-type: none"> <li>• Explore and discuss the factors that create influence.</li> <li>• Learn influencing strategies and principles.</li> <li>• Recognize how to increase our influence.</li> <li>• Discover tools and strategies that increase collaboration, commitment and buy-in.</li> </ul>	
<p><b>Improving Organizational Performance through Coaching</b></p>	<p>This session engages participants in an exploration of their role as performance coaches. Marilee Adam's book: Change Your Questions, Change Your Life provides the framework for participants to develop a customized set of coaching strategies that they can employ to create a culture of coaching and engagement wherever they work.</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> <li>• Create a learning environment in the workplace balancing advocacy with inquiry.</li> <li>• Ask powerful questions to uncover new facts and options.</li> <li>• Explore skills for effective performance coaching.</li> <li>• Discover the importance of both reinforcing and redirecting feedback.</li> <li>• Learn how to seek, receive, and give feedback.</li> <li>• Understand the latest research on workplace engagement and human motivation and discover new approaches for inspiring workplace performance.</li> </ul>	<p><b>Mulle</b></p>
<p><b>How to Get People to Do What You Want Them to Do</b></p>	<p>When we are not getting the results, we want out of others, we often experience a tension between accepting people as they are or trying to change them. Both wisdom and experience teach us that you cannot change others, yet people do change. It has been said that people resist change. However, it is perhaps more accurate to say that people resist being changed. This workshop looks at principles of influence, and the dynamics that create, nurture and facilitate change in people and their behaviors. It explores the choices we all have in creating positive change in both our professional and personal worlds.</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> <li>• Understand the difference between your circle of influence and your circle of concern.</li> <li>• Develop the habit of being proactive vs. reactive with people.</li> <li>• Explore strategies for accepting and living with situations that you cannot change.</li> <li>• Understand principles of influence and the dynamics which encourage change.</li> <li>• Learn to facilitate change without manipulation or intimidation.</li> <li>• Discover when changing something in yourself can have a profound effect on changing the system.</li> </ul>	<p><b>Mulle</b></p>
<p><b>Encouraging Employee Engagement</b></p>	<p>According to the Gallup Q12 survey, only 30% of the American workforce is actively engaged in what they do, 52% are not engaged and an alarming 18% are actively disengaged. They are not just unhappy, they are busy acting out their unhappiness, undermining their more engaged coworkers.</p>	<p><b>Mulle</b></p>

	<p>We used to believe that the best businesses and organizations and even our schools encourage optimal performance by creating motivational systems using 'carrots and sticks', or 'if-then' rewards - if you do this, then you get that. We now know that these models of motivation are no longer effective. Forty years of research reveals the surprising truth that traditional notions of motivation in the workplace do not work very well, and that there is a better way to engage people and get them to perform at a higher level.</p> <p>This seminar is all about the new science of workplace engagement, and how we can tap into the discretionary emotional energy of employees to create engaging, positive and motivated environments.</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> <li>• Define employee engagement.</li> <li>• Discuss the benefits of employee engagement.</li> <li>• Learn how experts look at engagement.</li> <li>• Discern the basic human needs that drive engagement.</li> <li>• Delineate six different levels of self-motivation.</li> <li>• Self-assess current levels and desired levels of self-motivation.</li> <li>• Discover how to shift yourself to an optimal motivational outlook.</li> <li>• Learn how to encourage other employees to shift themselves to an optimal motivational outlook.</li> </ul>	
<p><b>Understanding Your Communication Style</b></p>	<p>Communication is the cornerstone of any successful relationship, but miscommunication and misunderstanding are on the rise. In this interactive session you will assess your own communication style and examine how you can better connect with others. Communication style is defined as the way in which individuals interact with one another and the messages they send, intentionally or not, through their behaviors. In this session you will:</p> <ul style="list-style-type: none"> <li>• Explore your own communication style to help you improve how you share information with others.</li> <li>• Learn how to effectively communicate with styles different from your own to establish effective relationships and create better understanding.</li> </ul>	<p><b>Hall</b></p>
<p><b>Presentations: Prepare to be Awesome</b></p>	<p>The way we meet and share information has changed a lot in the last few months. Virtual presentations – whether web meetings, webinars or even “hybrid” meetings – are the norm right now. That’s unlikely to change any time soon. When preparing for a virtual presentation, do you know what to do differently so that you are engaging, and your audience sticks with you from beginning to end? There are some key differences that you need to plan for.</p> <p>This session will address how each of the three presentation “levers” needs to be adjusted to create a successful virtual presentation. We will cover best practices for:</p> <ul style="list-style-type: none"> <li>• Your content – Clarity and purpose are more important than ever.</li> <li>• Your slides – No death by PowerPoint.</li> <li>• Your delivery – Let your personality shine through, even when you’re virtual.</li> </ul>	<p><b>Stoen</b></p>

	<p>Every takeaway from the session moves you toward two goals:</p> <ol style="list-style-type: none"> <li>1. As a speaker you feel you were an effective and authentic communicator</li> <li>2. The audience believes their time with you was well spent.</li> </ol>	
<p><b>Authentic Communication: Making Quality Connections with Others</b></p>	<p>This interactive presentation highlights the barriers to effective communication in the workplace and interpersonal relationships. Focus placed on illustrating ways to improve our connection with others while also providing tips to navigate conflict and difficult conversations.</p>	<p><b>Enga</b></p>
<p><b>Listening: The Heart of Communication</b></p>	<p>"I know you think you know what I said, but I don't think you really understand what I meant." It has been estimated that 70% of what you say is misinterpreted and misunderstood by other people. We often approach listening in a passive mode, like a spectator sport, just waiting for the other person to quit talking so we can say what we want to say. In fact, much of our interpersonal conflict with others can be traced to the fact that we tend to work harder at speaking than we do at listening.</p> <p>The <i>art</i> of great communication begins not with great speaking but with great listening. Listening is a skill that can reduce communication misfires and increase interpersonal effectiveness. Listening is also the <i>heart</i> of great communication. Truly caring people preserve meaning in conversation by seeking first to understand. To truly listen is to truly understand.</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> <li>• Explore the role of listening as it relates to team and interpersonal communications.</li> <li>• Identify personal filters that block true understanding.</li> <li>• Apply the skill of empathy to conversations, to actively listen to others.</li> <li>• Learn how to speak so that others can hear you.</li> <li>• Reduce interpersonal conflict and create more cohesive team relationships.</li> </ul>	<p><b>Mulle</b></p>
<p><b>Communication Through Storytelling</b></p>	<p>This session explores storytelling, and the use of stories to make your presentations more memorable, meaningful, and persuasive for your audience. What are stories, why are they so powerful, and how can you sprinkle some of that storytelling magic into your discussions and presentations?</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> <li>• Recognize the importance of power of storytelling for communication.</li> <li>• Discover why stories make presentations more memorable, meaningful, and persuasive.</li> <li>• Learn several different structures for telling stories.</li> <li>• Learn how to be more persuasive and how to meet audience needs through storytelling.</li> </ul>	<p><b>Mulle</b></p>
<p><b>Emotional Intelligence: The New Science of Success</b></p> <p>*Could also be leadership or TEAM training</p>	<p>Emotional intelligence or EI refers to the ability to use your emotions intelligently, to gain the performance you wish to see within yourself, and to achieve interpersonal effectiveness with others. It has to do with how well we handle people, how we deal with setbacks and failures, how well we achieve our life goals, how we motivate ourselves, and how well we manage our emotions. It</p>	<p><b>Mulle</b></p>

	<p>is the ability to understand what our emotions are telling us and then to choose appropriate action. In this presentation, participants will learn about the emotional competencies of self-awareness, self-management, social awareness that lead to interpersonal effectiveness in all business relationships.</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> <li>• Define Emotional Intelligence.</li> <li>• Learn about the anatomy of an emotion and how emotions and thoughts work together to influence our actions.</li> <li>• Understand the link between Emotional Intelligence and our success in life.</li> <li>• Learn both cognitive and behavioral strategies for managing emotions intelligently.</li> <li>• Explore social awareness and relationship effectiveness.</li> <li>• Understand discretionary emotional energy and how to increase engagement.</li> </ul>	
<p><b>Emotional Intelligence: The New Science of Leadership</b></p>	<p>An old Afghan Proverb reads: “If you think you are leading, and no one is following, then you are taking a walk.” Leadership is influence, and influence primarily flows from the quality of our interpersonal interactions, not from our position. Breakthroughs in Emotional Intelligence research show us why our moods and actions have enormous impact on those we seek to influence. In fact, Emotionally Intelligent leadership allows us to inspire, arouse passion and enthusiasm, and keep people motivated and committed. Every member of an organization has the potential to be a great leader, not because of positional power, but because of the interpersonal effectiveness that comes from developing emotional competence.</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> <li>• Explore the 4-domain model of Emotional Intelligence.</li> <li>• Understand how Emotional Intelligence relates to leadership effectiveness.</li> <li>• Distinguish between dissonant and resonant leadership.</li> <li>• Learn the four styles of leadership that create resonance in relationships.</li> <li>• Learn the emotional competencies that support these four different leadership styles.</li> <li>• Develop self-awareness of how emotions impact behavior, performance, and interpersonal effectiveness.</li> <li>• Learn how to manage disruptive emotions that threaten leadership success.</li> <li>• Discover why empathy is the foundational skill of all influence.</li> <li>• Learn how to create a motivating emotional climate.</li> </ul>	<p><b>Mulle</b></p>
<p><b>EQ (Emotional Intelligence): The Foundation for Getting</b></p>	<p>Studies have repeatedly found that EQ (Emotional Intelligence) is a better predictor for success in life than IQ. Contrary to IQ, EQ is able to grow and develop by learning from experiences and from focused attention on the 15 specific skills</p>	<p><b>Alch</b></p>

<p><b>Along with Anyone, Anywhere, Anytime!</b></p>	<p>that are measured in determining one’s EQ. This workshop outlines the 15 scales used to assess Emotional Intelligence (e.g., Flexibility, Self-Regard, Problem Solving) and gives specific actions that can enhance each area. Links to how to take the Bar-On EQ-i 2.0 (Emotional Intelligence Assessment Inventory) are given.</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> <li>• Participants will understand what EQ is - and what it is not.</li> <li>• Will learn the principles to growing their own EQ.</li> <li>• Will learn how to use EQ skills in their daily interactions.</li> </ul>	<p><b><i>*All sessions ADDITIONAL \$150</i></b></p>
<p><b>The Hero’s Journey: Illuminating the Pathway Through Change</b></p>	<p>The Hero’s Journey: Illuminating the Pathway Through Change The only thing we can really count on in the world today is that things aren't going to stay the same for very long. Change occurs often and rapidly. How do we continuously adapt to these changing times? What is the process for transitioning from the way things were to a future state? Do you struggle with these changing times? Has change left you feeling stuck between worlds? This insightful session uses a model for understanding change that is based on Joseph Campbell’s great meta-analysis of hero mythologies: A Hero with a Thousand Faces. The hero’s journey is a journey into uncharted territory, and it serves as a metaphor for helping us to deal with change and transition in the workplace. Through this model we will illuminate the murky pathway through change and provide participants with the understanding and tools needed to navigate uncharted territories with courage and resilience.</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> <li>• Delineate the difference between change and transition.</li> <li>• Gain insight into the process of transition.</li> <li>• Explore the hero’s journey model, as a metaphor to guide us through the transition process.</li> <li>• Learn tools for successfully navigating the transitional journey.</li> </ul>	<p><b>Mulle</b></p>
<p><b>Are We Having Fun Yet? Attitude and Peak Performance</b></p>	<p>Your ability to enjoy life and have fun both at work and home is directly tied to your ability to maintain a powerful, positive, energized attitude. Studies have shown that people with a positive attitude, get sick less often, have better relationships, and are more successful in their careers. Attitude is also contagious and helps create an energized work environment. We would all like to have a positive attitude!</p> <p>Unfortunately, it’s a jungle out there! Maintaining a positive attitude can sometimes be a real challenge. This session explores the skills of “Attitude Mechanics” - how to build and hang on to a positive, powerful attitude and more fully enjoy life, personally and professionally.</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> <li>• Discover how attitude is an important component of effective performance.</li> <li>• Learn to manage your mood even in difficult times.</li> </ul>	<p><b>Mulle</b></p>

	<ul style="list-style-type: none"> <li>• Learn to increase your 'fun-factor' on the job.</li> <li>• Discover how to handle disappointment.</li> <li>• Learn strategies to stay positive even when things don't go your way.</li> <li>• Practice the competency of self-motivation.</li> </ul>	
<p><b>Conflict: Obstacle or Opportunity</b></p>	<p>Conflict has been described as a dangerous opportunity. When people resolve conflicts quickly and respectfully with a positive attitude, they become better working partners and increase their productivity. On the flip side, unresolved conflict impedes progress, creates unproductive tension and wastes large amounts of emotional energy. Conflict can drive creative process, improve collaborative partnerships, and delivers better results. But it can also threaten professional reputations, destroy trust, and hinder alignment and execution. We all have a stake in resolving conflicts in ways that preserve both the quality of our work, and the strength of our working relationships.</p> <p>The key to effectively resolving conflict is to understand the choices we make around conflict. Too often we invent strategies that allow us to ignore, avoid, stuff or squelch conflict. This webinar is designed to engage participants in an exploration of the tools and strategies that enable us to overcome the obstacles and focus on the opportunities of conflict.</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> <li>• Respect constructive conflict as a necessary component of effective teamwork.</li> <li>• Understand one's own strategy in resolving conflict.</li> <li>• Understand the dynamic that this strategy creates when working with other people.</li> <li>• Develop a conflict resolution attitude.</li> <li>• Manage emotions and defensiveness when resolving conflict.</li> <li>• Learn strategies for managing difficult conversations.</li> <li>• Manage workplace disagreements by balancing advocacy with inquiry.</li> </ul>	<p><b>Mulle</b></p>
<p><b>Why Can't You Be More Normal? Like Me! Communication Techniques for Leveraging Personality Differences</b></p>	<p>Differences of personality or operational style can be a primary source of conflict in the workplace. Such energy robbing conflict arises when we fail to understand that we are all different in the way we do things. The ability to recognize and work within these style differences maximizes the benefits of diversity and infuses work teams with productive synergy. This session uses a simple personality tool (DiSC, MBTI, or some other 4-Quadrant model) to explore work style differences. The goal is to create an understanding of different types and to provide strategies for speaking one another's personality language.</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> <li>• Discover your own style and personality language.</li> <li>• Explore how your style is reflected in your personal and professional relationships.</li> </ul>	<p><b>Mulle</b></p>



	<ul style="list-style-type: none"> <li>• Develop communication strategies for successful interactions with those who operate from another style.</li> <li>• Increase your interpersonal effectiveness both at home and in the workplace.</li> </ul>	
<b>Let's All Get Along! Professional Boundaries in the Workplace</b>	<p>Boundaries are a funny thing - they are rarely noticed or spoken about - UNTIL they are broken. In this workshop, tips and tools for creating and maintaining healthy professional boundaries are outlined, including: Knowing when to speak up and set boundaries (and doing so with confidence); Using Meta-communication to set expectations and intentions in positive ways; Maintaining respectful relationships with your colleagues.</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> <li>• Participants will learn Meta-communication and how to use it when addressing boundary issues.</li> <li>• Will understand the role professional boundaries play in their work (and personal) relationships.</li> <li>• How to listen to their internal "voice" to know when to address boundary concerns.</li> </ul>	<b>Alch</b> <b>*All sessions</b> <b>ADDITIONAL</b> <b>\$150</b>
<b>Work from Home Survival Guide</b>	The great work from home experiment that started in March of 2020 was a major disruption to the way many of us had worked and lived. Some of us may be working at home in close quarters with our families, others may be feeling isolated, needless to say, we are all having a very human experience. This interactive session will share simple best practices on staying healthy, happy, and engaged when working from home. We will be talking about creating a routine that supports your personal and work life, setting boundaries and living through change.	<b>Kacher</b>
<b>Staying Visible and Connected in a Dispersed Workplace</b>	<p>With e-mail, instant messaging, and video conferencing, colleagues are almost as connected as if they were in the office, right? Not quite. When the workplace is dispersed, barriers of time and distance can put employee's visibility at risk. It can be challenging to stay connected to leaders, colleagues and clients who are not collocated.</p> <p>This interactive workshop is filled with solid tips, real-life examples and practical advice to help people stay connected in a remote workplace and learn to leverage online tools and technology to cultivate powerful relationships and expand their network. Content will be customized to reflect your capabilities and technology.</p>	<b>Thiemann</b>
<b>Leading Hybrid Teams</b>	Managers working with hybrid and/or remote team need support, clear direction, and regular feedback in order to thrive in this environment. The purpose of this workshop is to provide them with the remote leadership skills they need, including Technology as an Enabler, Communication, Collaboration, Recognition and Team Accountability. This fun, fast-paced and application-based workshop will focus on engaging and motivating remote team leaders with an updated approach that aligns with how employees are working today.	<b>Thiemann</b>

<p><b>Global Virtual Teams: Essential Skills for Effective Virtual Teaming</b></p>	<p>In global organizations the skills required to lead, manage and participate in virtual teams has become increasingly important. Participants will learn the “soft-skills” required when working with virtual teams and how to select and leverage the information and communication technologies available in their workplace. Participants will also be encouraged to share their experiences of virtual teaming and to creatively seek ways to apply their learning on their return to work.</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> <li>• Recognize how culture influences their perception and the perception of their teammates.</li> <li>• Determine which technology will best accomplish the desired task.</li> <li>• Facilitate and manage effective team meetings.</li> <li>• Learn how to eliminate multitasking and keep team members engaged in virtual team meetings.</li> <li>• Build team communication and trust.</li> </ul>	<p><b>Mulle</b></p>
<p><b>Supercharge Your Communication Skills</b></p>	<p>The meaning of communication is in the way it is received, so need to be sure your target audience is on the same wavelength as you. Using practical exercises and examples you’ll learn how to get your point across in both written and spoken style, for maximum effect. You’ll also examine the multiple ways we communicate non-verbally, and how to manage the whole package for maximum influence.</p>	<p><b>Thiemann</b></p>
<p><b>Career Performance (Three Part Series)</b></p>	<p>We often spend more time with those we work with than with our families or friends. Combined with our polarized world, it can seem increasingly difficult to sidestep stress, be effective during conflict, and communicate positively at work. During this three-part introductory series, you will learn the basics of conflict management, communication techniques, and stress management. This series will provide you the opportunity to improve your skills, increase self-awareness, and learn how to create a healthier work environment.</p> <p><b>Session 1: Conflict Management</b>  What is conflict management and why is it difficult.  Debate vs. dialogue.  Communication essentials.  “HALT” method.</p> <p><b>Session 2: Communication</b>  Communication styles and modes.  Effective communication skills.  Self-assessment.  Responding to different communication styles.</p> <p><b>Session 3: Stress Management</b>  Understand how stress impacts the body and mind.  Identify stressors and tools to manage.  Self-assessment.  Best practices in stress responses.</p>	<p><b>Hall</b></p>

<b>Conflict Management 101 in a Hybrid Workplace</b>	Managing conflict in a hybrid workplace can be more complicated than in a traditional workplace. Since the pandemic, more people are working either a hybrid schedule or exclusively from home. This change has impacted how people and teams work, how they disagree, and they resolve those disagreements. This interactive workshop will take you through a conflict management self-assessment and provide you with tips and tools, including understanding conflict, debate vs. dialogue, and communication essentials.	<b>Hall</b>
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# DIVERSITY & INCLUSION FEATURED SESSIONS

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## *Building an Inclusive, Culturally Competent Culture*



**Karl Mülle** graduated from Cornell University and holds professional degrees in Divinity and Counseling Psychology from Trinity International University in Chicago. He is a corporate trainer and a popular keynote speaker, as well as a personal achievement coach. Karl has also recently authored the book *Emotional Intelligence Training* and co-authored the book: *Put Emotional Intelligence to Work: EQuip Yourself for Success*.

## Emotional Intelligence: Focus on Diversity Inclusion and Unconscious Bias

*For at least the last two decades, organizations across America have implemented programs and strategies designed to create an environment where employees recognize and value one another's unique differences and are therefore better able to work with each other as well as serve the diverse communities where our clients live. Our ability to provide positive connections and to remain inoffensive is often dependent on appreciating and respecting these differences. Unfortunately, sometimes our differences are subtle and our reactions to those differences are both unconscious and biased, interfering with even the best-intentioned leadership. The*

*result is the creation of an environment where certain individuals or groups can be treated as unwelcome, invisible, or incapable of performing well.*

*The good news is that there are tools and competencies that can enable us to minimize and even eliminate bias. In this program we will explore how developing our emotional intelligence can enable us to value and respect the differences that represent the strengths, experiences, and unique skills of each and every individual. We will learn how to value difference and build relationships with people who are different in order to create and sustain a truly inclusive workplace in which every member of the team contributes to the best of his or her ability.*

*Participants will learn the skill of people agility, or how to approach people with an attitude of openness, curiosity, appreciation and respect. They will also learn proactive tools for building diverse networks, improving cross cultural communication, adapting to cultural value systems when necessary, and leveraging diversity through action learning.*

#### *Learning Objectives*

- *Learn about the anatomy of an emotion and how emotions and thoughts work together to influence behaviors.*
- *Learn the difference between automatic bias decisions and intentional, conscious decisions.*
- *Discover when our automatic processes get in the way of creating a culture of inclusion.*
- *Recognize stereotyping, bias, and how our brain tends to quickly jump to conclusions.*
- *Explore the emotional competency of social awareness and how it can help us to value uniqueness.*
- *Practice agile thinking, and how to consciously, intentionally overcome bias.*
- *Discuss the difference between inclusion and assimilation.*
- *Learn how to manage the difference between assimilation and inclusion with both resilience and adapting.*
- *Discuss how to create an inclusive culture.*
- *Evaluate your social network and take steps to build a more diverse network if necessary.*
- *Practice Action Learning as a tool that leverages diversity for better problem solving.*
- *Discover why leveraging diversity and moving toward inclusion is the cornerstone of building a great organization.*

## **Understanding Bias and Stereotypes**



**Paul Bernabei** directs Top 20 Training, an effort assisting schools, businesses, and organizations to create effective and healthy cultures to develop their potential. He has been an educator in Twin Cities schools for 30 years and has authored five books and curriculum for grades K-12. He and his Top 20 team have trained over a million students and adults throughout the United States. A graduate of St. John's University and the University of St. Thomas, Paul and his wife Paula have four daughters and live in St. Paul.

## **The Power of Beliefs**

*Beliefs play an important role in determining our success or failure. Because beliefs impact how we see, believing is the beginning of achieving. Our beliefs are the lens through which we see reality. In this session,*

*participants will understand the power of beliefs in determining the quality of their relationships, experiences and work, and understand how the Law of Beliefs and the Law of Conviction operate in their lives. Participants will also learn a process by which they can detect false beliefs and develop a way to prevent false beliefs from limiting their potential.*



**Rachel Thiemann**, with a background in Social Psychology,

Rachel Thiemann has built on her knowledge of interpersonal dynamics in the workplace with an international career of 18 years as an internal and external organizational consultant and trainer. She also has a keen interest in the link between mind and body and has trained and practiced as a hypnotherapist, NLP practitioner and life coach. Rachel has authored the online tool "From Stress to Resilience" for the US Navy, as well as many other classroom and online courses. She has been Vice-President of WFC Resources, a work-life

company, since 2003.

## How to Create a Respectful Workplace

*Join us for an enlightening workshop on "How to Create a Respectful Workplace," where we will delve into the essential components of fostering a culture of respect, positivity, and collaboration within your organization.*

*Participants will engage in a series of interactive discussions, and activities aimed at:*

- *Identifying, promote and practice healthy ways of interacting.*
- *Fostering a morale-enhancing atmosphere.*
- *Identifying advantages of respectful, positive workplace interaction.*
- *Examining inappropriate and/or abusive communication styles.*
- *Exploring conflict negotiation strategies.*
- *Applying respectful techniques to common workplace problems.*

## Fostering Inclusion: Building a Thriving Workplace Culture

*In today's diverse and dynamic workplaces, fostering inclusion isn't just a moral imperative – it's also a strategic advantage. Organizations that prioritize inclusivity benefit from increased creativity, productivity, and employee satisfaction. However, creating an inclusive environment requires more than just lip service – it demands intentional efforts and concrete actions.*

*Participants will engage in a series of interactive discussions, and activities aimed at:*

- *Understanding the importance and benefits of diversity and inclusion in the workplace.*
- *Recognizing unconscious biases and their impact on decision-making and interactions.*
- *Building cultural competence and empathy to navigate differences effectively.*
- *Developing strategies for inclusive communication and collaboration.*
- *Creating a safe and supportive environment where all voices are heard and valued.*
- *Implementing inclusive policies and practices to mitigate systemic barriers.*
- *Empowering bystanders to intervene in instances of discrimination or exclusion.*

# Diversity & Inclusion

<p><b>Emotional Intelligence: Focus on Diversity Inclusion and Unconscious Bias</b></p>	<p>For at least the last two decades, organizations across America have implemented programs and strategies designed to create an environment where employees recognize and value one another's unique differences and are therefore better able to work with each other as well as serve the diverse communities where our clients live. Our ability to provide positive connections and to remain inoffensive is often dependent on appreciating and respecting these differences. Unfortunately, sometimes our differences are subtle and our reactions to those differences are both unconscious and biased, interfering with even the best-intentioned leadership. The result is the creation of an environment where certain individuals or groups can be treated as unwelcome, invisible, or incapable of performing well.</p> <p>The good news is that there are tools and competencies that can enable us to minimize and even eliminate bias. In this program we will explore how developing our emotional intelligence can enable us to value and respect the differences that represent the strengths, experiences, and unique skills of each and every individual. We will learn how to value difference <i>and</i> build relationships with people who are different in order to create and sustain a truly inclusive workplace in which every member of the team contributes to the best of his or her ability.</p> <p>Participants will learn the skill of people agility, or how to approach people with an attitude of openness, curiosity, appreciation and respect. They will also learn proactive tools for building diverse networks, improving cross cultural communication, adapting to cultural value systems when necessary, and leveraging diversity through action learning.</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> <li>• Learn about the anatomy of an emotion and how emotions and thoughts work together to influence behaviors.</li> <li>• Learn the difference between automatic bias decisions and intentional, conscious decisions.</li> <li>• Discover when our automatic processes get in the way of creating a culture of inclusion.</li> <li>• Recognize stereotyping, bias, and how our brain tends to quickly jump to conclusions.</li> <li>• Explore the emotional competency of social awareness and how it can help us to value uniqueness.</li> <li>• Practice agile thinking, and how to overcome bias consciously, intentionally.</li> <li>• Discuss the difference between inclusion and assimilation.</li> <li>• Learn how to manage the difference between assimilation and inclusion with both resilience and adapting .</li> <li>• Discuss how to create an inclusive culture.</li> </ul>	<p><b>Mulle</b></p>
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	<ul style="list-style-type: none"> <li>• Evaluate your social network and take steps to build a more diverse network if necessary.</li> <li>• Practice Action Learning as a tool that leverages diversity for better problem solving.</li> <li>• Discover why leveraging diversity and moving toward inclusion is the cornerstone of building a great organization.</li> </ul>	
<p><b>Bear, Eagle, Buffalo, Mouse: Living in a World of Difference</b></p>	<p>Are you a Bear surrounded by a herd of Buffalo? Does your Eagle want to soar but is weighted down by day-to-day details? What direction does the Mouse in you say you should take? Mouse, Eagle, Buffalo, Bear - each represents a “way of being” in the world, a style of operation and interaction. It's no big secret that everyone is different in the way they do things. The secret lies in knowing how to deal with these differences effectively - how to work together without the clashes that are sometimes caused by differing perspectives and approaches. This session introduces a model for understanding people and the diversity of operational style that exists within all groups. Loosely based upon an ancient Native American tradition, the Medicine Wheel model provides insight into self and others, exploring differences that exist between people. This important understanding helps us to maximize our strengths, manage our deficits and interact with others in a more effective, complimentary way.</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> <li>• Gain valuable insight both into yourself and your colleagues.</li> <li>• Identify ways to enhance communication and reduce conflict due to clashing styles.</li> <li>• Discover what motivates people of differing styles.</li> <li>• Learn how to work with different styles in a complimentary way.</li> </ul>	<p><b>Mulle</b></p>
<p><b>Bambi vs. Godzilla: Dealing with Different, Diverse and Sometimes Difficult People</b></p>	<p>We all know that diversity can be a tremendous source of collective creativity and insight, but research also shows that our diversity also has the potential to disrupt group functioning. These two divergent realities pose a paradox that has held the attention of researchers and organizational leaders for many years. Indeed, every organization has its share of people, who because of their interpersonal style can be challenging to deal with. They may be customers, they may be co-workers - but in either case, dealing with them in a way that leads to success is a critical skill.</p> <p>In this session, we will answer the question: how can we leverage diversity in ways that lead to positive outcomes and more effective group performance? Participants will discover that most people are more different than they are difficult. They will learn how to value difference <i>and</i> build relationships with people who are different. Participants will explore six difficult styles and understand both the "why" of these styles, and the “how” of increasing one’s ability to create a positive dynamic.</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> <li>• Understand the origins of negative, disruptive behavior.</li> <li>• Learn how to not react to reactive people.</li> </ul>	<p><b>Mulle</b></p>

	<ul style="list-style-type: none"> <li>• Explore four different personality, workstyle differences, and six difficult personas within these personality types.</li> <li>• Discuss and apply strategies for dealing with truly difficult styles.</li> <li>• Increase your options for dealing with the difficult people in your life.</li> <li>• Practice formatting conversations to effectively manage conflicts.</li> <li>• Learn how to make sure you are not the difficult person.</li> </ul>	
<b>Talkin' About Your Generation</b>	<p>This highly informative workshop offers practical generational intelligence to manage the distinctive perspectives, motivations and expectations of each generation employed in your organization.</p> <p>This is the first time in American history that five generations are represented in large numbers in the workforce at the same time. They are required to work together closely and in non-traditional reporting structures. This can lead to misunderstanding and tension. Creating an environment where all four generations, including Boomers, Generation X, Millennials and Gen Z can work collaboratively and respectfully is essential to organizational sustainability and growth.</p>	<b>Mulle</b>
<b>The Power of Beliefs</b>	<p>Beliefs play an important role in determining our success or failure. Because beliefs impact how we see, believing is the beginning of achieving. Our beliefs are the lens through which we see reality. In this session, participants will understand the power of beliefs in determining the quality of their relationships, experiences and work, and understand how the Law of Beliefs and the Law of Conviction operate in their lives. Participants will also learn a process by which they can detect false beliefs and develop a way to prevent false beliefs from limiting their potential.</p>	<b>Bernabei</b>
<b>The Power of Perception: The Impact of Perception on Performance</b>	<p>The philosopher states that perception is reality. That is, what we know and understand to be true is not necessarily reality itself, it is reality as it is filtered through our method of looking at it. Perception thus becomes our truth and begins to impact all our experience. This class explores how perceptions impact relationships and performance. A student teacher, not knowing the typical behaviors and performance of her class full of troublemakers, has a perception that they are gifted and brilliant. Amazingly, as she acts upon her perception, there is a turn-around in the students' performance. True stories like this are explored to demonstrate how the assumptions we make about people influence relationship dynamics as well as performance.</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> <li>• Learn how we unconsciously label people and trap them in our point of view.</li> <li>• Learn how to avoid making common perceptual errors.</li> <li>• Learn how to challenge your biases and improve your social intelligence.</li> <li>• Learn how to improve your relationships by making powerful, positive assumptions about people.</li> </ul>	<b>Mulle</b>
<b>Leave-It-To-Beaver Meets Instagram: Bridging the Generation Gap</b>	<p>The "forty-something" reached out and shook the hand of the "twenty-something". They had just been assigned to partner on a key project in their department. Each felt uneasy, wondering how best to connect with the other.</p>	<b>Mulle</b>



	<p>Success would mean finding a way to bridge the gap - the gap of years, the gap of generations. Organizations typically are communities that include people from across the generations. Some spent their youth watching black and white TV, while others were weaned on video games. To create a community capable of bridging the generation gap, we must learn to appreciate and understand the influences of our different generations. What were the historical events and social trends that shaped the silent generation, the baby boomers, Gen X or Gen Y? What experiences, skills and values do each generation bring to the whole? How do I reach out and connect with someone who grew up in a different world than I did?</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> <li>• Explore the different generations spanning your workplace culture and learn what makes each generation tick.</li> <li>• Gain tools and techniques for bridging the generation gap and connecting with those from different generations.</li> <li>• Challenge yourself to respect and appreciate generational differences.</li> <li>• Expand your ability to gain new perspectives and to learn from what each generation has to offer.</li> </ul>	
<p><b>Invisible Differences in the Workplace</b></p>	<p>For at least the last two decades, organizations across America have implemented programs and strategies designed to create an environment where employees recognize and value one another's unique differences and are therefore better able to work with each other as well as serve the diverse communities where our clients live. Our ability to provide positive connections and to remain inoffensive is often dependent on appreciating and respecting these differences. Unfortunately, sometimes our differences are subtle and even invisible.</p> <p>In this program we will explore the principles of diversity that enable us to value and respect both the visible and invisible differences that represent the strengths, experiences, and unique skills of each of us contributes to the workplace. Participants will learn the competency of <i>people agility</i>, or how to approach people with an attitude of openness, curiosity, appreciation and respect.</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> <li>• Appreciate the importance of leveraging our differences to successfully meet the needs of the people we serve.</li> <li>• Delineate the difference between visible and invisible differences.</li> <li>• Understand the problem of creating a social identity in organizations where certain differences are stigmatized.</li> <li>• Understand the choices you have to manage your individual differences in the workplace.</li> <li>• Delineate the difference between assimilation and inclusion.</li> <li>• Learn how to create an inclusive environment where employees can freely choose how to manage their invisible differences.</li> <li>• Learn how to leverage differences to better serve your customers.</li> </ul>	<p><b>Mulle</b></p>

<p><b>Diversity, Inclusion and Unconscious Bias</b></p>	<p>Have you ever wondered if maybe, you or members of your team have subtle and implicit biases that are distorting how you look at others? Have you ever wondered what <u>biases</u> are, how to identify them, and what, if anything, you can do to get rid of them? If you answered yes to any of these questions, you are not alone! The most successful leaders desire to create and sustain a truly inclusive workplace in which every member of the team contributes to the best of his or her ability. Unfortunately, biases –whether conscious or unconscious – interfere with even the best-intentioned leadership. Bias is not uncommon, but the good news is there is a lot we each can do to minimize and, in many cases, even eliminate, bias. Join this interactive workshop to develop practical hands on strategies to manage the conscious and unconscious bias.</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> <li>• Discover why leveraging diversity and moving toward inclusion is the cornerstone of building a great organization.</li> <li>• Understand stereotyping, bias, and how our brain tends to quickly jump to conclusions.</li> <li>• Practice agile thinking, and how to consciously, intentionally overcome bias.</li> <li>• Delineate the difference between Inclusion and assimilation.</li> <li>• Discuss how to create an inclusive culture.</li> <li>• Learn how to deal effectively with the difficult issues (e.g., race, gender, sexual orientation, unearned privilege, religion).</li> <li>• Evaluate your social network and take steps to build a more diverse network if necessary.</li> <li>• Learn best practices in accountability for senior managers, line managers, employees, and others.</li> </ul>	<p><b>Mulle</b></p>
<p><b>Dementia Friendly @ Work</b> <b>NEW!</b></p>	<p>This Dementia Friendly @ Work training will help everyone in your organization understand the basics of dementia. You'll get tips on making your workplace safe, respectful, and welcoming for people living with dementia.</p> <p>Objectives for this Workplace Training:</p> <ul style="list-style-type: none"> <li>• Build knowledge and awareness about dementia and Alzheimer's.</li> <li>• Learn effective communication techniques</li> <li>• Get ideas for maintaining the dignity and respect of your customers</li> </ul>	<p><b>West</b></p>
<p><b>Fostering Inclusion: Building a Thriving Workplace Culture</b></p>	<p>In today's diverse and dynamic workplaces, fostering inclusion isn't just a moral imperative – it's also a strategic advantage. Organizations that prioritize inclusivity benefit from increased creativity, productivity, and employee satisfaction. However, creating an inclusive environment requires more than just lip service – it demands intentional efforts and concrete actions. Participants will engage in a series of interactive discussions, and activities aimed at:</p> <ul style="list-style-type: none"> <li>• Understanding the importance and benefits of diversity and inclusion in the workplace.</li> <li>• Recognizing unconscious biases and their impact on decision-making and interactions.</li> </ul>	<p><b>Thiemann</b></p>

	<ul style="list-style-type: none"> <li>• Building cultural competence and empathy to navigate differences effectively.</li> <li>• Developing strategies for inclusive communication and collaboration.</li> <li>• Creating a safe and supportive environment where all voices are heard and valued.</li> <li>• Implementing inclusive policies and practices to mitigate systemic barriers.</li> <li>• Empowering bystanders to intervene in instances of discrimination or exclusion.</li> </ul>	
<p><b>How to Create a Respectful Workplace</b></p>	<p>Join us for an enlightening workshop on "How to Create a Respectful Workplace," where we will delve into the essential components of fostering a culture of respect, positivity, and collaboration within your organization. Participants will engage in a series of interactive discussions, and activities aimed at:</p> <ul style="list-style-type: none"> <li>• Identifying, promote and practice healthy ways of interacting.</li> <li>• Fostering a morale-enhancing atmosphere.</li> <li>• Identifying advantages of respectful, positive workplace interaction.</li> <li>• Examining inappropriate and/or abusive communication styles.</li> <li>• Exploring conflict negotiation strategies.</li> <li>• Applying respectful techniques to common workplace problems.</li> </ul>	<p><b>Thiemann</b></p>

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# FINANCIAL WELLBEING FEATURED SESSIONS

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**Eli Snyder** is a credit counselor, bringing his personal passion for budgeting and money management success to his clients. His prior experience as a mortgage broker, combined with his communications degree from University of Northwestern in Saint Paul, has benefited both FamilyMeans and its clients over the years. In Fall 2019, Eli was named National Foundation for Credit Counseling (NFCC) Counselor of the Year. This award honors Eli's passion for financial counseling and education. In his tenure with FamilyMeans, Eli has helped over

1,275 families pay back over \$30 million dollars of debt!

## What's Your Money Personality?

*Explore diverse money personalities in this 1-hr workshop designed to unravel the mysteries of your financial behavior. Drawing from Olivia Mellan's research, we'll identify five distinct money personality types, explore their interconnections, and demonstrate how understanding these dynamics fosters personal financial harmony and enriches relationships. Gain valuable budgeting insights and discover ways to enhance your financial management skills. Join us on this journey toward a more informed and harmonious relationship with money.*

## Managing Your Finances During Economic Challenges

*This 1-hr course emphasizes the importance of goal setting, proposes proactive solutions, and encourages the exploration of actionable steps. Dive into the challenges of a record-high inflationary era, and gain insights into managing the highest-ever average credit card APR's. In response to these economic realities, learn to create a robust Financial Survival Plan that equips you with the tools and strategies to navigate and thrive in uncertain financial times.*



**Daniel J Enga**, CPFC, has worked with both public and private organizations for over 25 years. He studied Communications at the University of Colorado - Denver and delivers exceptional counseling and presenting expertise to many organizations throughout the country.

He started out in the financial sector and eventually found himself working in the mental health field. He currently presents on many Work/Life Wellness topics and delivers content in creative ways through storytelling, abstract concepts and challenges audiences to think in new ways. His presentation style has been described as "personable" and "refreshing" as well as "educational entertainment."

Mr. Enga has partnered with HUD, Citibank, and VISA to speak and educate young adults on personal financial education. He was the recipient of the 'Educator of the Year' award through the Institute of Financial Literacy and now brings his passion to the field of Resilience, Stress management, financial education and organizational development. He is a committed professional as he partners with large and small businesses around myriad areas of health and wellness.

### Money and Cents: Effective Budgeting

*This engaging presentation offers insight on ways to access a better understanding of how to effectively budget our money. Discussion revolves around tips and suggestions for how to have better control of our money, instead of the other way around. By addressing a proactive approach to spending and managing our finances, you will learn helpful tools to use to effectively modify habits and behaviors to restore financial balance in your life.*

### Psychology of Money: Behaviors in a Modern Consumer Society

*Shame, guilt, fear and denial can significantly impact our financial lives. This workshop offers insight to how our minds work in relation to our behaviors around money and the potential outcomes that can come with various attitudes associated with our perceptions. This track is designed to help create a deeper awareness of how connected our feelings/emotions are to our overall financial situation.*

Financial Wellbeing		
<b>Abundance: Financial Characteristics and Habits of Wealthy People</b>	Learning how to save more and be debt free is always a good thing. This training will share valuable insight on traits and characteristics of individuals who are financially resilient and able to manage their finances in a way that offers a more abundant financial life. During the presentation we will address what it means to be financially reactive versus financially proactive, debt management strategies and resources to explore ways to align our awareness to slowly improve our financial situations.	<b>Enga</b>
<b>Identity Theft: How to Protect Yourself</b>	Identity theft and fraud is the number one crime in the United States. This workshop will detail specific areas that you can employ to protect your identity, how identity theft works, and tips you can use to create a solid overall plan to avoid any potential hardship. Real life case examples are shared and discussed, and resources are made available to attendees on education that is available to learn more.	<b>Enga</b>

<p><b>Psychology of Money: Understanding our Behaviors in a Modern Consumer Society</b></p>	<p>Shame, guilt, fear and denial can significantly impact our financial lives. This workshop offers insight to how our minds work in relation to our behaviors around money and the potential outcomes that can come with various attitudes associated with our perceptions. This track is designed to help create a deeper awareness of our connected our feelings/emotions are to our overall financial situation.</p>	<p><b>Enga</b></p>
<p><b>Money Cents: Effective Budgeting</b></p>	<p>This engaging presentation offers insight on ways to access a better understanding of how to effectively budget our money. Discussion revolves around tips and suggestions for how to have better control of our money, instead of the other way around. By addressing a proactive approach to spending and managing our finances, you will learn helpful tools to use to effectively modify habits and behaviors to restore financial balance in your life.</p>	<p><b>Enga</b></p>
<p><b>Navigating Financial Wellness During Inflation</b></p>	<p>It's no secret that the rising cost of living, inflation and interest rates are just a few factors that are making adjusting to the changing economy more difficult to navigate than ever before. This engaging presentation offers insight on ways to effectively budget our money during turbulent financial times. Discussion revolves around tips and suggestions for how to have better control of our money, instead of the other way around. By addressing a proactive approach to spending and managing our finances, you will learn helpful tools to use to effectively modify habits and behaviors to restore financial balance in your life.</p> <p>Learning Objectives</p> <ul style="list-style-type: none"> <li>• Understand inflation on a macroeconomic level</li> <li>• Identify the markets most effected</li> <li>• Learn best practices for avoiding inflation pitfalls</li> </ul>	<p><b>Enga</b></p>
<p><b>Financial Landscapes: Money Professionals and when You Need Them</b></p>	<p>It can be challenging to navigate the financial landscape. This financial session will place focus on various financial professionals and their services. By providing examples of real-life situations we uncover and highlight when each financial service might be appropriate, and how to access reputable experts to ensure that you are connecting with individuals and organizations that will provide the right type of education and assistance.</p>	<p><b>Enga</b></p>
<p><b>Financial Literacy 101</b></p>	<p>Managing your money requires smart planning and decision making and can help you avoid making poor financial decisions. In this interactive session we will share best practices in preparing and sticking with a budget, reducing expenses, and setting financial goals. Learning outcomes include:</p> <ul style="list-style-type: none"> <li>• Understand the three steps to financial freedom</li> <li>• How to prepare a budget</li> <li>• How to cut back on expenses</li> <li>• How to save more and plan for retirement</li> <li>• How to set financial goals</li> </ul>	<p><b>Morrall</b></p>
<p><b>Navigating Retirement Finances</b></p>	<p>Embark on the journey of preparing your budget for retirement with our informative 1-hr session. Explore crucial aspects such as understanding income changes, estimating Social Security benefits, and evaluating various retirement income resources. Delve into the intricacies of budgeting, address considerations for healthcare costs, and discover valuable online resources. Whether you're in the initial stages of retirement planning or looking to complement insights gained from your financial planner, this session is designed to provide practical guidance for a financially secure retirement</p>	<p><b>Snyder</b></p>

<p><b>Successful Credit Management</b></p>	<p>Gain a comprehensive understanding of the dynamics of credit and its contemporary significance in our 1-hr course on Successful Credit Management. Delve into the intricacies of Credit Reports and Credit Scores, exploring the key factors that contribute to a favorable credit standing. Learn practical insights on obtaining your Credit Report and Credit Score, empowering you with the knowledge needed for effective credit management. Additionally, discover strategies for debt reduction and long-term debt avoidance, ensuring your journey towards financial success. Join us in mastering the essential principles of credit for a secure and prosperous financial future.</p>	<p><b>Snyder</b></p>
<p><b>What's Your Money Personality</b></p>	<p>Explore diverse money personalities in this 1-hr workshop designed to unravel the mysteries of your financial behavior. Drawing from Olivia Mellan's research, we'll identify five distinct money personality types, explore their interconnections, and demonstrate how understanding these dynamics fosters personal financial harmony and enriches relationships. Gain valuable budgeting insights and discover ways to enhance your financial management skills. Join us on this journey toward a more informed and harmonious relationship with money.</p>	<p><b>Snyder</b></p>
<p><b>Student Loan Basics</b></p>	<p>Navigate the complexities of educational lending in this session as we explore the landscape of student loan debt, which currently stands at a staggering 1.77 trillion, impacting 43.5 million Americans. Whether you're new to the student loan process or striving to alleviate educational debt, this session will guide you through the fundamentals, including borrowing guidelines, repayment and hardship options, considerations for return on investment, and effective strategies to expedite student loan repayment. Join us for essential insights to empower your journey toward financial freedom from educational debt.</p>	<p><b>Snyder</b></p>
<p><b>Master the Art of Budget-Friendly Holidays</b></p>	<p>Embrace the spirit of giving without breaking the bank during the holiday season. Discover effective strategies to organize your holiday shopping, curb unplanned expenses, and uncover creative tips for a joyful season without overspending. This seminar equips you with valuable insights into holiday shopping organization, practical methods to limit impulsive purchases, and an understanding of how holiday door busters can impact your budget. Additionally, we'll delve into budgeting techniques and ways to stay debt-free. Join us to ensure your holidays are both merry and financially mindful.</p>	<p><b>Snyder</b></p>
<p><b>Managing Your Finances During Economic Challenges</b></p>	<p>This 1-hr course emphasizes the importance of goal setting, proposes proactive solutions, and encourages the exploration of actionable steps. Dive into the challenges of a record-high inflationary era, and gain insights into managing the highest-ever average credit card APR's. In response to these economic realities, learn to create a robust Financial Survival Plan that equips you with the tools and strategies to navigate and thrive in uncertain financial times.</p>	<p><b>Snyder</b></p>
<p><b>Understanding and Preventing Identity Theft</b></p>	<p>Feeling inundated with information on identity theft? This presentation provides clear, straightforward insights into the various forms of identity theft, its prevalence, and actionable defense strategies. Participants will delve into statistics and trends on identity theft in the United States, receive practical written tips for prevention and detection, and access a comprehensive listing of resources available to victims of identity theft. Gain a concise understanding and equip yourself with the tools to safeguard against identity theft effectively.</p>	<p><b>Snyder</b></p>





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# HEALTHY FAMILIES FEATURED SESSIONS

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**Debra Orbuch Grayson** works from a Family Systems Model which recognizes that each family and individual is unique, and that change comes from addressing the dynamics and interactions among members of a system. When working with families she meets with different subsystems of the family to help strengthen relationships which benefit the whole family. She enjoys working with clients and helping them to identify the challenges they are experiencing and to set goals and move toward creating changes in their lives. Throughout her work with clients she provides tools, support and

encouragement as well as additional community resources to help sustain their growth. Debra holds a master's degree in Marriage and Family Therapy from the University of Maryland - College Park and a bachelor's degree in Education and Behavioral Disabilities from the University of Wisconsin - Madison. She has been working with families and children for 30 years providing individual, marital, family and group therapy. I enjoy blending my clinical skills with my experience as an educator. She has worked with adolescents in a variety of academic and clinical outpatient settings. In addition to counseling and consulting, Debra partners with community organizations and agencies to provide training, consultation and clinical supervision.

## Finding Self-Control: Managing Responses to Our Children's Behavior

*Children's negative behaviors can be downright frustrating and overwhelming. When children lose control emotionally or physically, we're often unsure what to do. Many times, we end up reacting negatively, which only increases the undesirable behavior. Deep down we know we need to teach the child how to react differently in the future, but how do we do this? Come for a discussion on the different Stages of Control children go through when emotionally stressed and what we can do to help teach our children how to find greater self-control.*

## Building Healthy Family Relationships

*One of the best kept secrets is that well-functioning relationships don't just happen by chance. Healthy relationships require hard work, flexibility and an interest in change. This program is for parents, grandparents and family members who'd like to learn strategies and tips for strengthening their relationships. This workshop will explore the complexities of family relationships and the common challenge areas of communication, managing conflict and having fun as a family!*



**Paul Bernabei** directs Top 20 Training, an effort assisting schools, businesses, and organizations to create effective and healthy cultures to develop their potential. He has been an educator in Twin Cities schools for 30 years and has authored five books and curriculum for grades K-12. He and his Top 20 team have trained over a million students and adults throughout the United States. A graduate of St. John's University and the University of St. Thomas, Paul and his wife Paula have four daughters and live in St. Paul.

## Guiding Our Children Through Life's Challenges

*The life journey of our children will inevitably present them with challenges along the way and today this is even more of a reality. In this session Paul will provide parents with insights and practical strategies for helping their children:*

1. *Live Above the Line: to be aware of and manage their thinking in order to make choices that result in more successful and positive experiences.*
2. *Practice Instant Replays and deal with conflict more effectively.*
3. *Value confusion as a natural and necessary part of learning.*

## Engaging Disengaged Students

*Focus is on how school age children are compared and judged on so many areas of their lives. When this happens, they can develop the beliefs that they're not good enough or not smart enough. Once established, these beliefs lead to disengagement.*

*Focus is on putting in place the elements necessary for a culture of learning. These include:*

- *Creating connections for your school age child and a sense of belonging in their academic community.*
- *Celebrating mistakes and failures so school age children don't fear these and know mistakes and failure can lead to learning.*
- *Realizing that when they are confused that it doesn't mean they are not smart. We want our school age children to know the secret about confusion...that anything we can do today we were once confused about.*
- *Helping our school age children know that they have intelligence. All children have intelligence, but, because they are compared and judged, many children don't fully realize the gifts they have and their ability to learn.*



**Tina Feigal**, Parent Coach, M.S., Ed. is the Director of Family Engagement at Anu Family Services/Center for the Challenging Child. A former school psychologist, Tina is the mother of three wonderful sons, and nana to four grandchildren who light up her life. Tina's passion is bringing peace to homes and schools, by helping adults to heal challenging child behavior with the specific, highly effective Present Moment Parenting and Teaching. As a parent coach and trainer, Tina supports adults in applying the techniques in her book. Tina trains coaches as part of her vision that every adult who wants a parent coach can pick up the phone and find one! Tina has been featured as the Minneapolis Star Tribune and KARE 11

TV Extra's "Supernanny." Learn more about parent coaching and coach training at [www.parentingmojo.com](http://www.parentingmojo.com).  
**\*All sessions ADDITIONAL \$150**

## Understanding Gender Fluidity in Adults and Children

*Is your young child or teen insisting or exploring the fact that their gender may be different from the one assigned at birth? Do you have some idea that it may be the case, but they haven't said anything? This session will assist you in sorting out this complex topic, ways to talk to your child and will offer professional resources for parents and children.*

## Talking to Your Kids About Sexuality

*Parents, does the idea of the "sex talk" cause you to recoil? You're not alone. We'll cover the "when," "how" and "what" of compassionate and timely discussion on this sensitive topic. You want the information to come from you for your child's benefit. Don't miss this one!*

## Parenting Anxious and Depressed Children During Uncertain Times

*Parent coach Tina Feigal will present her background in helping parents navigate their children's anxiety and depression with specific skills and ways to interact. Tina has 22 years of experience on this topic as a coach and as a school psychologist before that. She will offer parenting approaches and resources for your child's care.*

*Participants will:*

- *learn how to identify anxiety and depression in their children.*
- *gain insight into brain responses to stress and trauma, and how physiology plays a major role in resolving stress.*
- *learn proven techniques for helping to relieve children's anxiety and depression, with the confidence that parents are the best healers.*
- *gain hope for the future based on findings from Tina's 23 years of coaching parents.*

## Academics or Mental Health: What Comes First?

*In these challenging COVID aftermath times, what academic affects are you seeing in your children? Since schools have re-opened, are you still seeing frustration, resistance, and denial around schoolwork? You are not alone. Parent Coach Tina Feigal will offer specific ways for you to help your child in elementary, middle, high school, or the new "launching phase."*

## Child Development: Is My Child Under Too Much Pressure?

*In our fast-paced world that values achievement in school and sports, and relies heavily on parents' career goals for affirmation, are we inadvertently loading too much responsibility on our kids for fulfilling the American Dream? Attend this session to learn if this is the case and how to adjust your expectations to your child's developmental level (it's not necessarily just their age!)*

## Self-Care for Parents

*You're chasing after success in parenting, relationships, and work 24/7, which can be overwhelming. Does it seem like there's never a break, leading to feeling inadequate and deflated? It's time to look at Self-Care. This session will offer ideas on how to take care of yourself as you take care of others and your work. If this title jumped out at you, sign up now!*

### How to Raise a Successful Child: Maybe it's Not What you Think

*In our ever-so-future-oriented world, we can easily assume that the map to your child's successful adulthood is to keep our eyes on what's coming. What if that's not really the case? This session will offer ways to rethink childhood so that emphasis on the future, which can lead to childhood anxiety and distress, isn't the focus. There's a better way, and Parent Coach Tina Feigal is ready to share it with you. .*



**Rachel Thiemann**, with a background in Social Psychology, Rachel Thiemann has built on her knowledge of interpersonal dynamics in the workplace with an international career of 18 years as an internal and external organizational consultant and trainer. She also has a keen interest in the link between mind and body and has trained and practiced as a hypnotherapist, NLP practitioner and life coach. Rachel has authored the online tool "From Stress to Resilience" for the US Navy, as well as many other classroom and online courses. She has been Vice-President of WFC Resources, a work-life company, since 2003.

### Managing Screen Time for Your Teens and Tweens

*Although some gaming time can be fun, and even educational, it's easy to go overboard. In our increasingly hi-tech age, television is just one form of screen time for kids. Add in distance learning, computer and handheld gaming and Smartphones, and you have a bewildering array of screens for our kids to stare at. Recent studies increasingly weigh in on the downside of too much screen time while some report that the generation raised with screens prefer that as their primary method of communicating. This seminar will present recommendations from the medical community regarding screen time and encourage conversation about how we can modulate our own screen usage, as well as moderate our children's, especially in these times of unprecedented virtual living.*



**Erin Walsh**, Erin is a parent, speaker, educator, and writer. She has worked with communities across the country who want to better understand child and adolescent development and cut through conflicting information about kids and technology. She is fiercely committed to bringing an equity lens and asset-based approach to our understanding of, and response to, youth and media. Her signature down-to-earth approach helps families and educators engage in complicated topics and leave feeling capable and motivated.

## The Science of Motivation – Getting Your Kid Going Again

*You don't have to go far on the Internet these days to find tips for how to "stay productive" and ideas for how to motivate kids amidst big transitions and stress. The reality on the ground though is that productivity and high motivation can be difficult to find during times of uncertainty. Understanding the science of motivation can help us keep our eyes on how to nurture it in our kids – not just for the sake of getting more done but for everyone's mental health and wellbeing.*

<b>Healthy Families</b>		
<b>Re-entry and Adjusting to the "Next Normal"</b>	Having the ability to adapt during these uncertain times is critical for managing change. Life has been, and continues to be, complex and challenging. It is important to take time and focus on what is needed when we consider what it will mean to manage our "next normal". This program provides guidance and practices on how attendees can build strength during this time and learn the "ABC's" of riding the waves of re-entry.	<b>Orbuch-Grayson</b>
<b>Engaging Disengaged Students</b>	<p>Why do our children become disengaged in school? Focus is on how school age children are compared and judged on so many areas of their lives. When this happens, they can develop the beliefs that they're not good enough or not smart enough. Once established, these beliefs lead to disengagement.</p> <p>What can parents do to prevent this? Focus is on putting in place the elements necessary for a culture of learning. These include:</p> <ul style="list-style-type: none"> <li>• Creating connections for your school age child and a sense of belonging in their academic community.</li> <li>• Celebrating mistakes and failures so school age children don't fear these and know mistakes and failure can lead to learning.</li> <li>• Realizing that when they are confused that it doesn't mean they are not smart. We want our school age children to know the secret about confusion...that anything we can do today we were once confused about.</li> <li>• Helping our school age children know that they have intelligence. All children have intelligence, but, because they are compared and judged, many children don't fully realize the gifts they have and their ability to learn.</li> </ul>	<b>Bernabei</b>
<b>Guiding Our Children Through Life's Challenges</b>	<p>The life journey of our children will inevitably present them with challenges along the way and today this is even more of a reality. In this session Paul will provide parents with insights and practical strategies for helping their children:</p> <ul style="list-style-type: none"> <li>• Live Above the Line: to be aware of and manage their thinking in order to make choices that result in more successful and positive experiences.</li> <li>• Practice Instant Replays and deal with conflict more effectively.</li> </ul>	<b>Bernabei</b>

	<ul style="list-style-type: none"> <li>Value confusion as a natural and necessary part of learning.</li> </ul>	
<b>How to Get Through Those Difficult Conversations with your Teenager</b>	Difficult conversations are a normal part of parenting. What do I say? How can I talk to my teenager about drugs, sex and social media without having “the talk??” Come learn how to create a dialogue with your kids and connect around important issues and changes in our fast-paced 2020 culture.	<b>Orbuch-Grayson</b>
<b>Post-Divorce Parenting: How can I/we get through it??</b>	What is the path to parenting with an ex and what are some tools to help you get through the challenges? Post-divorce parenting can have lots of twists and turns and the path can be bumpy. You are not alone. Buckle your seat belts and come learn to anticipate some of the bumps and discuss how to take care of yourself and your kids along the way.	<b>Orbuch-Grayson</b>
<b>Building Healthy Family Relationships</b>	One of the best kept secrets is that well-functioning relationships don’t just happen by chance. Healthy relationships require hard work, flexibility and an interest in change. This program is for parents, grandparents and family members who’d like to learn strategies and tips for strengthening their relationships. This workshop will explore the complexities of family relationships and the common challenge areas of communication, managing conflict and having fun as a family!	<b>Orbuch-Grayson</b>
<b>Finding Self-Control: Managing Responses to Our Children’s Behavior</b>	Children’s negative behaviors can be downright frustrating and overwhelming. When children lose control emotionally or physically, we’re often unsure what to do. Many times, we end up reacting negatively, which only increases the undesirable behavior. Deep down we know we need to teach the child how to react differently in the future, but how do we do this? Come for a discussion on the different Stages of Control children go through when emotionally stressed and what we can do to help teach our children how to find greater self-control.	<b>Orbuch-Grayson</b>
<b>Teaching Kids about Money</b>	Children face media and consumer pressures at a very young age. This workshop gives parents and caregivers a better understanding of what they can do to teach their kids about money. Get tips on helping your children as they develop an understanding of money and how to use it wisely. We’ll look at opportunities to make kids money-wise through allowances, healthy money management, and savings & credit awareness. Outcomes: After attending this seminar, you will understand how to talk with your children about money regardless of their age, how to apply ten basic steps to teaching your child about money, and how to help them separate between wants and needs.	<b>Wheeler</b>
<b>Genealogy 101</b>	Genealogy 101 - Getting Started Do you want to learn more about your ancestors? I will share with you some basic forms to start your family tree. Then you will learn about different types of records that are available to gather information about who you descend from and where they lived, worked, and raised their families. Woven into all this information is the story of how I finally	<b>Weber</b>

	discovered the story of my own grandfather through 25 years of on and off research.	
<b>Managing Screen Time in Your Teens and Tweens</b>	Although some gaming time can be fun, and even educational, it's easy to go overboard. In our increasingly hi-tech age, television is just one form of screen time for kids. Add in videos, computer games, handheld game and the latest generation Apps, and you have a bewildering array of screens for our kids to stare at. Recent studies increasingly weigh in on the downside of too much screen time while some report that the generation raised with screens prefer that as their primary method of communicating. This seminar will present recommendations from the medical community regarding screen time and encourage conversation about how we can modulate our own screen usage, as well as moderate our children's.	<b>Thiemann</b>
<b>Advocating for Your Child</b>	Whether you're at a doctor's office or a school conference it can be intimidating to oppose their professional opinions and many parents wonder when is the right time to challenge and the right time to accept information that is being shared. As a parent, you know your child's abilities and challenges more intimately than other people do, so it's important to be comfortable stating what you know to be true about your child. This workshop outlines strategies to clearly and effectively communicate with your child's teacher, doctor or other professional to build a strong partnership with your child's best interests in mind.	<b>O'Brien</b>
<b>Working Caregiver in a Sandwich Generation</b>	Many workers find themselves in the "sandwich generation", being employed, raising their children, and assisting their parents. The "club sandwich generation" is caregiving across four generations - which is increasing in numbers each day. This class will give resources and tips on balancing caregiving responsibilities and roles. Involving the youth and helping children to understand various aspects of aging can help strengthen the entire family unit.	<b>West</b>
<b>The Science of Motivation – Getting Going Again</b>	You don't have to go far on the Internet these days to find tips for how to "stay productive" and ideas for how to motivate kids amidst big transitions and stress. The reality on the ground though is that productivity and high motivation can be difficult to find during times of uncertainty. Understanding the science of motivation can help us keep our eyes on how to nurture it in our kids – not just for the sake of getting more done but for everyone's mental health and wellbeing.	<b>Walsh</b>
<b>Stress and the Brain: Raising Resilient Kids</b>	Whether it is uncertainty, upset routines, or isolation, the list of stressors over the last couple of years is long and varied. The challenge is that children often express stress through challenging behaviors. It can be difficult to differentiate between "typical stress" and signs that our kids might need extra mental health support. Learn more about what stress looks like in kids and teens and ways to respond that build your family's resilience instead of eroding it. In this engaging and interactive session, Erin Walsh will deliver warm insight and practical advice for	<b>Walsh</b>

	navigating challenges and strengthening family connection when you need it most.	
<b>Self-Care for Parents</b>	You're chasing after success in parenting, relationships, and work 24/7, which can be overwhelming. Does it seem like there's never a break, leading to feeling inadequate and deflated? It's time to look at Self-Care. This session will offer ideas on how to take care of yourself as you take care of others and your work. If this title jumped out at you, sign up now!	<b>Feigal</b> <b>All sessions</b> <b>additional</b> <b>\$150</b>
<b>How to Raise a Successful Child</b>	In our ever-so-future-oriented world, we can easily assume that the map to your child's successful adulthood is to keep our eyes on what's coming. What if that's not really the case? This session will offer ways to rethink childhood so that emphasis on the future, which can lead to childhood anxiety and distress, isn't the focus. There's a better way, and Parent Coach Tina Feigal is ready to share it with you.	<b>Feigal</b> <b>All sessions</b> <b>additional</b> <b>\$150</b>



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# ELDERCARE & AGING READINESS FEATURED SESSIONS

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**Mary O'Brien**, accomplished educator, facilitator, and public speaker focusing on the unique needs, joys and concerns of those age 55+. Utilizing research along with career and life experiences, Mary creates meaningful, connected learning environments where participants will find a safe place to explore what life can and does look like in the last decades.

## Downsize Your Stuff to Right-size Your Life

*Whether you're considering downsizing to a smaller living space or just staying in your current home, these decisions come with both practical and emotional considerations. There's no one-size-fits-all answer, but it's an important decision to ponder, especially as retirement approaches. This course will explore various factors to contemplate for each option, while also examining their respective advantages and disadvantages.*

## The Day After Retirement

*What will your life look like once you don't answer the call of the alarm clock? What can you do in advance to plan for a positive transition into retirement? Having a sense of purpose is an important key to satisfaction. Change is inevitable. How to put your arms around the changes inherent in retiring and growing is the focus of this class. It will help you explore a variety of ways to identify what is significant to you, then establish a purpose-filled life in retirement.*

## Staying Connected After Retirement

*Your job offered social relationships just because you showed up. Research says that good relationships are critical to healthy aging. How do you rebuild relationships that may not have been given much attention while you were working? Where do you look to develop new relationships and social communities? This class will discuss a variety of ways that retirees can stay socially connected, including seeking volunteer opportunities.*

## The Road Next Taken: Fearless Aging

*You may not have a choice about aging, but you do have a choice about how you approach growing older. What better way than fearlessly? Fearless aging is the power to positively impact your future. This class explores the normal, natural processes of aging—physical and lifestyle--and what you can do to markedly improve the quality of your life. Discover what you can expect and lifestyle choices that will help you make the most of what you've got as you age. Let's explore the inevitable forces of change in your life and be fearless!*



**Jenny West** is the Community Educator for FamilyMeans in Stillwater, MN. Jenny has a B.S. degree in Therapeutic Recreation from the University-Wisconsin La Crosse. After graduation, she volunteered for a year out in New York and served individuals living with HIV/AIDS. She has over ten years of experience working with residents and caregiving families in long term care facilities and in the community. Her current focus is providing caregiver education and support to those in Washington County and the Metro area.

## Help! My Parents are Getting Old - What do I Need to Know?

*Because adult children are often the key contact for their aging parents, it is valuable to collect the right information and health history. Participants will understand key information to know about parents, documents to gather and critical conversations to start about aging.*

*Learning outcomes:*

- *Understand the importance of gathering and sharing key information.*
- *Learn the importance of planning ahead.*
- *Give you confidence and a sense of peace for planning ahead.*

## As You Age - What Do You Want Your Family to Know?

*No one can read your mind – even though we wish others could. Learn what documents to gather and just how to share these important documents with those you trust. Having things in order can bring confidence and a sense of peace as we all look into our retirement years. Objectives*

*Learning outcomes:*

- *Understand the importance of gathering and sharing key information.*
- *Gain confidence and a sense of peace for planning ahead.*
- *Learn how to initiate those difficult conversations.*
- *Equitable outcomes.*



**Jill Borgerding** started sharing her passion for fitness with others when Jazzercise, Billy Blanks, and Nordic Tracks were hot! Since then, she has led thousands of group fitness and yoga classes, trained hundreds of clients, and has a very long list of certifications. Luckily, both she and the world of health and wellness have evolved tremendously in the past twenty-five years! Now, with an extensive background in personal training, nutrition coaching, healthy-aging and habit change, she teaches a lifestyle of balance between effort and ease in all

areas. Her enthusiasm, passion and knowledge show in everything she does. Whether she’s working one-on-one with a client or presenting a workshop to a group, you will feel a positive and supportive attitude, infused with an abundance of motivation and a sense of humor.

### Staying Strong: It’s What You do NOW That Counts

*Now is a great time to invest in yourself! Your 84-year-old self will thank you! Healthy functional movement is key avoiding disablement as we age. We’ll identify the 5 areas to focus on now to stay capable, confident and independent as we age. Along with those benefits, feel more energized and continue to do the things you love into the next stage of life.*

### Mobility: Why It’s so Important in Your Life

*Understand the difference between mobility and flexibility and how mobility is actually more important in your daily life. Being mobile will give you the power to feel capable, confident, and free. It will grant you a longer, more comfortable life with less pain and discomfort. Learn a simple 10-minute mobility practice that will profoundly change your life. Improved mobility is accessible to all, no matter what your starting point!*

<b>Eldercare &amp; Aging Readiness</b>		
<b>Wellness and Aging</b>	As we age, our bodies change, and it may be harder to lose weight than in our 20's. We also may not be able to eat the same foods or exercise the same way. Learn some tips on how to feed, move, and be kind to your body as you age.	<b>West</b>
<b>Staying Connected After Retirement</b>	Your job offered social relationships just because you showed up. Research says that good relationships are critical to healthy aging. How do you rebuild relationships that may not have been given much attention while you were working? Where do you look to develop new relationships and social communities? This class will discuss a variety of ways that retirees can stay socially connected, including seeking volunteer opportunities.	<b>O’Brien</b>
<b>Downsize Your Stuff to Right-size Your Life</b>	Whether you're considering downsizing to a smaller living space or just staying in your current home, these decisions come with both practical and emotional considerations. There's no one-size-fits-all answer, but it's an important decision to ponder, especially as retirement approaches. This course will explore various factors to contemplate for each option, while also examining their respective advantages and disadvantages.	<b>O’Brien</b>
<b>Staying Strong: It’s What You do NOW That Counts</b>	Now is a great time to invest in yourself! Your 84-year-old self will thank you! Healthy functional movement is key avoiding disablement as we age. We’ll	<b>Borgerding</b>

	identify the 5 areas to focus on now to stay capable, confident, and independent as we age. Along with those benefits, feel more energized and continue to do the things you love into the next stage of life.	
<b>Mobility: Why It's so Important in Your Life</b>	Understand the difference and how potent "mobility" can be in your life. It will give you the power to feel capable and confident. It will grant you a longer, better feeling life with less pain and discomfort. It will make you feel FREE. Learn a simple 10-minute mobility practice that will profoundly alter your life. Improved mobility is accessible to all, no matter your starting point!	<b>Borgerding</b>
<b>Managing Stress in Retirement</b>	As we grow older, we sometimes believe that our lives will be stress less—or at least less stressful—especially once we are no longer working. This isn't necessarily true. Relationships and life circumstances may continue to be sources of stress. Research has shown that effectively managing stress can contribute to us leading healthier, longer lives. We will review stress management techniques with a focus on how to apply these to the everyday retirement life, as long as explore some strategies that we may not have had time to use while working.	<b>O'Brien</b>
<b>Parenting Your Parents</b>	This is not easy. That said, it's not supposed to be. The shift in roles does not come with an instruction manual and often happens abruptly. How do we plan to be there for our parents in the last phase of their lives? This class will focus on ways to have conversations to help everyone involved make plans and decisions in a respectful way.	<b>O'Brien</b>
<b>Exit Strategy: Conversations for the End of Life</b>	It's been said that two things are inevitable in this life: death and taxes. As we grow older, we become increasingly concerned with the prospect of our death. What effect and impact can we have on a good end of life? And who do we need to talk with in order to carry out our wishes? This class will explore what we reasonably can influence when it comes to the end of our lives and with whom we might want to talk with about our hopes.	<b>O'Brien</b>
<b>Create Your Health Care Directive</b>	Who would speak for you if you couldn't speak for yourself? That's the concept behind Advanced Care Planning, a guided conversation on about your end of life wishes and preferences. It is a process that identifies what is most important to you concerning quality of life and living. This class will prepare you to develop a Health Care Directive, a written document which describes your choices. Selecting your health care agent, the person who will make sure your wishes are carried out, will be discussed.	<b>O'Brien</b>
<b>Traveling in Retirement: Sharing the Wisdom</b>	Travel is high on many people's retirement list. How do you decide where, when and how to go? What resources are available on the web? Whether you are experienced and widely travelled or will be new to the world outside your backyard, talking with others is a valuable resource that should not be overlooked. This class will provide some basics on using internet travel sites and tour groups, as well as encouraging group input on personal travel experiences to share the wisdom.	<b>O'Brien</b>
<b>The Day After Retirement</b>	What will your life look like once you don't answer the call of the alarm clock? What can you do in advance to plan for a positive transition into retirement? Having a sense of purpose is an important key to satisfaction. Change is inevitable. How to put your arms around the changes inherent in retiring and	<b>O'Brien</b>

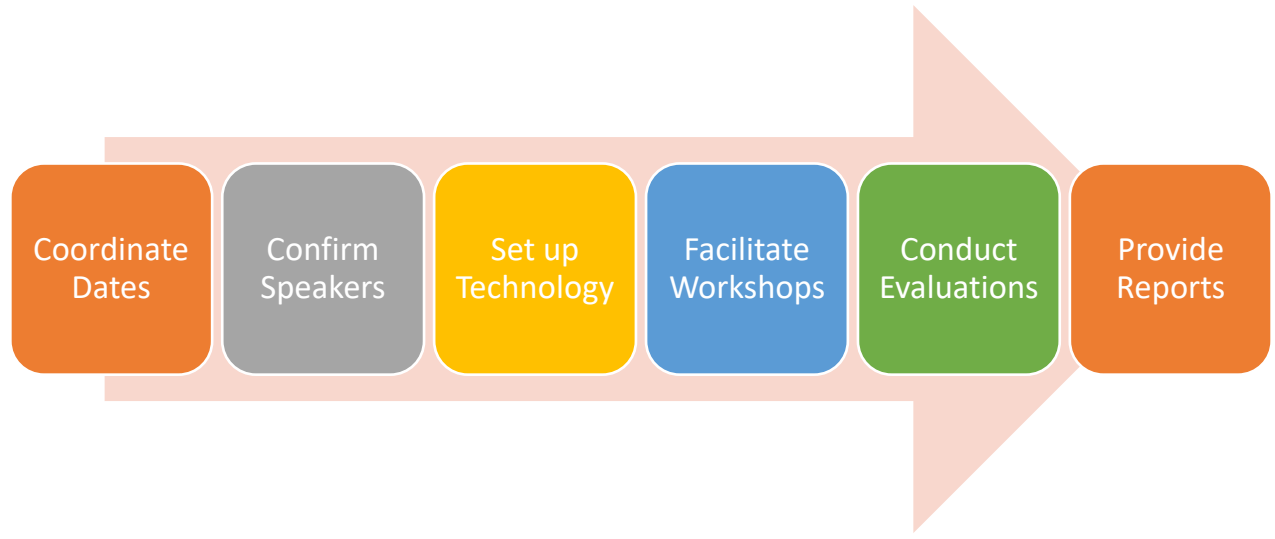
	grow is the focus of this class. It will help you explore a variety of ways to identify what is significant to you, then establish a purpose-filled life in retirement.	
<b>Fearless Aging</b>	You may not have a choice about aging, but you do have a choice about how you approach growing older. What better way than fearlessly? Fearless aging is the power to positively impact your future. This class explores the normal, natural processes of aging—physical and lifestyle--and what you can do to markedly improve the quality of your life. Discover what you can expect and lifestyle choices that will help you make the most of what you've got as you age. Let's explore the inevitable forces of change in your life and be fearless!	<b>O'Brien</b>
<b>Slips and Trips: Make Sure Your Home Can Change as You Do</b>	Your home is your castle, and it should be the safest castle around. Join us for a discussion on implementing simple modifications to keep your home as safe as possible with you in it! Establish techniques and plans now, which will help keep you independent as you age where you want to be.	<b>West</b>
<b>As You Age - What Do You Want Your Family to Know?</b>	No one can read your mind – even though we wish others could. Learn what documents to gather and just how to share these important documents with those you trust. Having things in order can bring confidence and a sense of peace as we all look into our retirement years. Learning outcomes: <ul style="list-style-type: none"> <li>• Understand the importance of gathering and sharing key information.</li> <li>• Gain confidence and a sense of peace for planning ahead.</li> <li>• Learn how to initiate those difficult conversations.</li> <li>• Equitable outcomes.</li> </ul>	<b>West</b>
<b>Communicating When Dementia Interferes</b>	This workshop offers tips for understanding and communicating with someone affected by dementia. Learn strategies to handle difficult behaviors and how to remain connected with your family member. Discussions will cover how dementia affects a person's ability to understand and communicate, some simple skills for handling troubling behavior, and ways to feel more confident in your caregiving role. By attending this seminar, you will learn key principles to communicate effectively, identify influential factors before you begin communicating, strengthen communication skills during difficult behaviors, and decrease your stress to benefit another's behavior.	<b>West</b>
<b>I Wonder if Mom and Dad Should Move?</b>	Ever wonder when the best time is for your parents to downsize? Are you just waiting for a crisis to occur? This seminar will help anyone who wants to begin the conversation, understand the difficulty of downsizing when you are old, and honor the significance of maximizing Mom and Dad's independence. By starting the conversations early on, you will already be one step further than if you receive that 2AM emergency phone call.	<b>West</b>
<b>Be Brave Enough to Start a Conversation That Matters</b>	It's difficult to know when your concerns should qualify for action and possible change when it relates to another person's well-being. How do you bring up concerns over housing, finances, health care advance directives and even death? By addressing those concerns and knowing what steps may follow, you can prevent crises and maximize communication with everyone. Start those difficult conversations sooner rather than wishing you had started them months ago. Learning Objectives: <ul style="list-style-type: none"> <li>• Gain confidence in initiating conversations that matter.</li> <li>• Identify topics that are important to discuss with others.</li> </ul>	<b>West</b>

	<ul style="list-style-type: none"> <li>• Understand the importance of family meetings.</li> <li>• Collect resources that can help.</li> </ul>	
<b>WHO GETS WHAT, When I am Gone!</b>	Making sure the memories and the meaning travel on with your mementos. Learn how to find ways to connect our dearest things with our dearest people. And while we are at it, what do we do with all the not-so-meaningful "stuff" we have accumulated throughout the years? Learn how to be proactive in dealing with a lifetime's accumulation of possessions and explore helpful tips on how to get started.	<b>West</b>
<b>Making Decisions Sooner Rather Than Later...Your Own Health Care Directive</b>	Join us to learn how to identify key people in your life that should know about your wishes and understand the importance of expressing your wishes. Learn about what is included in the Minnesota Health Care Directive and "Five Wishes". These are easy to complete health care directive forms that let you say exactly what your wishes are for the future as well as end of life decisions. Every age is the right age to have a health care directive!	<b>West</b>
<b>Help! My Parents are Getting Old - What do I Need to Know?</b>	<p>Because adult children are often the key contact for their aging parents, it is valuable to collect the right information and health history to store in one place. Participants will understand what key information to know about your parents, documents to gather and questions to consider about aging.</p> <p>Learning outcomes:</p> <ul style="list-style-type: none"> <li>• Understand the importance of gathering and sharing key information.</li> <li>• Learn the importance of planning ahead.</li> <li>• Give you confidence and a sense of peace for planning ahead.</li> </ul>	<b>West</b>
<b>Caring from a Distance</b>	Do you worry about your father falling when you are miles and miles away? Is your mother really taking her medication at the correct time with the exact dose on an empty stomach? Are your thoughts occupied by your parents' health status? "Distance" caregivers, from across the state to across the country, will be prepared for their role and benefit from gaining knowledge on local community resources to assist their loved ones at a distance.	<b>West</b>
<b>Solutions for Your Employee Caregivers: A Workshop for Employers</b>	One in four full time employees is caring for an elder or disabled relative. The costs of family caregiving to employers are substantial including absenteeism, tardiness, and low productivity. And there are health implications. Family caregivers report increased strain, anxiety, fatigue and have higher medical bills. Many employers are increasingly aware of caregiving issues but do not know how to respond. To create a caregiver friendly environment, managers and supervisors can benefit from training to effectively deal with employee caregiver issues.	<b>West</b>
<b>Being a Working Caregiver</b>	7 in 10 family caregivers are employed. Are you trying to juggle work, home, family and caregiving responsibilities? This seminar focuses on the impact of caregiving on today's working population. Identifying your role, collecting community resources and accessing information early on can help while at work and minimize stress levels overall.	<b>West</b>

<b>Compassionate Caregiving</b>	Caregiving can be hard. When did I become a caregiver? Where do I start? How do I do this, because I feel like I am on an island all by myself? Families are often the central unit in the job of caregiving; understanding roles, utilizing community resources and taking care of yourself are the foundation of caregiving. Learn that you are not alone and there are resources to help.	<b>West</b>
<b>No One Gets Out of This Alive: Conversations for the End of Life</b>	It's been said that two things are inevitable in this life: death and taxes. As we grow older, we become increasingly concerned with the prospect of our death. What effect and impact can we have on a good end of life? And who do we need to talk with in order to carry out our wishes? This class will explore what we reasonably can influence when it comes to the end of our lives and with whom we might want to talk with about our hopes.	<b>O'Brien</b>

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**Kathy Kacher**  
**President, LifeBalance Solutions**  
kkacher@clalliance.com



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