



VIRTUAL MASTERY CLASS CATALOG

Training for Growth, Change and Performance

EVERY LEVEL LEADERSHIP TRAINING

Our signature 12 week series guides learners through the essential elements of leadership, communication, active listening, human behavior and decision making. Designed with teams in mind, this interactive course is tailored to your unique requirements, allowing your team to get exactly what they need to excel.

ELEMENTS OF DECISION MAKING

If you have ever been stuck in a roundabout in a foreign country, you know the anxiety of decision making at high speeds. This process will give you a road map to simplify generic as well as unique decisions and promote the best possible outcome.

SUCCESSFUL DELEGATION

With a proper plan in place, it is possible to reap the more strategic benefits of delegation without sacrificing day-to-day operational performance. Learn the 4 intrinsic values of delegation and how to successfully deploy a positive-sum delegation strategy.

EFFECTIVE REVIEWS

Employees need feedback in regular reviews. As managers, these can feel awkward. As employees, they can feel nerve-wracking. In our busy schedules, employee reviews that set objectives along with accountability measures can fall off the radar. Learn how to turn this necessary function into a well-used tool in your tool kit and be the manager you always wanted to have.

CREATING STRATEGIES

What's the difference between goals, strategies and action plans? The truth is most people find the terms interchangeable. Each one has a distinct purpose. In this workshop we will unpeel the layers of broad goals, distinct strategies and defined action plans so that you can achieve and perform optimally.

LISTENING IN A "SOUND BITE" CULTURE

Yogi Berra said, "it was hard to get a conversation going because everyone was talking so much." Frequently, we are more focused on what we are going to say rather than listening for what is being said. Active listening takes one's full attention. It takes place in the head, the heart and the gut. Learn HOW to listen and what to listen for using a simple but effective process.

ATTENTION: YOUR MOST VALUABLE CURRENCY

There is so much external noise. We are in a battle against some of the top minds who are programming computer systems to steal our attention. Learn to train your brain to come back to the present moment and the topic at hand, making you more focused, productive and decisive.

TIME OR ENERGY – WHAT ARE YOU GOING TO MANAGE?

We all have the same 24 hours of time in the day. However, when YOU operate at your best is unique to you. Using our energy effectively is part of "activity management" which is never going to be a "one size fits all." Learn how to leverage your unique make-up to catalyze your superpowers.

CONFLICT RESOLUTION

We seek diversity of ideas but avoid conflict. That's an existent contradiction! Let's take a look at disagreements from another perspective. Disagreements don't have to escalate to the point of fracturing relationships. In fact, they can form the foundation for better relationships, allow for more creativity and facilitate better problem solving. Turn conflict into a tool instead of a trauma.

8 HUMAN PRINCIPLES GREAT LEADERS DO NOT IGNORE

Poor leaders ignore them. Mediocre leaders inconsistently use them. Great leaders leverage them for maximum performance. These cross-cultural, human principles are the foundation of leadership and influence of people in the family, the community and in the workplace. Understand them, embrace them and use them for good.

LEADERSHIP MEANS "WHOLE LIFE FITNESS"

Leaders are vulnerable to becoming hyper focused on a few small things and ignoring some really big things. Their vulnerability sets them up for any number of challenges that can derail their productivity. This workshop dares leaders to assess their priorities and re-orient their lives to accommodate a whole life fitness approach to accommodate top performance.

IQ, EQ AND CQ

Our modern world requires many different kinds of smarts: Traditional intelligence (IQ - your ability to do the functions of your job), Emotional Intelligence (EQ - your emotional quotient and ability to recognize and respond to your own emotions and those of others) and CQ (Cultural Quotient - how we interact with one another.) Understanding the difference will set you apart as a truly intelligent leader.

CULTIVATING CALM IN AN UNCERTAIN WORLD

Reading the headlines it can feel like the end of days. How do we stay calm and focused amid the uncertainty in today's world? Learn to train the mindset principles of Calm, Confidence and Grit that will help you stay present, relaxed and able to tackle what is in your control.

ESCandC.com
425-254-0577

Topics are available individually or bundled
In-person sessions also available
Contact us today to discuss your team's needs