



annegradygroup

PROGRAM DESCRIPTIONS

INTRODUCTION

We are living in an unprecedented time. A demanding business environment and a relentless frenetic pace of work require a new set of skills to navigate change, overcome setbacks, and remain innovative and agile despite external circumstances.

Our programs provide practical skills and actionable strategies that may be applied immediately, along with a healthy dose of humor, insight, and inspiration. Each program may be facilitated virtually or in-person, and each may be a keynote, workshop, or part of a larger learning and development series.

www.annegradygroup.com

RESILIENCE RESET

Anxiety, stress, and burnout are at an all-time high, and if we don't take time to reset, the physical and psychological results can be catastrophic.

More than training, education, or experience, it is resilience that determines your success, personally and professionally. Resilience is more than the ability to get back up after you've been knocked down. Resilience is the ability to use the adversity in your life as a catalyst to get stronger.

Fortunately, resilience is a set of skills, beliefs, and behaviors that can be learned and cultivated. Organizations that foster resilience have higher engagement, better performance, and higher levels of employee well-being. Gain practical skills and learn brain-based strategies, mixed with a healthy dose of humor and inspiration, to take back control, make stress work for you, and cultivate a resilient mindset, skill set, and the ability to reset.

MINDSET

Understand your brain, habits, and belief systems that support and sabotage resilience.

SKILL SET

Learn to cultivate positive emotions, make stress work for you, and engage in activities that proactively build resilience.

RESET

Step out of reactivity to focus on what is most important, resetting your nervous system, priorities, and perspective.

LEARNING OBJECTIVES

- Practice brain-based strategies to offset your negativity bias.
- Shift the way your brain interprets and responds to stress.
- Develop a toolbox full of resilience-building skills.
- Utilize mindfulness to reset your nervous system.
- Build emotional reserves to prevent and combat burnout.

AVAILABLE IN MULTIPLE FORMATS



KEYNOTES



TRAINING



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BUILDING RESILIENT LEADERS

The ability to embrace uncertainty, navigate ambiguity, and use adversity as a tool for growth are the new leadership currency and the fastest path to resilience. Resilient leaders adapt to changing circumstances while encouraging others to do the same, and they have teams with higher productivity, engagement, and a greater sense of well-being as a result.

Resilient leaders personalize their approach, tapping into the unique strengths and motivators of team members. They cultivate emotional intelligence and strong relationships, and they facilitate learning and personal development through everyday experiences. More importantly, these exceptional leaders create a culture of psychological safety, the number one predictor of high-performing teams.

Using the latest research in neuroscience and psychology, this session provides a road map to developing resilient teams and organizations.

MINDSET

Develop emotional intelligence and a growth mindset.

SKILL SET

Develop practical tools to improve team performance and well-being.

RESET

Tap into individual strengths and motivators to build engagement.

LEARNING OBJECTIVES

- Create a culture of psychological safety.
- Leverage emotional intelligence to build connection, credibility, and trust.
- Improve personal and team engagement and well-being.
- Gain alignment on expectations and priorities.
- Foster a growth mindset culture.

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DEVELOPING A GROWTH MINDSET

The way we think about learning, challenges, and obstacles changes the way we learn. Mindsets are a set of conscious or unconscious beliefs that affect how you think about your abilities, how you behave, and how you relate to others. Your mindset impacts the way you view failure, navigate uncertainty, and manage setbacks.

Mindsets fall on a spectrum. Understanding what triggers you toward one end of the spectrum or the other allows you to consciously develop habits that turn adversity into opportunity and failure into learning. Fortunately, your mindset is nothing more than a belief system, and beliefs can be changed.

Learn to assess your current mindset, identify self-limiting beliefs, and adopt specific strategies to build a growth mindset.

MINDSET

Embrace challenge, change, and adversity to build strength and grit.

SKILL SET

Identify self-limiting beliefs and adopt specific strategies to combat them.

RESET

Build growth mindset habits to unleash your performance and potential.

LEARNING OBJECTIVES

- Define characteristics of fixed and growth mindsets.
- Uncover self-limiting beliefs that may be sabotaging your success.
- Identify personal fixed mindset triggers.
- Develop strategies to shift from a fixed to growth mindset.
- Build skills to improve creativity, problem solving, and decision making.

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LEADING THROUGH INFLUENCE

Leadership is the art of positively influencing the attitudes and behaviors of others, and it occurs at every level in an organization. Regardless of title, great leaders are emotionally intelligent, communicate effectively, and engender authenticity and trust.

While workload, deadlines and shifting priorities are stressful, it is our relationships with others that cause most workplace challenges. Conflict can easily turn into combat, and we often communicate to be right, rather than to get it right. Building the skills and habits that promote effective communication and collaboration is what separates good leaders from great ones.

Learn to grow self-awareness and emotional intelligence, improve communication and influence, and tap into the strengths and motivators of others.

MINDSET

Learn the neuroscience of influence, credibility, and trust.

SKILL SET

Gain tools to personalize your influence strategy to inspire others to action.

RESET

Build relationships and bring out the best in others.

LEARNING OBJECTIVES

- Build connection, authenticity, and trust with emotional intelligence.
- Assess, identify and modify communication style for maximum effectiveness.
- Tap into individual motivators and strengths.
- Learn brain-based influence strategies.
- Create a collaborative environment that drives results.

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BALANCING COMPETING PRIORITIES

Information overload, constantly changing technology, and increasing demands to do more with less require us to work differently, more intelligently, and more efficiently. And that was before a global pandemic!

Our personal and professional lives have blurred together to the point where it feels like we are no longer working from home. We are living at work. We have lost the ability to disconnect, and according to a recent study, over 75% of full-time workers feel burned out and exhausted because of it.

This session dispels the myth of work life balance and instead helps you to define success and focus on what's most important. Learn to proactively manage your stress response, identify high-payoff activities, and develop habits that will help you improve focus, energy, and attention.

MINDSET

Identify habits that are supporting and sabotaging your productivity.

SKILL SET

Set clear boundaries and gain alignment around high payoff activities.

RESET

Identify your top priorities to live a life of purpose, on purpose.

LEARNING OBJECTIVES

- Break out of reactivity to think strategically.
- Identify personal and professional high-payoff activities.
- Develop an integrated personal and professional goal setting model.
- Create strategies to minimize interruptions, fires, and emergencies.
- Cultivate mindfulness as a productivity tool.

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HARNESS THE POWER OF EMOTIONAL INTELLIGENCE

Emotional Intelligence (EI) or Emotional Quotient (EQ) is the ability to recognize, understand and manage your own emotions, identify the emotions of others, and use that information to guide how you think and behave.

EQ is comprised of skills that give you the ability to harness the power of your emotions to navigate change and uncertainty, strengthen relationships, and positively influence the people around you. Emotional intelligence is the single biggest predictor of success in the workplace, and the strongest driver of leadership and personal success.

While IQ may get you hired, EQ is what will determine your performance, engagement, and success. Learn the critical skills needed to accelerate your emotional intelligence to maximize your performance and potential.

MINDSET

Cultivate the mental habits that build emotional intelligence.

SKILL SET

Use emotional intelligence to build trust and improve relationships.

RESET

Practice emotional intelligence to build physical and mental health.

LEARNING OBJECTIVES

- Assess your current levels of EQ.
- Understand the role of emotions in your personal and professional success.
- Practice science-based strategies to regulate and manage emotions.
- Build self-awareness and uncover blind spots.
- Utilize mindfulness to build EQ.

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BEAT BURNOUT

Increasing workload, less physical contact, and working remotely have added new complexities to an already difficult workload, taking a toll on both your physical and mental health.

Burnout is a state of emotional and physical exhaustion that results from poorly managed workplace stress, and three out of every four knowledge workers are experiencing it.

Demands on our time and energy are not going to decrease, so we must develop skills and habits to address chronic stress.

This session is an opportunity to assess your current level of burnout, cultivate skills to proactively manage burnout, build mental and emotional reserves to combat it, and recognize the signs of burnout in others.

MINDSET

Create optimum conditions for your brain to work at its best.

SKILL SET

Develop tools to address stress and burnout.

RESET

Practice prevention strategies to take back control of your health and well-being.

LEARNING OBJECTIVES

- Assess your current level of burnout.
- Identify causes and symptoms of burnout.
- Build emotional reserves to prevent and combat burnout.
- Shift from activity to outcome.
- Create clear boundaries to protect your time and energy.

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BUILD CONNECTION, COMMUNICATION, AND COLLABORATION

Eighty-five percent of our personal and professional success is attributed to our ability to effectively communicate and maintain healthy relationships. Each of us has a unique style in which we communicate, yet the best way to connect with others is to identify their style and preferred approach.

Managing relationships, projects, and every day responsibilities requires skills and awareness that help us understand the perspective of others, tailor our message to our audience, and become aware of the blinds spots that may be getting in our way.

Whether collaborating in person, virtually, or in a hybrid environment, this session is an opportunity to tap into the unique strengths and motivators of others, build credibility and trust, and maximize relationships.

MINDSET

Build credibility, authenticity, and trust

SKILLSET

Assess and identify communication behavior styles.

RESET

Improve relationships, performance, and productivity.

LEARNING OBJECTIVES

- Complete a communication style self-assessment.
- Modify your behavior style for maximum communication effectiveness.
- Identify individual motivators and de-motivators.
- Find common ground to improve decision making and problem solving.
- Develop 3 levels of listening.

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BUILD RESILIENCE WITH MINDFULNESS

Thousands of scientific studies have documented the physical, mental, and emotional benefits of practicing mindfulness. Lower blood pressure, better sleep, improved mood, stronger relationships, better immune function, and reduction in stress, anxiety, and depression, just to name a few. And you don't have to sit in a full lotus and find your Zen to do it.

Mindfulness allows you to break out of reactivity, reset your nervous system, and recognize emotional patterns that may be sabotaging your success. It is a tool in your resilience arsenal that trains your brain to direct its attention where you want it to go, rather than where it goes on its own, making you less reactive and better able to manage stress. This session combines the neuroscience of mindfulness with specific mindfulness practices.

MINDSET

Use mindfulness to help your brain work for you, not against you.

SKILLSET

Cultivate a variety of mindfulness practices.

RESET

Reset your nervous system.

LEARNING OBJECTIVES

- Learn to read your nervous system.
- Recognize thoughts and emotions without getting carried away by them.
- Use your mind to change your brain.
- Practice mindfulness exercises.
- Integrate mindfulness into everyday activities.

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THE SCIENCE OF GRATITUDE

There is no shortage of negativity in the world right now, and our resilience is being tested like never before. Fortunately, there is an antidote...Gratitude.

Gratitude has been found to be the #1 predictor of well-being and a strong determinant of resilience. Gratitude affects your brain at a neurological level, having a positive impact on sleep, mood, decision making, problem solving, optimism, and productivity. It also lowers stress, risk of cancer, high blood pressure, and depression, anxiety, and diabetes, while improving your immune system and cardiovascular health.

This session is filled with daily gratitude practices that will change your brain and your life.

MINDSET

Use gratitude to change the structure and function of your brain.

SKILLSET

Develop specific gratitude practices.

RESET

Use gratitude to calm your nervous system.

LEARNING OBJECTIVES

- Learn the science of gratitude.
- Use gratitude to offset your brain's negativity bias.
- Develop specific gratitude practices.
- Practice gratitude with your family and team.
- Integrate gratitude into daily activities.

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MANAGING UP

Trying to manage your boss, your customers and other key stakeholders can be a daunting process. While workload, deadlines and shifting priorities are stressful, it is the relationship you have with your immediate supervisor that most impacts your job satisfaction. After all, people don't leave jobs. They leave managers.

Managing up is the process of deliberately working with your leaders and their stakeholders to achieve the best results for you, your team, and the organization. It requires emotional intelligence, clear expectations, boundaries, and specific strategies to deal with different types of leadership styles.

This session is an opportunity to take control of your career and your leadership relationships. Learn to create shared expectations, improve trust and connection, and manage your own morale .

MINDSET

Build emotional intelligence to leverage different management styles.

SKILL SET

Develop skills to build trust, have tough conversations, and create clear expectations.

RESET

Develop an internal locus of control in even the toughest relationships.

LEARNING OBJECTIVES

- Utilize emotional intelligence to build self-awareness and identify the needs of others.
- Leverage others' strengths, motivators, and work styles.
- Create shared expectations and priorities.
- Utilize strategies to deal with different management styles.
- Provide constructive coaching and feedback.

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