



## A HEALING PARADIGM

ENVISION | MANIFEST | EXPERIENCE

### Workshop Titles

1. Leading and Communicating with Confidence & Authority
2. Managing Difficult Personalities & Situations in the Work Place

### Presentation Description to be Included in Advertisements

#### Leading & Communicating with Confidence and Authority

In this workshop, participants will learn to lead more confidently by identifying three mistakes that women make to damage their relationships and limit their success. Attendees will learn realistic strategies to heal old wounds that negatively impact their communication with others. This workshop is ideal for women who want to stop fighting with their staff, co-workers, mate, family, and friends. Participants will walk away with tools for building healthy and fulfilling professional and personal relationships.

#### Objectives

1. Learn how to let go of unproductive behavior patterns.
2. Utilize effective communication strategies.
3. Understand how to make this transformation more permanent in her life.

#### Managing Difficult Personalities & Situations in the Work Place

In this workshop, participants will improve their skills for interacting with difficult peers, supervisees, and reporting staff. Attendees will learn to identify different management styles and its impact on employee engagement and performance. This workshop is designed to assist participants in improving their communication style in order to clearly convey one's meaning and professionally set boundaries. Participants will walk away with tools for managing workplace conflict and be able to identify next steps that coincide with long term career goals.

#### Objectives

1. Identify various management styles and the impact on staff performance and engagement.
2. Utilize effective communication strategies to address workplace conflict.
3. Understand decision making models that address workplace conflict and one's career goals.

### Why Consider a Workshop with a Mental Health Focus?

Around the Globe, Women are quickly being recognized a thought leaders addressing the needs of communities, businesses, and governments. The historical factors that push women into unproductive



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relationships patterns have far reaching psychological and business implications. This is evidenced by the high rates of stress, depression, and anxiety found among business owners, executives, and employees. Providing a workshop focused on effective communication and leadership strategies helps to normalize the discussion of psychological wellbeing. In addition, supporting participants to discuss mental health encourages more women to seek the help they need in private settings. Ultimately this can increase employee engagement, reduce absenteeism, and boost productivity.

### METHODOLOGY

Considering adult learning theory and the methods in which people process information, Dr. Ojelade proposes a multi-tiered approach that addresses all learning styles.

#### 1. Pre-session Call

Dr. Ojelade recommends a pre-event conference call with key stakeholders to better understand the needs of the participants, desired outcomes, and any additional proposed activities that have potential to enhance learning for the group.

#### 2. Optional Reading

Attendees can elect to do pre-event reading which includes the following publications:

##### **Workshop 1:** *Leading and Communicating with Confidence and Authority*

- Tippin, C. (2010). *Radical Forgiveness*. Louisville, CO: Sounds True Publishing.
- Matheny, K. (2000). *Write Your Own Prescription for Stress*. Oakland, CA: New Harbinger Publications.
- Sapolsky, R. (2004). *Why Zebras Don't Get Ulcers*. New York: Holt Publications.
- Stone, D. (2014). *Thanks for the Feedback: The Art and Science of Receiving Feedback Well*. New York: Viking Adult.

##### **Workshop 2:** *Managing Difficulty Personalities and Situations in the Workplace*

- Humphrey, V. (2013). *Clueless Emperors: How to Overcome Problem People and Not Be One Yourself*. Deadwood, Oregon: Buzz Publishing.
- Kusy, M. & Holloway, E. (2009). *Toxic Workplace!: Managing Toxic Personalities and Their Systems of Power*. San Francisco, CA: Jossey-Bass Publishing.
- Matheny, K. (2000). *Write Your Own Prescription for Stress*. Oakland, CA: New Harbinger Publications.
- Sapolsky, R. (2004). *Why Zebras Don't Get Ulcers*. New York: Holt Publications.
- Stone, D., Patton, B., & Heen, S. (2010). *Difficult Conversations: How to Discuss What Matters Most*. New York: Penguin.
- Stone, D. (2014). *Thanks for the Feedback: The Art and Science of Receiving Feedback Well*. New York: Viking Adult.



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### 3. Presentation Day

Delivery of the content session is designed to maximize attendee engagement and offer concrete information that can be immediately implemented. Thus, Dr. Ojelade delivers her presentations ensuring that each attendee has the opportunity to see, hear, and practice their newly acquired skill set through the following methods:

- a. Didactic Engagement – mixed media examples are utilized to demonstrate concepts through the use of dynamic graphics and videos when appropriate. Dr. Ojelade does not use traditional PowerPoint methods, but instead creates a highly visual and interactive experience for attendees.
- b. Experiential Learning – attendees will be guided through multiple activities designed to concretely demonstrate a concept described during the didactic portion of this workshop.

### 4. Post-Conference Follow Up for Attendees

- Accountability follow-up – To assist attendees in meeting, revising, and achieving their goals, optional group and individual sessions can be scheduled.

## OPTIONS

### Option 1 – One Hour Workshop

This option includes:

- A single conference call with key stakeholders.
- A single one-hour workshop

The workshop covers the elements listed above in the objectives section and includes additional activities as noted during the conference call to ensure that the specific needs of attendees are met.

### Option 2 – ½ Day Workshop

This option includes:

- A single conference call with key stakeholders.
- A single ½ day workshop for a maximum of 4 hours.

The workshop covers the elements listed above in the objectives section and includes additional activities as noted during the conference call to ensure that the specific needs of attendees are met.

### Option 3 – Full Day Workshop

This option includes:

- A single conference call with key stakeholders.
- A single full day workshop for a maximum of 5 hours.

The workshop covers the elements listed above in the objectives section and includes additional activities as



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noted during the conference call to ensure that the specific needs of attendees are met.

### **Option 4 | Add-On | Individual Coaching**

This option provides attendees with two individual coaching sessions for up to 30 minutes in length. Coaching can be completed with either a pre and post workshop session or with both sessions occurring after the event. Coaching can take place in one of the following formats:

- FaceTime – For users of Apple products, Dr. Ojelade is able to schedule 30 minute coaching sessions that enable visual interaction during the session.
- Google Hangouts –Dr. Ojelade is able to schedule 30 minute coaching sessions that enable visual interaction during the session.
- In-office visit – attendees are scheduled for a 30 minute coaching session in the office of Dr. Ojelade located in Downtown Historic College Park, Georgia.
- Phone Conference Call – This option is the least optimal, yet designed to accommodate the busy schedules of attendees.

The goal of individual coaching sessions is to assist attendees in evaluating their use of the skills taught during the session. Dr. Ojelade reviews key concepts and provides feedback.

### **Option 5 | Add-On | Quarterly Accountability Calls**

This option provides attendees with the ability to participate in four 1-hour accountability conference calls scheduled quarterly. These sessions can take place in one of the following formats:

- Google Hangouts –Dr. Ojelade is able to schedule 60 minute group accountability sessions, enabling visual interaction during the session.
- Phone Conference Call – This option is the least optimal, yet designed to accommodate the busy schedules of attendees. A conference call is scheduled by Dr. Ojelade who provides all attendees the dial-in information.

The goal of individual coaching sessions is to assist attendees in evaluating their use of the skills taught during the session. Dr. Ojelade reviews key concepts and provides feedback.