

LEARNING CATALOGUE



**ENVISION
GREATNESS**

Workshops that Build Stronger Teams, Smarter Leaders, and Healthier Workplaces.



TOPICS INCLUDE:

Communication, Leadership,
Supervision, Team Dynamics, Emotional
Intelligence, Wellness, Mindfulness +
Resilience, Organizational Identity +
Systems Change

ISSUE NO.01

EnvisionGreatnessNow.com



FROM THE CEO

At Envision Greatness, we believe that leadership isn't defined by position—it's expressed through connection, bravery, and the capacity to create change together. Every team thrives when people feel seen, valued, and empowered to lead from where they are.

Our learning catalogue reflects just that. Our collection of workshops represents an ideology of growth rooted in empathy, reflection, and inclusion. Our interactive trainings were intentionally designed to help leaders and teams build bridges—between communication and understanding, vision and execution, intention and impact. We make that possible through utilizing EQ improv and reflection.

As you explore these offerings, I invite you to see them as tools for transformation. Whether you're building trust across teams, navigating complex systems, or nurturing your own resilience, our goal is to equip you and your teams with the clarity, confidence, and compassion to lead bravely.

Let's envision greatness—together.

Warm regards,

Brittany D. Clausen
Chief Executive Officer

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These workshops help individuals and teams bridge cultural, generational, and emotional gaps in communication. Help your team strengthen self-awareness, feedback skills, and empathy in conversations.

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Leadership is imperative to every tier of an organization. These workshops evoke leading with authenticity, humility, confidence, and emotional intelligence. Help your team bridge complex situations with a solution-oriented mindset, and drive meaningful change collectively.

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These sessions focus on equipping new and seasoned supervisors and team members with practical tools for managing people effectively, resolving conflict, and nurturing trust (without micromanagement). Participants learn to align expectations, model accountability, and create team cultures rooted in inclusion.

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Emotional intelligence is the foundation of any great workplace. These workshops guide team members through introspection and extrospection, enhancing their ability to regulate emotions, understand others perspectives, and lead with empathy and clarity.

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Our wellness-centered workshops highlight the connection between personal well-being and professional capabilities. Team members will learn how to manage personal stress, prevent burnout, and cultivate sustainable habits that support mental clarity, focus, and connectedness.

ORGANIZATIONAL IDENTITY + SYSTEMS CHANGE

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At Envision Greatness, we help organizations understand that identity and systems are inseparable—culture drives systems, and systems reinforce culture.

COMMUNICATION

/kə.myōnə'kāSHən/

Communication is “the process by which information is exchanged between individuals through a common system of symbols, signs, or behavior.” In practice, communication involves the intentional creation and sharing of meaning through verbal and nonverbal expression, active listening, and feedback (APA Dictionary of Psychology, 2024).

At **Envision Greatness**, communication is more than information exchange—it’s the foundation of trust, collaboration, and inclusion. Through our workshops, participants learn how emotionally intelligent communication bridges differences, fosters belonging, and transforms how teams engage with one another.



COMMUNICATION

BREAKING BARRIERS: COMMUNICATION, MENTAL HEALTH, AND INCLUSIVE TEAM DYNAMICS

Breaking Barriers is an interactive training designed to help teams navigate communication across differences by cultivating cultural humility, addressing microaggressions, and understanding the psychological drivers that shape our workplace behavior. This session explores the “why” behind defensiveness, groupthink, and ego-driven reactions—and how these patterns impact both team cohesion and mental health.

Through engaging discussion, psychoeducational insights, and role-play exercises, participants will reflect on their communication styles, learn to deliver and receive feedback with empathy, and examine how inclusive communication practices support psychological safety. We will also tackle a critical question: How can mental health be supported in the workplace, and what does communication have to do with it?

Participants will walk away with practical tools for reducing conflict, improving emotional regulation, and creating an environment where difference is not only respected—but leveraged for better outcomes.

Objectives:

- Understand how cultural humility strengthens communication and team connection.
- Explore the impact of microaggressions, groupthink, and ego on workplace mental health.
- Learn actionable strategies to reduce defensiveness and improve collaboration.
- Develop skills for feedback that affirms identity while supporting growth.
- Connect communication practices to broader goals of wellness and psychological safety.

Length: 60 or 90 minutes

COMMUNICATION ACROSS DIFFERENCES: BUILDING BRIDGES THROUGH CULTURAL HUMILITY AND FEEDBACK

Communication Across Differences: Building Bridges through Cultural Humility and Feedback is a dynamic session designed to strengthen cross-cultural communication, enhance supervisory feedback practices, and address microaggressions in the workplace. Participants will explore communication norms across cultures, engage in role-playing exercises to refine their approach, and gain actionable strategies for fostering inclusive supervision. Through interactive discussions and breakout sessions, attendees will develop skills in cultural humility, constructive feedback, and conflict resolution, equipping them to build stronger, more effective workplace relationships.

Objectives:

- Enhance cultural competence and humility in communication.
- Strengthen feedback practices for inclusive and effective supervision.
- Address microaggressions in supervisory relationships.

Length: 60 or 90 minutes

COMMUNICATION

BRAVE CONNECTIONS: CULTIVATING EMPATHY AND COURAGE IN A DIVIDED WORLD

In an increasingly polarized world, cultivating authentic relationships requires more than just good intentions—it calls for bravery and empathy. Bravery allows us to show up, speak honestly, and lean into discomfort. Empathy gives us the capacity to understand others' perspectives, especially when they differ from our own.

This 60-minute workshop blends emotional intelligence (EQ) development with improvisational exercises to explore how courage and empathy work together to create meaningful, inclusive connections—even amidst conflict. Participants will engage in reflective dialogue and dynamic EQ improv activities to stretch beyond assumptions, respond with curiosity, and rebuild trust across divides.

Whether you're navigating tension within your workplace, community, or broader society, this session offers practical tools and insight to move from disconnection to understanding.

Objectives:

- Reflect on personal and collective values that inform reactions to conflict and difference.
- Apply strategies to navigate challenging conversations with curiosity and compassion.
- Strengthen connection and trust across differences, especially in polarized or tense environments.

Length: 60 or 90 minutes

DEALING WITH DIFFICULT PEOPLE AND SETTING BOUNDARIES

Conflict is inevitable in any organization—but how we respond to difficult interactions can shape team culture and individual resilience. This session will explore practical strategies for navigating challenging personalities while maintaining emotional safety and professionalism. Participants will practice identifying difficult behaviors, communicating assertively, and setting healthy boundaries through real-world scenarios and role-play.

Key Topics Covered:

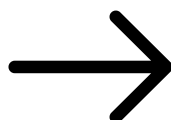
- Types of difficult people and understanding behavior patterns
- Tools for clear, effective, and non-reactive communication
- What boundaries are, why they matter, and how to maintain them
- Role-playing workplace interactions to strengthen confidence in boundary setting

Benefits of Participating:

- Develop a toolkit for responding to conflict with clarity
- Practice language and techniques for setting and holding boundaries
- Build emotional resilience and reduce burnout

Length: 60 or 90 minutes

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to Get Started**



COMMUNICATION

EMPATHY: COMMUNICATION'S SECRET TO POSITIVE WORKING RELATIONSHIPS

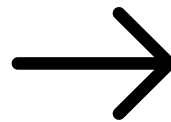
This compelling training session is designed to unlock the strategic power of empathy, showing not just its value but its necessity in modern workplace communication. Explore how empathy—beyond mere sympathy—can lead to stronger collaboration, reduce workplace conflict, and enhance productivity. Discover the critical role empathy plays in boosting team dynamics and engaging stakeholders, all through the lens of Diversity, Equity, and Inclusion (DEI). Join us to see how developing empathetic skills can drive success and foster a more engaged, motivated, and inclusive work environment.

Objectives:

- Define and differentiate empathy from sympathy.
- Understand the neurological basis of empathy and the concept of neuroplasticity.
- Develop self-awareness of personal biases and emotional triggers.
- Enhance active listening and reflective communication skills.
- Apply empathy strategically in conflict resolution to improve workplace interactions.

Length: 60 or 90 minutes

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to Get Started



COMMUNICATION

EMOTIONALLY INTELLIGENT ORGANIZATIONS: BUILDING BRIDGES THROUGH EMPATHY

In today's workplace, emotional intelligence is no longer optional—it's essential for building resilient, adaptive, and inclusive organizations. This workshop, Emotionally Intelligent Organizations: Building Bridges through Empathy, equips leaders and teams with practical tools to navigate challenges with self-awareness, empathy, and strategic connection.

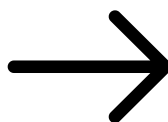
Grounded in the Empathy Bridge Framework™ (introspection + extrospection), participants will learn how to pause, reflect, and extend understanding across differences—fostering trust, communication, and stronger collaboration. Through interactive exercises, real-world case scenarios, and reflective dialogue, this session helps participants move beyond transactional interactions to build cultures where people feel seen, valued, and empowered.

By the end of this workshop, participants will be able to:

1. Define organizational emotional intelligence
 - Understand the key components of emotional intelligence (self-awareness, self-management, social awareness, and relationship management) and their impact on organizational culture.
2. Apply the Empathy Bridge Framework™ in workplace dynamics
 - Practice using introspection (awareness of self) and extrospection (awareness of others) to navigate conflict, strengthen communication, and bridge differences.
3. Enhance trust and psychological safety
 - Explore strategies to foster environments where diverse voices are welcomed, vulnerability is respected, and collaboration thrives.
4. Integrate emotional intelligence into leadership and team practices
 - Identify actionable steps leaders and employees can take to embed empathy, curiosity, and emotional intelligence into everyday decision-making and organizational systems.
5. Commit to ongoing reflection and growth
 - Develop a personalized plan for sustaining emotionally intelligent practices, including reflective prompts and accountability check-ins.

Length: 60 or 90 minutes

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to Get Started



COMMUNICATION

HEALING & CONNECTION: CULTIVATING RESILIENCE AND EMPATHY FOR STRONGER TEAMS

In high-impact environments like social services and healthcare, unresolved stress, miscommunication, and emotional fatigue can erode team cohesion and morale. This dynamic and interactive workshop—Healing & Connection—invites staff to explore how personal values, trauma-informed practices, and trust-based communication shape workplace culture and collaboration. Using Envision Greatness’s signature 4 A’s Framework (Awareness, Acknowledgment, Action, and Achievement) alongside Brené Brown’s BRAVING model, participants will strengthen their emotional intelligence, uncover communication habits rooted in fear or defensiveness, and practice techniques like active listening, reframing, and empathy-driven conflict resolution. Real-world scenarios and EQ improv exercises will help bridge understanding across roles and experiences.

Participants will leave with practical strategies to:

- Identify and address emotional triggers and implicit bias
- Set and respect healthy boundaries for sustainable self-care
- Navigate conflict with empathy and accountability

Length: 60 or 90 minutes

LEADING IN BLACK, WHITE, AND GREY

In leadership and everyday decision-making, it’s natural to rely on black and white thinking. Clear answers and absolute choices can feel safe and decisive. Yet the reality of leading people and organizations often lives in the “grey” — the complex middle ground where nuance, competing priorities, and multiple truths exist at once. This workshop equips leaders and teams to understand when black and white thinking is useful, when it creates barriers, and how to embrace the grey area with confidence. Participants will learn to balance clarity with flexibility, make more inclusive decisions, and foster a culture that values both decisiveness and openness to complexity.

By the end of this workshop, participants will be able to:

1. Recognize Patterns of Black & White Thinking
 - Identify how all-or-nothing thinking shows up in leadership, communication, and decision-making.
2. Understand the Value of the Grey Area
 - Explore how embracing nuance promotes inclusivity, adaptability, and creativity.
3. Balance Certainty and Complexity
 - Distinguish when black and white clarity is helpful and when living in the grey leads to better outcomes.
4. Develop Practical Tools for Flexibility
 - Practice frameworks for moving from rigid either/or thinking to both/and approaches.
5. Model Leadership in Grey Spaces
 - Strengthen emotional intelligence and psychological safety to lead with curiosity and resilience in complex environments.

Length: 60 or 90 minutes

LEADERSHIP

/ˈlēdər,SHɪp/

Leadership is “the process of social influence in which one person can enlist the aid and support of others in the accomplishment of a common task” (Northouse, 2021, as cited in APA PsycNet).

Leadership at Envision Greatness is rooted in authenticity, emotional intelligence, and shared purpose. Our workshops guide participants to lead from the inside out—using influence to inspire collaboration, accountability, and sustainable impact.



**ENVISION
GREATNESS**

LEADERSHIP

BEING A SAVIOR SAVES NOBODY

This workshop is designed for leaders, service providers, and social change agents committed to disrupting cycles of performative allyship, unconscious paternalism, and inequitable decision-making. Led by Brittany Clausen, CEO of Envision Greatness, this immersive experience explores the Savior Complex—its origins, impacts, and how to replace it with true co-creation, cultural humility, and sustainable systems change.

Objectives:

- Define the Savior Complex through historical, psychological, and DEI lenses
- Uncover its roots in colonialism, religion, global aid work, and power structures such as whiteness as property
- Identify how it shows up in service professions, leadership, and organizational culture
- Reflect on their own motivations for “helping,” and practice shifting from rescue to relationship
- Explore concepts of power, positionality, and paternalism, and their effects on autonomy and trust
- Develop actionable strategies rooted in empowerment, cultural humility, informal consent, and power-sharing
- Practice co-creation through peer engagement, reflective questions, and scenario-based EQ improv

Length: 60 or 90 minutes

EMPOWERING LEADERSHIP: NAVIGATING POWER DYNAMICS AND AMPLIFYING VOICES

Join us for an engaging and transformative workshop designed to equip leaders and team members with the skills and knowledge to navigate power dynamics and empower voices within their organizations. In this session, we will explore the intricacies of power dynamics, the importance of inclusive leadership, and practical strategies to foster an inclusive and empowering workplace culture.

Objectives:

- Understand the various types of power dynamics and their impact on personal and professional relationships.
- Learn effective strategies for navigating and managing power dynamics to foster a more inclusive environment.
- Explore the importance of empowering voices from within and how to encourage participation and recognize contributions.
- Develop practical skills to address power imbalances and promote equity within teams.
- Engage in group activities and discussions to apply concepts and reflect on real-life scenarios.

Length 60 or 90 minutes

LEADERSHIP

EMPOWERING FUTURE LEADERS: CONFIDENCE, INCLUSION, AND ENGAGEMENT STRATEGIES

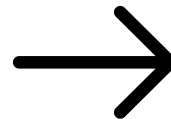
This interactive workshop is designed for emerging and aspiring leaders who want to develop the confidence, skills, and mindset needed to lead with impact. Participants will explore how self-limiting beliefs hold them back, learn the foundations of inclusive leadership, and practice strategies for securing engagement and buy-in from their teams. Using EQ improv exercises, SMART goal planning, and leadership reflections, this session equips participants with actionable tools to foster an inclusive and high-performing leadership style.

Objectives:

1. **Recognize & Overcome Self-Limiting Beliefs** – Identify common self-doubts (such as imposter syndrome, perfectionism, and fear of failure) and apply strategies to build confidence.
2. **Develop Inclusive Leadership Practices** – Understand how unconscious bias, resistance to change, and lack of representation impact leadership effectiveness and learn how to address them.
3. **Secure Engagement & Buy-In** – Utilize emotional intelligence and communication strategies to motivate teams, gain trust, and foster collaboration.
4. **Practice Real-World Leadership Scenarios** – Engage in EQ improv exercises to navigate challenging leadership situations and enhance problem-solving skills.
5. **Create a SMART Goal Action Plan** – Develop a personalized leadership growth plan with clear, measurable steps for fostering inclusion and engagement.
6. **Engage in Large Group Reflection & Application** – Share insights, challenges, and leadership commitments in a supportive environment.

Length: 60 or 90 minutes

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LEADERSHIP

HEALING & CONNECTION: CULTIVATING RESILIENCE AND EMPATHY FOR STRONGER TEAMS

In high-impact environments like social services and healthcare, unresolved stress, miscommunication, and emotional fatigue can erode team cohesion and morale. This dynamic and interactive workshop—Healing & Connection—invites staff to explore how personal values, trauma-informed practices, and trust-based communication shape workplace culture and collaboration.

Using Envision Greatness’s signature 4 A’s Framework (Awareness, Acknowledgment, Action, and Achievement) alongside Brené Brown’s BRAVING model, participants will strengthen their emotional intelligence, uncover communication habits rooted in fear or defensiveness, and practice techniques like active listening, reframing, and empathy-driven conflict resolution. Real-world scenarios and EQ improv exercises will help bridge understanding across roles and experiences.

Participants will leave with practical strategies to:

- Identify and address emotional triggers and implicit bias
- Set and respect healthy boundaries for sustainable self-care
- Navigate conflict with empathy and accountability

Length: 60 or 90 minutes

INCLUSIVE LEADERSHIP: WALKING THE TALK

Great leaders don’t just manage teams—they actively create environments where diverse perspectives drive innovation, trust, and engagement. This session moves beyond performative inclusivity, focusing on actionable leadership strategies that cultivate belonging and encourage real change.

Participants will explore how unconscious biases influence decision-making, engage in interactive team-building exercises, and develop strategies to foster motivation and equity within their teams. A key focus will be getting rid of the Minnesota Nice mentality and cultivating healthy conflict as a tool for deeper understanding and stronger collaboration, ensuring that inclusion is not just a statement, but a practice that transforms workplace culture.

Objectives:

- Recognize and address unconscious biases that influence supervision and team dynamics.
- Develop tangible strategies for fostering equity, belonging, and engagement in diverse teams.
- Cultivate healthy conflict as a tool for deeper understanding and stronger collaboration.
- Strengthen skills in leading with authenticity, transparency, and cultural humility to drive meaningful change.

Length: 60 or 90 minutes

LEADERSHIP

LEADING IN BLACK, WHITE, AND GREY

In leadership and everyday decision-making, it's natural to rely on black and white thinking. Clear answers and absolute choices can feel safe and decisive. Yet the reality of leading people and organizations often lives in the "grey" — the complex middle ground where nuance, competing priorities, and multiple truths exist at once.

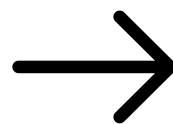
This workshop equips leaders and teams to understand when black and white thinking is useful, when it creates barriers, and how to embrace the grey area with confidence. Participants will learn to balance clarity with flexibility, make more inclusive decisions, and foster a culture that values both decisiveness and openness to complexity.

By the end of this workshop, participants will be able to:

- **Recognize Patterns of Black & White Thinking**
 - Identify how all-or-nothing thinking shows up in leadership, communication, and decision-making.
- **Understand the Value of the Grey Area**
 - Explore how embracing nuance promotes inclusivity, adaptability, and creativity.
- **Balance Certainty and Complexity**
 - Distinguish when black and white clarity is helpful and when living in the grey leads to better outcomes.
- **Develop Practical Tools for Flexibility**
 - Practice frameworks for moving from rigid either/or thinking to both/and approaches.
- **Model Leadership in Grey Spaces**
 - Strengthen emotional intelligence and psychological safety to lead with curiosity and resilience in complex environments.

Length: 60 or 90 minutes

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LEADERSHIP

THE RESILIENT LEADER'S BLUEPRINT: STRATEGIES FOR SELF-CARE, EXPECTATION ALIGNMENT, AND EMOTIONAL INTELLIGENCE

Effective leadership starts with self-leadership. Before guiding others, leaders must develop self-awareness, set healthy boundaries, and communicate effectively—especially in today's high-stress, rapidly changing environment. In the nonprofit sector, where funding is often tied to grants, shifting priorities, and political changes, leaders must navigate uncertainty while maintaining stability for themselves and their teams.

This interactive session explores the complexities of balancing organizational demands with personal well-being in a sector where financial fluctuations and policy shifts can alter the course of work overnight. Participants will learn strategies to set clear boundaries, say “no” effectively, and ask clarifying questions to drive productive conversations without misinterpretation.

Through guided discussions and an emotional intelligence (EQ) improv scenario, attendees will practice direct yet strategic communication techniques to navigate workplace dynamics, reduce defensiveness, and foster open dialogue. The session will also address burnout's impact on leadership and equip participants with self-regulation tools to lead with resilience.

Intended Audience:

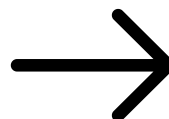
Nonprofit leaders, mid-level managers, and emerging leaders seeking to enhance self-leadership, communication skills, and emotional intelligence.

Objectives:

1. Identify key strategies for setting and maintaining boundaries to prevent burnout.
2. Develop effective ways to say “no” and ask clarifying questions to align expectations.
3. Practice direct communication techniques that minimize defensiveness and encourage open dialogue.
4. Apply emotional intelligence skills to navigate leadership challenges with confidence and clarity.

Length: 60 or 90 minutes

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SUPERVISION

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Supervision is “the process by which a more experienced professional provides guidance, oversight, and feedback to support the professional growth and performance of another” (American Psychological Association, 2024).

Effective supervision is a partnership built on equity, feedback, and trust. Our workshops equip supervisors and managers to create emotionally safe environments, resolve conflict constructively, and foster team cohesion through communication and accountability.



SUPERVISION

BREAKING BARRIERS: COMMUNICATION, MENTAL HEALTH, AND INCLUSIVE TEAM DYNAMICS

Breaking Barriers is an interactive training designed to help teams navigate communication across differences by cultivating cultural humility, addressing microaggressions, and understanding the psychological drivers that shape our workplace behavior. This session explores the “why” behind defensiveness, groupthink, and ego-driven reactions—and how these patterns impact both team cohesion and mental health.

Through engaging discussion, psychoeducational insights, and role-play exercises, participants will reflect on their communication styles, learn to deliver and receive feedback with empathy, and examine how inclusive communication practices support psychological safety. We will also tackle a critical question: How can mental health be supported in the workplace, and what does communication have to do with it?

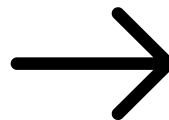
Participants will walk away with practical tools for reducing conflict, improving emotional regulation, and creating an environment where difference is not only respected—but leveraged for better outcomes.

Objectives:

- Understand how cultural humility strengthens communication and team connection.
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SUPERVISION

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Objectives:

1. Enhance cultural competence and humility in communication.
2. Strengthen feedback practices for inclusive and effective supervision.
3. Address microaggressions in supervisory relationships.

Length: 60 or 90 minutes

DEALING WITH DIFFICULT PEOPLE AND SETTING BOUNDARIES

Conflict is inevitable in any organization—but how we respond to difficult interactions can shape team culture and individual resilience. This session will explore practical strategies for navigating challenging personalities while maintaining emotional safety and professionalism. Participants will practice identifying difficult behaviors, communicating assertively, and setting healthy boundaries through real-world scenarios and role-play.

Key Topics Covered:

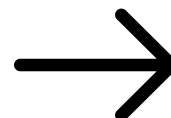
1. Types of difficult people and understanding behavior patterns
2. Tools for clear, effective, and non-reactive communication
3. What boundaries are, why they matter, and how to maintain them
4. Role-playing workplace interactions to strengthen confidence in boundary setting

Benefits of Participating:

- Develop a toolkit for responding to conflict with clarity
- Practice language and techniques for setting and holding boundaries
- Build emotional resilience and reduce burnout

Length: 60 or 90 minutes

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SUPERVISION

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INCLUSIVE LEADERSHIP: WALKING THE TALK

Great leaders don't just manage teams—they actively create environments where diverse perspectives drive innovation, trust, and engagement. This session moves beyond performative inclusivity, focusing on actionable leadership strategies that cultivate belonging and encourage real change.

Participants will explore how unconscious biases influence decision-making, engage in interactive team-building exercises, and develop strategies to foster motivation and equity within their teams. A key focus will be getting rid of the Minnesota Nice mentality and cultivating healthy conflict as a tool for deeper understanding and stronger collaboration, ensuring that inclusion is not just a statement, but a practice that transforms workplace culture.

Objectives:

- Recognize and address unconscious biases that influence supervision and team dynamics.
- Develop tangible strategies for fostering equity, belonging, and engagement in diverse teams.
- Cultivate healthy conflict as a tool for deeper understanding and stronger collaboration.
- Strengthen skills in leading with authenticity, transparency, and cultural humility to drive meaningful change.

Length: 60 or 90 minutes

SUPERVISION

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This interactive session explores the complexities of balancing organizational demands with personal well-being in a sector where financial fluctuations and policy shifts can alter the course of work overnight. Participants will learn strategies to set clear boundaries, say “no” effectively, and ask clarifying questions to drive productive conversations without misinterpretation.

Through guided discussions and an emotional intelligence (EQ) improv scenario, attendees will practice direct yet strategic communication techniques to navigate workplace dynamics, reduce defensiveness, and foster open dialogue. The session will also address burnout's impact on leadership and equip participants with self-regulation tools to lead with resilience.

Intended Audience:

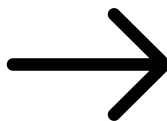
Nonprofit leaders, mid-level managers, and emerging leaders seeking to enhance self-leadership, communication skills, and emotional intelligence.

Learning Objectives:

- Identify key strategies for setting and maintaining boundaries to prevent burnout.
- Develop effective ways to say “no” and ask clarifying questions to align expectations.
- Practice direct communication techniques that minimize defensiveness and encourage open dialogue.
- Apply emotional intelligence skills to navigate leadership challenges with confidence and clarity.

Length: 60 or 90 minutes

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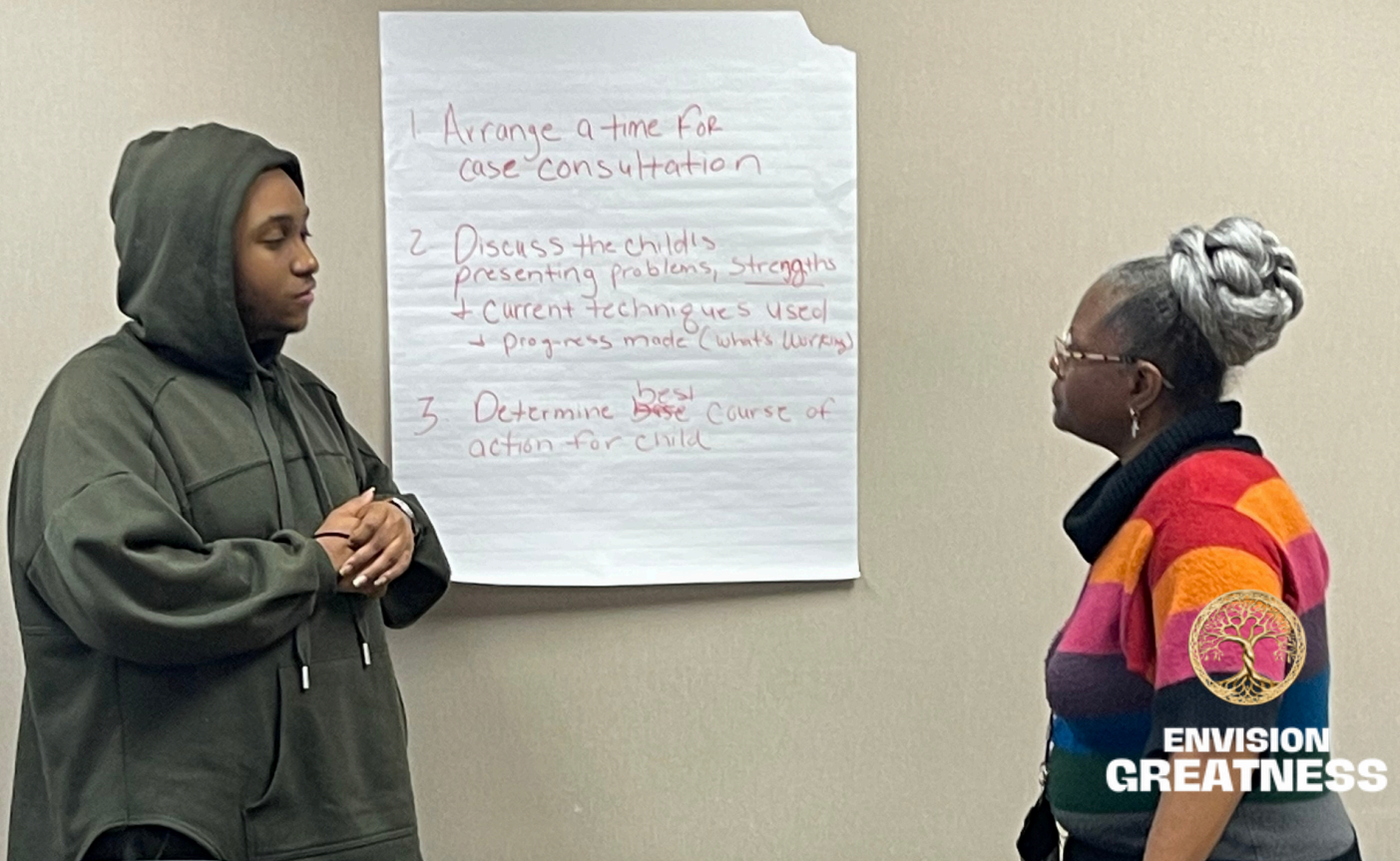


EMOTIONAL INTELLIGENCE

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Emotional intelligence refers to “the ability to identify, assess, and manage the emotions of one’s self, others, and groups” (Salovey & Mayer, 1990, as cited in APA PsycNet).

Through our Empathy Bridge Framework™, we teach individuals and teams to balance introspection and extrospection—cultivating the awareness needed to navigate complexity, build empathy, and lead with emotional clarity and confidence.



EMOTIONAL INTELLIGENCE

BRAVE CONNECTIONS: CULTIVATING EMPATHY AND COURAGE IN A DIVIDED WORLD

In an increasingly polarized world, cultivating authentic relationships requires more than just good intentions—it calls for bravery and empathy. Bravery allows us to show up, speak honestly, and lean into discomfort. Empathy gives us the capacity to understand others' perspectives, especially when they differ from our own.

This 60-minute workshop blends emotional intelligence (EQ) development with improvisational exercises to explore how courage and empathy work together to create meaningful, inclusive connections—even amidst conflict. Participants will engage in reflective dialogue and dynamic EQ improv activities to stretch beyond assumptions, respond with curiosity, and rebuild trust across divides.

Whether you're navigating tension within your workplace, community, or broader society, this session offers practical tools and insight to move from disconnection to understanding.

Objectives:

- Reflect on personal and collective values that inform reactions to conflict and difference.
- Apply strategies to navigate challenging conversations with curiosity and compassion.
- Strengthen connection and trust across differences, especially in polarized or tense environments.

Length: 60 or 90 minutes

EMPATHY: COMMUNICATION'S SECRET TO POSITIVE WORKING RELATIONSHIPS

This compelling training session is designed to unlock the strategic power of empathy, showing not just its value but its necessity in modern workplace communication. Explore how empathy—beyond mere sympathy—can lead to stronger collaboration, reduce workplace conflict, and enhance productivity. Discover the critical role empathy plays in boosting team dynamics and engaging stakeholders, all through the lens of Diversity, Equity, and Inclusion (DEI). Join us to see how developing empathetic skills can drive success and foster a more engaged, motivated, and inclusive work environment.

Objectives:

- Define and differentiate empathy from sympathy.
- Understand the neurological basis of empathy and the concept of neuroplasticity.
- Develop self-awareness of personal biases and emotional triggers.
- Enhance active listening and reflective communication skills.
- Apply empathy strategically in conflict resolution to improve workplace interactions.

Length: 60 or 90 minutes

EMOTIONAL INTELLIGENCE

EMOTIONALLY INTELLIGENT ORGANIZATIONS: BUILDING BRIDGES THROUGH EMPATHY

In today's workplace, emotional intelligence is no longer optional—it's essential for building resilient, adaptive, and inclusive organizations. This workshop, Emotionally Intelligent Organizations: Building Bridges through Empathy, equips leaders and teams with practical tools to navigate challenges with self-awareness, empathy, and strategic connection.

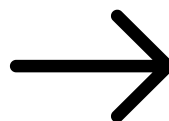
Grounded in the Empathy Bridge Framework™ (introspection + extrospection), participants will learn how to pause, reflect, and extend understanding across differences—fostering trust, communication, and stronger collaboration. Through interactive exercises, real-world case scenarios, and reflective dialogue, this session helps participants move beyond transactional interactions to build cultures where people feel seen, valued, and empowered.

By the end of this workshop, participants will be able to:

- Define organizational emotional intelligence
 - Understand the key components of emotional intelligence (self-awareness, self-management, social awareness, and relationship management) and their impact on organizational culture.
- Apply the Empathy Bridge Framework™ in workplace dynamics
 - Practice using introspection (awareness of self) and extrospection (awareness of others) to navigate conflict, strengthen communication, and bridge differences.
- Enhance trust and psychological safety
 - Explore strategies to foster environments where diverse voices are welcomed, vulnerability is respected, and collaboration thrives.
- Integrate emotional intelligence into leadership and team practices
 - Identify actionable steps leaders and employees can take to embed empathy, curiosity, and emotional intelligence into everyday decision-making and organizational systems.
- Commit to ongoing reflection and growth
 - Develop a personalized plan for sustaining emotionally intelligent practices, including reflective prompts and accountability check-ins.

Length: 60 or 90 minutes

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to Get Started



EMOTIONAL INTELLIGENCE

EMPOWERING FUTURE LEADERS: CONFIDENCE, INCLUSION, AND ENGAGEMENT STRATEGIES

This interactive workshop is designed for emerging and aspiring leaders who want to develop the confidence, skills, and mindset needed to lead with impact. Participants will explore how self-limiting beliefs hold them back, learn the foundations of inclusive leadership, and practice strategies for securing engagement and buy-in from their teams. Using EQ improv exercises, SMART goal planning, and leadership reflections, this session equips participants with actionable tools to foster an inclusive and high-performing leadership style.

Workshop Objectives:

- Recognize & Overcome Self-Limiting Beliefs – Identify common self-doubts (such as imposter syndrome, perfectionism, and fear of failure) and apply strategies to build confidence.
- Develop Inclusive Leadership Practices – Understand how unconscious bias, resistance to change, and lack of representation impact leadership effectiveness and learn how to address them.
- Secure Engagement & Buy-In – Utilize emotional intelligence and communication strategies to motivate teams, gain trust, and foster collaboration.
- Practice Real-World Leadership Scenarios – Engage in EQ improv exercises to navigate challenging leadership situations and enhance problem-solving skills.
- Create a SMART Goal Action Plan – Develop a personalized leadership growth plan with clear, measurable steps for fostering inclusion and engagement.
- Engage in Large Group Reflection & Application – Share insights, challenges, and leadership commitments in a supportive environment.

Length: 60 or 90 minutes

HEALING & CONNECTION: CULTIVATING RESILIENCE AND EMPATHY FOR STRONGER TEAMS

In high-impact environments like social services and healthcare, unresolved stress, miscommunication, and emotional fatigue can erode team cohesion and morale. This dynamic and interactive workshop—Healing & Connection—invites staff to explore how personal values, trauma-informed practices, and trust-based communication shape workplace culture and collaboration.

Using Envision Greatness's signature 4 A's Framework (Awareness, Acknowledgment, Action, and Achievement) alongside Brené Brown's BRAVING model, participants will strengthen their emotional intelligence, uncover communication habits rooted in fear or defensiveness, and practice techniques like active listening, reframing, and empathy-driven conflict resolution. Real-world scenarios and EQ improv exercises will help bridge understanding across roles and experiences.

Participants will leave with practical strategies to:

- Identify and address emotional triggers and implicit bias
- Set and respect healthy boundaries for sustainable self-care
- Navigate conflict with empathy and accountability

Length: 60 or 90 minutes

EMOTIONAL INTELLIGENCE

LEADING IN BLACK, WHITE, AND GREY

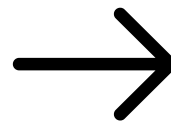
In leadership and everyday decision-making, it's natural to rely on black and white thinking. Clear answers and absolute choices can feel safe and decisive. Yet the reality of leading people and organizations often lives in the "grey" — the complex middle ground where nuance, competing priorities, and multiple truths exist at once. This workshop equips leaders and teams to understand when black and white thinking is useful, when it creates barriers, and how to embrace the grey area with confidence. Participants will learn to balance clarity with flexibility, make more inclusive decisions, and foster a culture that values both decisiveness and openness to complexity.

By the end of this workshop, participants will be able to:

- Recognize Patterns of Black & White Thinking
 - Identify how all-or-nothing thinking shows up in leadership, communication, and decision-making.
- Understand the Value of the Grey Area
 - Explore how embracing nuance promotes inclusivity, adaptability, and creativity.
- Balance Certainty and Complexity
 - Distinguish when black and white clarity is helpful and when living in the grey leads to better outcomes.
- Develop Practical Tools for Flexibility
 - Practice frameworks for moving from rigid either/or thinking to both/and approaches.
- Model Leadership in Grey Spaces
 - Strengthen emotional intelligence and psychological safety to lead with curiosity and resilience in complex environments.

Length: 60 or 90 minutes

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EMOTIONAL INTELLIGENCE

THE RESILIENT LEADER'S BLUEPRINT: STRATEGIES FOR SELF-CARE, EXPECTATION ALIGNMENT, AND EMOTIONAL INTELLIGENCE

Effective leadership starts with self-leadership. Before guiding others, leaders must develop self-awareness, set healthy boundaries, and communicate effectively—especially in today's high-stress, rapidly changing environment. In the nonprofit sector, where funding is often tied to grants, shifting priorities, and political changes, leaders must navigate uncertainty while maintaining stability for themselves and their teams.

This interactive session explores the complexities of balancing organizational demands with personal well-being in a sector where financial fluctuations and policy shifts can alter the course of work overnight. Participants will learn strategies to set clear boundaries, say “no” effectively, and ask clarifying questions to drive productive conversations without misinterpretation.

Through guided discussions and an emotional intelligence (EQ) improv scenario, attendees will practice direct yet strategic communication techniques to navigate workplace dynamics, reduce defensiveness, and foster open dialogue. The session will also address burnout's impact on leadership and equip participants with self-regulation tools to lead with resilience.

Intended Audience:

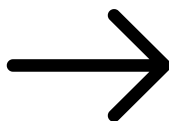
Nonprofit leaders, mid-level managers, and emerging leaders seeking to enhance self-leadership, communication skills, and emotional intelligence.

Learning Objectives:

1. Identify key strategies for setting and maintaining boundaries to prevent burnout.
2. Develop effective ways to say “no” and ask clarifying questions to align expectations.
3. Practice direct communication techniques that minimize defensiveness and encourage open dialogue.
4. Apply emotional intelligence skills to navigate leadership challenges with confidence and clarity.

Length: 60 or 90 minutes

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EMOTIONAL INTELLIGENCE

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Workshop Objectives:

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Length: 60 or 90 minutes

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Participants will leave with practical strategies to:

- Identify and address emotional triggers and implicit bias
- Set and respect healthy boundaries for sustainable self-care
- Navigate conflict with empathy and accountability

Length: 60 or 90 minutes

WELLNESS, RESILIENCE + MINDFULNESS

Resilience is “the process of adapting well in the face of adversity, trauma, tragedy, or significant sources of stress” (American Psychological Association, 2020). Mindfulness is “awareness that arises through paying attention, on purpose, in the present moment, non-judgmentally” (Kabat-Zinn, 2015).

We view wellness as leadership in practice. Our trainings provide leaders with tools for self-regulation, boundary-setting, and stress management—fostering personal sustainability as the key to professional longevity and organizational health.



WELLNESS, RESILIENCE + MINDFULNESS

EMPOWERING SELF-CARE AND BUSINESS GROWTH

Balancing well-being with high performance is possible—with intention. This closing session brings together the series' core themes: mindfulness, boundaries, self-care, and entrepreneurial growth. Participants will walk through a strategic self-assessment, explore real tools for maintaining balance, and leave with a personalized action plan for showing up powerfully in their work.

Key Topics Covered:

- Synthesizing mindfulness, resilience, and boundary-setting
- The role of self-care in sustainable business and leadership
- Creating routines that support emotional wellness and productivity
- Mapping out next steps for personal and professional development

Benefits of Participating:

- Learn how wellness drives growth and impact
- Build a personal strategy for daily self-empowerment
- Align personal values with professional vision

Length: 60 or 90 minutes

INTRODUCTION TO MINDFULNESS AND LONELINESS

In our ever-connected yet often isolating world, the practice of mindfulness has emerged as a key tool for enhancing well-being and building authentic connections. This interactive session introduces participants to foundational mindfulness practices while addressing how loneliness can affect individuals—even within high-functioning teams. Through reflection, dialogue, and hands-on activities, participants will explore how mindfulness can strengthen their sense of self-awareness, presence, and community.

Key Topics Covered:

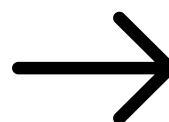
- Understanding the science and practice of mindfulness
- Recognizing loneliness as a workplace experience
- Applying daily mindfulness techniques to reduce stress and build connection
- Fostering open dialogue about emotional wellness within teams

Benefits of Participating:

- Build a foundational understanding of mindfulness
- Learn tools to support mental clarity and connection
- Create space for vulnerable conversations to reduce isolation

Length: 60 or 90 minutes

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WELLNESS, RESILIENCE + MINDFULNESS

MIND YOUR BUSINESS: SELF-CARE AND BURNOUT PREVENTION

This engaging and practical training empowers participants to prioritize their well-being by understanding the importance of self-care and recognizing the signs of burnout. Through interactive activities, mindfulness practices, and group discussions, attendees will explore effective strategies to manage stress, enhance resilience, and build a personalized self-care toolbox. Participants will leave equipped with actionable techniques to set boundaries, prevent burnout, and foster a sustainable work-life balance. This session offers a safe and reflective space for self-discovery and growth, ensuring everyone can "mind their business" by taking charge of their mental, physical, and emotional health.

Workshop Goals:

- Understand the importance of self-care and its impact on overall well-being.
- Recognize the signs of burnout and identify personal risk factors.
- Develop practical self-care strategies to prevent burnout and enhance resilience.
- Build a personalized self-care plan to maintain a healthy work-life balance

Length: 60, 90, or 120 minutes

THE PROMISE ACT AND BUILDING RESILIENT BOUNDARIES

This session connects the power of personal boundaries to broader systemic goals. Whether supporting community outcomes or navigating organizational expectations, resilient boundaries help individuals stay aligned with values while managing competing demands. Participants will reflect on the role of boundaries in advancing collective impact and explore strategies to sustain them even when challenged.

Key Topics Covered:

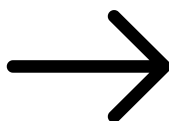
- How boundaries support mission-driven success
- Interactive exercises to explore personal and professional boundary-setting
- Sharing lived experiences—what's worked and what hasn't
- Reflection on personal growth and organizational alignment

Benefits of Participating:

- Strengthen internal clarity and external communication
- Normalize challenges in setting limits while staying mission-focused
- Walk away with strategies to sustain boundaries long term

Length: 60 or 90 minutes

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WELLNESS, RESILIENCE + MINDFULNESS

THE RESILIENT LEADER'S BLUEPRINT: STRATEGIES FOR SELF-CARE, EXPECTATION ALIGNMENT, AND EMOTIONAL INTELLIGENCE

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Intended Audience:

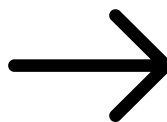
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Learning Objectives:

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- Develop effective ways to say “no” and ask clarifying questions to align expectations.
- Practice direct communication techniques that minimize defensiveness and encourage open dialogue.
- Apply emotional intelligence skills to navigate leadership challenges with confidence and clarity.

Length: 60 or 90 minutes

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ORGANIZATIONAL IDENTITY + SYSTEMS CHANGE

Systems change refers to “an intentional process designed to alter the status quo by shifting the function or structure of an organization, community, or ecosystem” (APA PsycNet, 2023).

Envision Greatness helps organizations align identity, equity, and impact. Through facilitated reflection and strategy, teams uncover how their systems, structures, and values intersect—driving transformation that is both inclusive and sustainable.



ORGANIZATIONAL IDENTITY + SYSTEMS CHANGE

BEING A SAVIOR SAVES NOBODY

This workshop is designed for leaders, service providers, and social change agents committed to disrupting cycles of performative allyship, unconscious paternalism, and inequitable decision-making. Led by Brittany Clausen, CEO of Envision Greatness, this immersive experience explores the Savior Complex—its origins, impacts, and how to replace it with true co-creation, cultural humility, and sustainable systems change.

Objectives:

- Define the Savior Complex through historical, psychological, and DEI lenses
- Uncover its roots in colonialism, religion, global aid work, and power structures such as whiteness as property
- Identify how it shows up in service professions, leadership, and organizational culture
- Reflect on their own motivations for “helping,” and practice shifting from rescue to relationship
- Explore concepts of power, positionality, and paternalism, and their effects on autonomy and trust
- Develop actionable strategies rooted in empowerment, cultural humility, informal consent, and power-sharing
- Practice co-creation through peer engagement, reflective questions, and scenario-based EQ improv

Length: 60 or 90 minutes

INCLUSIVE LEADERSHIP: WALKING THE TALK

Great leaders don’t just manage teams—they actively create environments where diverse perspectives drive innovation, trust, and engagement. This session moves beyond performative inclusivity, focusing on actionable leadership strategies that cultivate belonging and encourage real change.

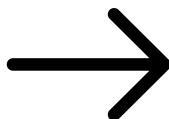
Participants will explore how unconscious biases influence decision-making, engage in interactive team-building exercises, and develop strategies to foster motivation and equity within their teams. A key focus will be getting rid of the Minnesota Nice mentality and cultivating healthy conflict as a tool for deeper understanding and stronger collaboration, ensuring that inclusion is not just a statement, but a practice that transforms workplace culture.

Objectives:

- Recognize and address unconscious biases that influence supervision and team dynamics.
- Develop tangible strategies for fostering equity, belonging, and engagement in diverse teams.
- Cultivate healthy conflict as a tool for deeper understanding and stronger collaboration.
- Strengthen skills in leading with authenticity, transparency, and cultural humility to drive meaningful change.

Length: 60 or 90 minutes

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ORGANIZATIONAL IDENTITY + SYSTEMS CHANGE

OUR ROLE IN THIS WORK

Is our your organization more rooted in community social work or making an economic impact—or both? This workshop invites deep dialogue around organizational identity, equity-centered service work, and what it means to support the community and make economic progress. Through facilitated discussion, teams will align on purpose, clarify values, and brainstorm ways to integrate both approaches without mission drift.

Key Topics Covered:

- Reflecting on the dual impact of community building and economic impact
- Identifying core values and opportunities for alignment
- Empowering community members with tools for self-sufficiency
- Collaborative brainstorming for strategic clarity

Benefits of Participating:

- Clarify organizational identity and purpose
- Build alignment across teams and departments
- Generate innovative solutions that bridge equity and community-building

Length: 60 or 90 minutes

BUILDING RESILIENT BOUNDARIES

This session connects the power of personal boundaries to broader systemic goals. Whether supporting community outcomes or navigating organizational expectations, resilient boundaries help individuals stay aligned with values while managing competing demands. Participants will reflect on the role of boundaries in advancing collective impact and explore strategies to sustain them even when challenged.

Key Topics Covered:

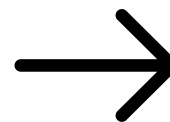
- How boundaries support mission-driven success
- Interactive exercises to explore personal and professional boundary-setting
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- Reflection on personal growth and organizational alignment

Benefits of Participating:

- Strengthen internal clarity and external communication
- Normalize challenges in setting limits while staying mission-focused
- Walk away with strategies to sustain boundaries long term

Length: 60 or 90 minutes

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- Inspiring stories from changemakers transforming their workplaces

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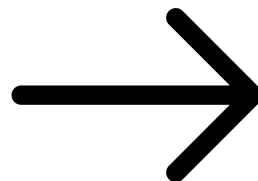




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