



# Training Catalog

2021-2022



ViDL Solutions  
FUNCTION AT FULL CAPACITY

## WHAT YOU CAN EXPECT

ViDL delivers fresh, innovative and interactive trainings that help your organization and its employees function at full capacity. True to our approach, we offer trainings focused on three major areas of organizational performance:

- ✚ developing courageous leaders and fostering a leadership mindset at all levels
- ✚ improving team dynamics and performance
- ✚ supporting employee wellbeing

Our training sessions are:

- ✓ Full of new ideas and energizing activities
- ✓ Known for being friendly and engaging
- ✓ Focused on practical and relevant strategies people can use right away
- ✓ Facilitated by highly-skilled trainers with decades of experience
- ✓ Delivered in person or virtually
- ✓ Customizable (If you don't see something here that fits, we'll design something that does!)

## WHAT OUR PARTICIPANTS SAY

*"Normally I think classes that last ½ day are too long. But not with this class! The instructors were great and they actually provided real world examples of problems and solutions that everyone could apply to their work and home life. I would definitely recommend this to everyone at all levels in my organization."*

Employee,  
Manatee County  
Government

*"I am writing to tell you that I was so inspired by your training. I cannot thank you enough for doing what you do. Every day I come to my office and find that I am more positive, actively listening and reaching out to those struggling at work. It was a pleasure and honor to have you come to our organization."*

Susan,  
Clinical Director  
Tidewell Hospice

*This was an informative, rich, and well-prepared presentation. Appreciated the trainer's passion and she reenergized my interests! I found her manner and thoughtfulness and expertise extremely useful and informative. I can't say enough positive things about what I've learned from her."*

Anonymous Participant,  
Conference Training  
Session



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## 1-HOUR TO HALF-DAY SESSIONS

### Sessions that Impact Leadership, Performance and Wellbeing

#### **Above the Line: Effective Thinking for Today's Workplace Challenges**

Today's work world is uncertain, complex, highly demanding and full of emotional triggers. Unless we're intentional, these conditions can cause us to "armor up" and lead with ego. When we show up to work this way, we create or worsen all the things we don't want on our teams: ineffective communication, conflict and resentment, trouble navigating change, lack of common vision and purpose, decreased performance, disengagement and burnout. This training introduces three simple but powerful concepts participants can use to generate effective thinking, respond to emotional triggers, bring their best selves to the workplace and create a team where candor, collaboration and innovation are the norm.

#### **Courageous Feedback: Communicating with Conviction, Clarity and Kindness**

One of the most challenging parts of the workplace is giving and receiving feedback courageously. Especially when we are faced with a difficult conversation, we often find ourselves avoiding, sugar-coating, clumsily landing the message or reacting defensively. This training helps participants identify and overcome these challenges so they can become more confident and comfortable giving and receiving feedback with candor, kindness and conviction.

#### **Cultivating Positivity: The Science and Practice of Shifting Your Positivity Ratio**

The field of Positive Psychology offers updated thinking grounded in science that helps us understand the importance of positive emotions. Positivity doesn't just feel better, it leads to significant improvements in our productivity, relationships, wellbeing, performance and longevity. This training offers participants practical tools they can use right away to shift their positivity ratio.



#### **Energy Management**

The research is clear that individual wellbeing, work performance *and* organizational outcomes suffer in the long term unless employees develop the ability to balance the demands of the modern work world through better management of their physical, mental, emotional and spiritual energy. This rich, interactive and inspiring training helps employees understand that self-care is not a luxury, but rather an absolute necessity for showing up as the best versions of themselves at work and at home. It offers new insights that help participants recontextualize their own wellbeing as an essential business imperative and provides realistic strategies for enhancing physical, emotional, mental and spiritual energy so they can contribute more fully and sustainably to their professional and personal lives.



## Life on Purpose: The Practice of Mindfulness in Every Day Life

Ultimately, designing a quality life experience at work and at home is an inside job. No matter what aspect of your life you want to improve, you're likely to be more successful by practicing mindfulness. While mindfulness has expanded into mainstream vernacular, there is still misunderstanding about its true meaning and how it can be practically integrated into everyday choices, resulting in improved wellbeing, performance, relationships, leadership style and quality of life. This training provides a foundational look at mindfulness as a concrete tool for bringing more intention and attention to all aspects of our lives.



## Mastering Mental Focus: Training for Today's Attention Economy

Stressors, smart phones, to do lists, interruptions and distractions tug at our mental and emotional energy all day long, leaving us feeling overwhelmed and “crazy busy” but still without the sense that we’ve attended to what’s most important. If we’re not able to sift through the stimuli, create clarity and stay present, we end up at the mercy of others’ agendas, our environment and our own frazzled inner state. *In today’s attention economy, the ability to harness and direct our own mental energy is our most important resource.* This training is designed to help employees reclaim their mental energy and time so they can bring more presence and focus to the people and things that matter most.

## Stepping into Greatness: Staying Calm, Kind and Productive in Times of Uncertainty

In the face of stressful situations, we often default to fear and anxiety. While this is a natural human response, it has negative consequences for our wellbeing, our families, our communities and our workplaces. In times of disruption, change and uncertainty, what’s most needed is calm, kindness and the ability to stay focused on what’s most important. This training will inspire and guide participants as they define what greatness in the face of adversity means for them and begin to operationalize that through their daily choices.

## Stress Is Your Superpower!

In many ways, work and life today are busier than ever. There is pressure to do more and be plugged in 24/7. Although stress is a predominant factor in all our lives, research has revealed that the traditional way we view stress isn’t helpful and contributes to burnout. The science suggests that we can actually use our stress to foster performance, better connect with those that matter and even extend our life. This training will focus on the updated science of stress and how we can utilize stress as a true superpower.



### **The Call to Connection: Cultivating Quality Relationships**

Our relationships with friends, family members and colleagues offer some of life's greatest opportunities and challenges. In this session, participants will learn about the health and quality of life benefits of social connectedness and identify the most significant roadblocks to creating authentic, lasting relationships. We'll discuss ways to overcome barriers to quality relationships and practical strategies for creating greater interpersonal connection at work and at home.



### **The Inclusive Leader: Take Your Team to The Next Level**

Diversity is important, but diversity alone is not sufficient to ignite innovation, collaboration or peak performance. Highly effective teams are not just diverse, but inclusive. Leaders must develop the ability to value the unique identities of team members while simultaneously nurturing the sense of belonging that we all desire. Leaders who participate in this training will learn how to nurture psychological safety; gain insight into their unconscious personal biases; discover how to identify and handle subtle exclusions that impair team effectiveness; and practice pivoting and exclusive situation into an inclusive one.

### **The Role of Vulnerability and Empathy in Creating Best-in-Class Workplaces**

Recent research from the field of organizational psychology suggests that the most important key to bringing our best selves to the workplace even in times of demanding change is to put our egos in the backseat and lead with vulnerability and empathy. This session will offer important insights into the role of vulnerability and empathy in today's changing workplace and guide participants as they identify ways to practice both.

### **Your Emotional Impact**

The impact of emotional intelligence (EI) in employee success has become a significant topic for forward thinking organizations. If a person doesn't have a high level of emotional intelligence, their IQ or work ethic will only take them so far. In this workshop, participants will learn what emotional intelligence is and how it impacts wellbeing, relationships, performance and effectiveness in the workplace. They'll learn new models for assessing and responding to their emotional state and better understanding the emotional states of others – and practice strategies to improve their EI quotient and become more emotionally connected and resilient.

### **The Power of Health in a Purpose-Driven Life**

While most people know the importance of taking care of their health, many still struggle to prioritize self-care and make sustainable changes. Research indicates that connecting our daily choices to something greater than ourselves serves as a powerful motivator for changing health behaviors. In this training, participants will connect health to their "something larger" and learn real-life strategies for improving wellbeing.





## Managing The Cost of Covering: Facing Personal Headwinds as Your Best Self

To align with the cues and culture of work environments, research shows that 61% of individuals practice “covering” or diminishing specific aspects of their identity. For many, this is perceived to be a necessary practice for advancing in their organization or simply maintaining their job.

However, covering has a price for the wellbeing and performance of both the individual and the organization. In this training, participants will explore the four forms of covering; learn how to use specific strategies to counter the effects of covering; and identify replenishment practices to reduce and respond to the stress associated with covering.

### Sessions Focused on Individual Wellbeing

#### **Mindful Eating: Restore Balance to Your Relationship Food**

Eating can be a natural and healthy way to satisfy our hunger and fuel the body. However, in our food-abundant, diet-obsessed culture, eating is too often mindless, consuming and guilt-inducing. Bringing mindfulness to our relationship with food helps us eat with more intention and attention and return balance and joy to the eating experience. Participants in this session will discover a whole new way to think about food and eating so they can free up energy for us to focus on other important aspects of their lives.

#### **Moving for Joy and Vitality**

Most of us moved abundantly and joyfully as children. But for many, adulthood turned play and physical activity into the dreaded “E” word. Exercise became something we do because we *have to do* for health or weight reasons – or something we don’t do at all. This training helps participants recontextualize physical activity as an avenue for generating the type of physical, mental and emotional energy they need to show up as their best selves. Participants will leave with a-ha moments and new options for building regular activity into their lives enjoyably and sustainably.

#### **Sleep: The Essentials**

Advancements in sleep research have taught us that sleep is even more important than we thought. Sleep deprivation contributes to disengagement, lack of focus and chronic disease. Once we understand the fundamentals of sleep and how daily choices impact it, we can take small steps to get the rest our body and brain desperately need. In this session, participants will discover how their lifestyle habits are impacting their sleep, learn about common sleep disorders and identify practical methods for higher quantity and quality sleep.



## INTENSIVE TRAINING PROGRAMS (4 TO 24 HOURS)

### Dare to Lead™

*A Courage Building Program for Leaders*

Developed by renowned researcher and author Brené Brown, *Dare to Lead™* is an empirically based courage-building program designed for the leaders of the future. The most significant finding from Brené's ground-breaking research is that courage is a collection of four skill sets that are teachable, measurable, and observable. The *Dare to Lead™* program focuses on developing these courage-building skills.

Participants of *Dare to Lead™* trainings can expect to learn:

- Vulnerability is the foundational skillset of courage
- The critical role self-awareness plays in Daring Leadership
- Armor (not fear) is the greatest obstacle to Daring Leadership
- Four measurable, observable and teachable skillsets that result in courageous leadership
- To embrace Daring Leadership to show up fully in the workplace and relate in a way that calls others to greatness

This program is best positioned as an advanced leadership development training both for existing and emerging leaders. It can be delivered in half-day, full-day, 2-day or 3-day trainings.

### Developing a Leadership Mindset™

*A Training for Intact Work Teams Designed to Improve Collaboration, Connection and Performance*

Research indicates there are several critical keys to high-performing teams that include: psychological safety, a shared set of principles about *how* to behave on the team, consistent accountability and the development of a leadership mindset among all team members, not just those with formal leadership titles. The *Developing a Leadership Mindset* program is designed to improve the effectiveness of work teams by:

- Increasing self-awareness and effective thinking
- Increasing psychological safety
- Improving team communication and conflict resolution
- Enhancing resilience and ability to cope with change both at the individual and team level
- Developing clarity for all team members on the team's purpose, values and shared principles



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- Creating greater alignment with organizational priorities

The *Developing a Leadership Mindset* program is designed to be delivered to small- to medium-size groups via a series of interactive workshops. Workshops are conducted at 2- to 4-week intervals with reflection and practical application work between sessions. It is best delivered within working teams to build a mutually agreed upon workplace culture where peers actively hold themselves and one another accountable to living their desired culture. A participant workbook is included for all participants.

### **The Inner Game of Communication**

*A training for employees at all levels designed to improve communication skills*

Effective communication is key to team and organizational performance, but most people in leadership roles struggle to communicate with clarity, conviction and kindness. When it comes to tough conversations or communicating in the face of resistance, many people sugar coat, avoid altogether, clumsily land the message or react defensively.

Traditional efforts to improve communication focus on models or strategies that, while valuable, overlook one key factor: *the internal work that is needed to communicate in an effective way*. Developing a powerful communication style requires we attend to important inner work such as perceptions, mindset, emotional responses, energy and intentional practice. This session is designed to offer employees at all levels a guide to upgrading their inner game of communication so they can lead with clarity, conviction and kindness and support a culture of courageous communication on their teams.

### **Energy Management**

(See previous description.)

### **Stress Is Your Superpower!**

(See previous description.)



## MEET OUR TEAM



"Rebecca taps into the very essence of who we are and what we do. She breaks things down in relatable ways and provides tools that we can easily remember and assimilate in our lives."

**Rebecca Johnson, MS** serves as ViDL Solutions' Chief Operating Officer. She also works directly with clients providing consulting, training and coaching services. Rebecca has a Masters' degree in Counseling Education and holds multiple certifications including Licensed *Developing a Leadership Mindset™* Facilitator, Certified Thriving Workplace Culture Consultant™ and Certified Wellcoaches® Coach.

Rebecca has more than 25 years of experience in a diverse array of roles focused on helping individuals and organizations step into the next best version of themselves, including: individual and family therapist; corporate trainer; group facilitator; performance and leadership coach; and cultural transformation consultant. Rebecca is known for her authentic style and for her ability to communicate complex information succinctly, facilitate difficult conversations that might not otherwise be had, and leave others with practical ideas they can use right away.

Rebecca lives on the West Coast of Florida with her partner and her children, who are her favorite people with whom to create adventure and enjoy simple pleasures. She loves podcasts, yoga, reading, running, thinking about human nature, making things grow and doing virtually anything outdoors.

**Natalie Johnson, MS** serves as ViDL Solutions' Chief Visionary Officer and oversees business development, strategy and innovation. In addition, she works directly with clients, providing consulting, training and coaching services.

Natalie has a Masters' degree in wellness promotion, has worked extensively in the fields of individual and team performance and has 30 years of experience teaching, training, coaching and consulting. She is an industry-recognized Performance Coach, a sought-after keynote speaker, a certified *Dare to Lead™* Facilitator and a certified coach with the Wellcoaches™ organization. Natalie has worked with numerous large, global organizations such as Johnson & Johnson, Deloitte, the United States Airforce and the Department of Defense.

Natalie is known for her engaging and high-energy personality, her approachable style, and for her ability to help people align their choices with their purpose and values. Outside of work, Natalie enjoys spending time with her two active teenage boys and her husband, a law enforcement officer.



"Natalie's high energy level is inspiring! She is very passionate and it's contagious. She was able to relate to my real-life experiences and made the journey more meaningful."



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"Lynn was born to help others succeed. She provided a framework that was rigid enough to keep me on track but flexible enough to allow me to work towards a better solution."

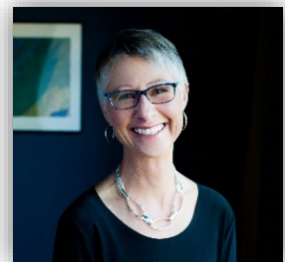
**Lynn Seth** has over 20 years of experience in corporate training, behavior change, self-leadership development, energy management, and performance coaching. She specializes in supporting women, people of color, and diversity practitioners feel their best and be their best. To do so, she helps people manage feelings of overwhelm, enhance resilience, and put into action the behaviors that nurture peak performance at home and work.

Early in her career, Lynn held various leadership positions in Fortune 500 companies such as Warner-Lambert and Novartis Pharmaceuticals. Currently, Lynn heads her own global facilitation and coaching firm and holds partnerships with an array of development companies including ViDL Solutions, The Mind Gym, Genesis Advisers, and Johnson & Johnson Incorporated. Lynn serves as a faculty member for Smith College's Executive Education division, has facilitated for Johnson & Johnsons' world-renowned energy management programs and has been a coach on MSNBC's *Know Your Value* Tour.

As a facilitator, Lynn is known as a supportive, personable, and authentic resource that can translate performance research and science into concrete and realistic actions. Through her engaging and dynamic style, Lynn makes every learning program an experience that participants have described as "*life changing*" and "*the best program I've ever attended.*"

**Michelle Spehr, MA, MEd** is a seasoned consultant recognized for her ability to inspire positive change by helping business leaders identify and apply creative solutions to foster purpose-driven workplace cultures, enhance employee wellbeing, and build thriving communities. Based in Milwaukee, she has experience working with a variety of sectors including healthcare, professional services, municipalities, manufacturing, retail, and higher education.

Michelle is currently exploring how organizations can apply design thinking and human-centered design principles to reframe worksite wellbeing challenges and spark new ways of addressing these types of complex issues. She loves to curate connections -- connecting people, connecting ideas, and connecting people with ideas. She is inquisitive and energized about the process of learning. The future fascinates and inspires her. She sees what the future might hold, and this motivates her to move toward a better approach, a better team, a better life, and a better world.



"In everything she does, Michelle radiates virtues of authenticity, compassion and humility. More impressive still is her ability to inspire creativity and collaboration for positive change."



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For more information:  
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