



## Example Training and Development Offerings

### Leadership Development

This category focuses on enhancing the skills and capabilities of individuals in leadership positions to inspire, guide, and influence their teams and organizations effectively. Trainings under this umbrella aim to equip leaders with the tools and insights needed to foster a positive and productive work environment, drive change, and achieve organizational goals. Topics include communication strategies, adaptive leadership techniques, and practices for leading high-performing teams.

- The Leader as Coach
- Leading by Communicating Effectively
- Effective Leadership Best Practices
- Adaptive Leadership
- Leading High Performing Teams
- Leadership Influence

### Emotional and Behavioral Management

Trainings in this category are designed to help individuals understand and manage their emotions and behaviors, as well as those of their colleagues, in a professional setting. These programs aim to improve emotional intelligence, conflict resolution, decision-making, and problem-solving skills. The focus is on building resilience, navigating change, and enhancing interpersonal dynamics within the workplace.

- Leading and Managing Emotions in Times of Change
- Emotional Intelligence and Leadership
- Emotional Intelligence at Work
- Managing Change
- Decision Making and Problem Solving
- Conflict Management: Destructive to Constructive



- Solution-Focused Behavioral Coaching

### **Diversity, Equity, and Inclusion (DEI)**

This category addresses the critical aspects of creating and maintaining an inclusive workplace where diversity is valued, and equity is pursued.

Trainings cover a range of topics from understanding the basics of DEI, scaling equity and inclusion initiatives, to implementing inclusive management practices. The goal is to equip leaders and employees with the knowledge and skills to foster an environment of respect, understanding, and collaboration across diverse groups.

- Equity and Inclusion for Boards and Leadership Teams
- Scaling Equity and Inclusion Organizationally
- DEI Maturity Curve
- Inclusive Management
- A Compassionate Approach to Anti-Harassment Culture

### **Organizational Culture and Transformation**

Focusing on the heart and soul of an organization, this category focuses on shaping, nurturing, and transforming organizational culture. Trainings aim to leverage behavioral science, counteract culture decay, and cultivate a sense of community within the organization. The emphasis is on building environments that encourage innovation, collaboration, and a shared sense of purpose among employees.

- Leveraging Behavior Science to Transform Work Culture
- Counteracting the Four Elements of Org Culture Decay
- Cultivating Organizational Community
- Building a Humanistic and Encouraging Environment
- Diffusing Power with Transformational Leadership
- Blueprint of Trust



## **Work-Life Integration and Personal Development**

This category is dedicated to helping individuals achieve a harmonious balance between their professional responsibilities and personal life, alongside fostering personal growth and creativity. Trainings offer strategies for managing work-life balance, enhancing creativity, leading with compassion, and maintaining flexibility in the face of uncertainty. The focus is on personal well-being as a foundation for professional success.

- Work Life Balance: Exploring Harmony
- Creativity and Learning
- Leading with Compassion
- Maintaining Flexibility During Times of Uncertainty



## About Dr. Kevin Sansberry

Dr. Kevin Sansberry II is a behavioral scientist and executive coach whose inspiring work is driven by the need for evidence-based, inclusive, and equitable approaches to urgently and proactively transform and coach leaders, eradicating toxic behaviors that threaten profitability, innovation, and the overall wellbeing. Kevin is regularly sought after to speak, consult, and coach organizations around the world related to his expertise in toxic leadership and toxic organizational culture.



Kevin has experience in various settings such as professional sports, higher education, nonprofits, sales, and other large complex organizations. Kevin has written extensively on topics in various areas such as CEO narcissism, abusive supervision, workplace authenticity and is the creator and host of the top podcast focused on toxic leadership, The Toxic Leadership Podcast which reached as high as the number four nonprofit podcast in the United States in 2021.

Kevin earned his doctorate in business administration from The University of Missouri-St. Louis where he focused on the impact of abusive supervision on organizational culture/climate, and employee coping behaviors. Kevin received his MBA from The University of Missouri-Kansas City with an emphasis in leadership & change in human systems and general management and his undergraduate degree in psychology from the University of Central Missouri.

## Certifications

- **Certified Executive and Life Coach**, The Rayner Institute
- **Senior Professional in Human Resources (SPHR)**, Human Resources Certification Institute
- **Certified Administrator** Hogan Assessments Certification
- **Certified Practitioner (SHRM-CP)**, The Society of Human Resources (SHRM)
- **Certified Workplace Mediator and Trainer w/ Subject Matter Expert Designation**, The Mediation Training Institute
- **Certified Trainer in Workplace Conflict Resolution**, The Mediation Training Institute
- **Accredited Practitioner, Organizational Culture and Climate Change**, Human Synergistics
- **Certified Trainer, MBTI**, The Myers & Briggs Foundation