

## TURBOCHARGED LEADERSHIP TOPICS

	Keynote	Half-Day Workshop	One Day Workshop	Two Day Workshop
<p><b>Zen Leadership in Turbulent Times</b> Leadership becomes a vital component of success for any organization during turbulent times. This session will illuminate the need for laser-sharp focus and stillness to maintain high individual and team performance.</p>	✓	✓	✓	✓
<p><b>Resilience Training</b> Our unsettled time has placed a huge burden of stress on the majority of workers' shoulders. This workshop will help your employees understand what causes stress, its effect on their behavior, physical and mental health, and ways to alleviate the stress and effectively prepare their body to deal with it.</p>	✓	✓		
<p><b>Annual Manager Training</b> To remain effective, all leaders must take time for reflection, self-development, and to review current trends. This custom workshop will address all areas necessary to keep the leaders in your organization fresh and actively engaged with team members.</p>			✓	✓
<p><b>New Manager and Team Leader Training</b> The transition from an individual contributor to a team leader or manager is frequently one of the most difficult career changes. This custom workshop will jump start new leaders to become people-focused in addition to task-focused.</p>			✓	✓
<p><b>Executive Retreats</b> An important element of superior leadership is periodically removing yourself from day-to-day operational issues and assessing the current state of your organization, trends, possible future directions and creating action plans for the year ahead. These custom developed retreats utilize structured techniques to systematically develop a compelling strategy and action plan for your organization.</p>			✓	✓
<p><b>High Performance Leadership Training</b> High potential leaders require rigorous, thought-provoking leadership development to prepare them for future challenges. This workshop will stretch current leaders to think deeper about team dynamics, leadership at different levels, and self-development.</p>			✓	✓
<p><b>Taking Your Team to the Next Level</b> High performing teams are like a race car—the engine must be capable of sustained performance at high RPMs and every single part must be finely tuned for optimum performance. Custom developed workshops will address the specific needs of your team to enhance team performance and reduce conflict and turnover.</p>			✓	✓
<p><b>Repairing a Dysfunctional Team</b> Occasionally a team becomes mired in conflict, lost sense of purpose or cohesiveness and requires remedial assistance. This custom workshop will utilize structured techniques to bring issues to the surface, explore corrective paths, and develop action plans to restore team performance.</p>				✓
<p><b>Leadership is Focus</b> Learn how the myriad of leadership attributes can be distilled down to a single element—focus. This provocative talk will bring fresh ideas to your leaders to motivate their team to higher performance.</p>	✓			
<p><b>Leadership &amp; The Field</b> How broad is your energetic field? What kind of field do you create: collaborative, innovative, divisive, fearful? Do you allow other people's field to interact with yours? Learn how to become aware of your field, others' fields, and how to create the kind of energetic field you want - to create the legacy that you desire.</p>	✓			
<p><b>Nurturing Creative Teams</b> Fostering and nurturing creativity requires exemplary leadership skills. This uplifting talk is perfect for an inventor recognition event or to motivate creative team members.</p>	✓			

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	Keynote	Half-Day Workshop	One Day Workshop	Two Day Workshop
<b>Personality &amp; Leadership Styles</b> A leader's style will always reflect their personality. Learn the strengths of your personality and how to incorporate them into an effective leadership style.	✓	✓		
<b>Team Dynamics &amp; Conflict</b> As team members work toward their common goals positive and negative interactions occur. This session will illustrate common interactions and help you harness that energy toward your team goals.	✓			
<b>The Value of HR</b> We often find it difficult to elaborate the benefits of the Human Resources (HR) organization or justify why it should have a place at the executive leadership table. This talk will elaborate the reasons HR should be a strategic partner and the value and return on investment (ROI) that HR can bring.	✓			



**JOEL A. DIGIROLAMO**  
 BSEE, MBA, MS Psychology

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Turbocharged Leadership offers practical knowledge your leaders and team members can use on a daily basis. All sessions utilize multiple modalities of learning based on decades of corporate experience and proven scientific research. Choose a format suitable to you at a convenient on or off-site location.

### ASSESSMENTS

Turbocharged Leadership uses many objective, scientifically validated assessments for team training, leadership and employee training and self-development, and organizational development.

- Myers-Briggs Type Indicator (MBTI)
- DISC
- Emotional Intelligence (EQ, MSCEIT)
- Five-factor Model (NEO PI-R)
- Thomas-Kilmann Conflict Mode Instrument (TKI)
- Fundamental Interpersonal Relations Orientation-Behavior (FIRO-B)
- California Psychological Inventory (CPI)
- Mindfulness
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- Strong Interest Inventory
- Campbell Interest and Skill Survey
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- Wonderlic Personnel Test (WPT)

# ANNUAL MANAGER TRAINING

**Summary:** To remain effective, all leaders must take time for reflection, self-development, and to review current trends. This custom workshop will address all areas necessary to keep the leaders in your organization fresh and actively engaged with team members.

**Format:** One or two day workshop



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## Elements:

- Maintaining rapport
- Managing conflict: constructive & destructive
- Measuring performance
  - Desire to compress ratings, desire to rate everyone high
  - What is best for the organization
- Difficult conversations
- Engagement
- Motivation & rewards: intrinsic, extrinsic
- Job satisfaction vs. job performance
- Setting goals
- Selecting employees: job analysis, knowledge, skills, abilities
  - Methods, laws
- Communication skills
  - Taking the time, urgency
  - Nature, resources
  - Recognition, coaching
- Pressure: how much is optimal
- Team dynamics
  - Task vs. process, goals
  - Roles
- Observing yourself
- Self-development
- Role plays

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## EXECUTIVE RETREATS

**Summary:** An important element of superior leadership is periodically removing yourself from day-to-day operational issues and assessing the current state of your organization, trends, possible future directions and creating action plans for the year ahead. These custom developed retreats utilize structured techniques to systematically develop a compelling strategy and action plan for your organization.

**Format:** One or two day workshop



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### Elements:

Business environment  
Strategy  
Goals  
Group dynamics, human behavior  
Leadership  
Mindfulness  
Communication

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## ZEN LEADERSHIP IN TURBULENT TIMES

**Summary:** Leadership becomes a vital component of success for any organization during turbulent times. This session will illuminate the need for laser-sharp focus and stillness to maintain high individual and team performance.

**Format:** Keynote, half, one or two day workshop



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### Elements:

Examples: Cuban Missile Crisis, Shackleton Expedition, O. Schindler  
Focus & Stillness  
Motivation  
Charisma  
Fear  
Three Basic Types: Intrinsic, Extrinsic, Amotivated  
Dealing with Fear  
Overload from the overlord  
Downsizing  
Burnout  
Communications  
Even more important now  
Means  
Empathy  
Team member selection  
More important to minimize the troublemakers  
Intrinsically motivated individuals  
Knowledge, skills, abilities  
Focus on goals  
Managing conflict

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# HIGH PERFORMANCE LEADERSHIP TRAINING

**Summary:** High potential leaders require rigorous, thought-provoking leadership development to prepare for future challenges. This workshop will stretch current leaders to think deeper about team dynamics, leadership at different levels, and self-development.

**Format:** One or two day workshop



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## Elements:

Leadership requirements at multiple levels in the organization  
Vision, mission, strategy, goal development, alignment  
Team member selection  
Diversity  
Knowledge, skills, abilities  
Team diagnostics  
Team creativity  
Ingroups and outgroups  
Self-development  
Observations  
Yourself  
Superiors  
Subordinates  
Team and career success factors  
Generational differences  
Detecting and dealing with change

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## TAKING YOUR TEAM TO THE NEXT LEVEL

**Summary:** A high performance team is like a race car—the engine must be capable of sustained performance at high RPMs and every single part must be finely tuned for optimum performance. Custom developed workshops will address the specific needs of your team to enhance performance and reduce conflict and turnover.

**Format:** One or two day workshop



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### Elements:

Vision, mission, goals, alignment with organization  
Member diversity, selection, roles, personalities, stability  
Constraints, boundaries, culture  
Resources: people, time, knowledge, skills, abilities, information, equipment  
External forces, intergroup relations  
Team models  
Communication, interaction, information  
Size, geography  
Motivation  
Creativity, emotional safety  
Task vs. process time  
Life cycle  
Metrics  
Empowerment, decision processes  
Member satisfaction

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## REPAIRING A DYSFUNCTIONAL TEAM

**Summary:** Occasionally a team becomes mired in conflict, lost sense of purpose or cohesiveness and requires remedial assistance. This custom workshop will utilize structured techniques to bring issues to the surface, explore corrective paths, and develop action plans to restore team performance.

**Format:** Two day workshop



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### Elements:

Vision, mission, goals, alignment with organization  
What's working, what's not  
Emotional safety  
Team models  
Constraints, boundaries, culture  
Member satisfaction  
Resources: people, time, knowledge, skills, abilities, information, equipment  
Task vs. process time  
External forces, intergroup relations  
Communication, interaction, information  
Size, geography  
Motivation  
Metrics  
Decision processes

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## RESILIENCE TRAINING

**Summary:** Our unsettled time has placed a huge burden of stress on the majority of workers' shoulders. This workshop will help your employees understand what causes stress, its effect on their behavior, physical and mental health, and ways to alleviate the stress and effectively prepare their body to deal with it. This will ultimately reduce turnover, conflict, and management interventions.

**Format:** Keynote, half-day workshop

Resilience training is a new field of interest, pioneered by the U.S. Army to prepare soldiers for combat duty. This training can help your employees cope with the stress of our current ultra-competitive environment.



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### Elements:

- Causes of stress & burnout
  - Extended work hours
  - Pressure to produce
  - Pressure to minimize mistakes
  - Fear of downsizing
  - Management instability
- Effects of stress & burnout
  - Absenteeism
  - Turnover
  - Depression
  - Psychosomatic illness
  - Strained relationships at work and home
  - Aggression
- Becoming resilient
  - Mind
    - Emotions—choices, positive attitude, mindfulness
    - Intellect—drawing boundaries, maintaining a comfortable space
  - Body
    - Exercise
    - Breathwork
    - Releasing stored tension
  - Spirit—acceptance, compassion, a sense of purpose, friendship
- Instilling a positive emotional state

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## THE VALUE OF HR

**Summary:** We often find it difficult to elaborate the benefits of the Human Resources (HR) organization or justify why it should have a place at the executive leadership table. This talk will elaborate the reasons HR should be a strategic partner and the value and return on investment (ROI) that HR can bring.

**Format:** Keynote



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### Elements:

- Cost Center vs. Strategic Partner
  - Strategic plan development & execution
- Value of job performance
- Retaining workers
  - Cost of turnover: recruiting, selection, training, productivity loss
- Selecting workers
  - Value of good hire vs. poor
  - Reduce legal exposure: cost of investigations, litigation
- Employee Assistance Program (EAP)
- Wellness Programs
- Maintain leadership pipeline

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## LEADERSHIP IS FOCUS

**Summary:** Learn how the myriad of leadership attributes can be distilled down to a single element—focus. This provocative talk will bring fresh ideas to your leaders to motivate their team to higher performance.

**Format:** Keynote



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### Elements:

Imagine the world out of focus—impossible to do anything  
Distractions  
Pull vs. push, offense vs. defense  
Importance of vision & goals  
Results of focused efforts  
Macintosh vs. Xerox PARC  
Awareness equals illumination  
Focus equals intention, sense of purpose  
Parabolic dish antennae, lasers, lithotripsy shockwave therapy  
Where are you distracted and unfocused?  
What do you wish to achieve that you can focus on?

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## LEADERSHIP & THE FIELD

**Summary:** How broad is your energetic field? What kind of field do you create: collaborative, innovative, divisive, fearful? Do you allow other people's field to interact with yours? Learn how to become aware of your field, others' fields, and how to create the kind of energetic field you want - to create the legacy that you desire.

**Format:** Keynote



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### Elements:

- What is a human energy field
- Examples
  - Eastern vs. Western models
- Presence
  - Tension
  - Warmth
- Vision
  - Charisma
- Daily interactions
  - Personality
  - Attraction & repulsion
- Remedial efforts
  - Approach
  - Shock
  - Outcome

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# NURTURING CREATIVE TEAMS

**Summary:** Fostering and nurturing creativity requires exemplary leadership skills. This uplifting talk is perfect for an inventor recognition event or to motivate creative team members.

**Format:** Keynote



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## Elements:

- Inspiring, knowledgeable leadership
- Individual & team self-development
- Forgiving of mistakes
- Effective team processes
- Value conflict

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- Mindfulness
- Maslach Burnout Inventory (MBI)
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- Wonderlic Personnel Test (WPT)

## PERSONALITY & LEADERSHIP STYLES

**Summary:** A leader's style will always reflect their personality. Learn the strengths of your personality and how to incorporate them into an effective leadership style.

**Format:** Keynote, half-day workshop



**JOEL A. DIGIROLAMO**  
BSEE, MBA, MS Psychology

*Joel DiGirolamo has over 30 years of staff and management experience in Fortune 500 companies. He has a BSEE, MBA, and an MS psychology degree and is the author of the book Leading Team Alpha and the award-winning book Yoga in No Time at All. The combination of his diverse work experience and education enable him to relate to individuals at all levels and positions of any organization in any region of the world. His broad experience has allowed him to successfully lead and participate on teams of individuals with unique backgrounds and various motivations. Joel has been a keynote speaker at several international conferences, is a member of the American Psychological Association (APA), Society for Industrial and Organizational Psychology (SIOP), and Society for Human Resource Management (SHRM). You can contact Joel at [joel@jdigiolamo.com](mailto:joel@jdigiolamo.com) or +1-859-539-6882.*

### Elements:

- Great leader examples
- Personality facets
  - Openness
  - Conscientiousness
  - Extraversion
  - Agreeableness
  - Neuroticism
- Your personality
  - Success
  - Weakness
- Your team, your goals
- How can you utilize your strengths to achieve your goals?

## ASSESSMENTS

Turbocharged Leadership uses many objective, scientifically validated assessments for team training, leadership and employee training and self-development, and organizational development.

- Myers-Briggs Type Indicator (MBTI)
- DISC
- Emotional Intelligence (EQ, MSCEIT)
- Five-factor Model (NEO PI-R)
- Thomas-Kilmann Conflict Mode Instrument (TKI)
- Fundamental Interpersonal Relations Orientation-Behavior (FIRO-B)
- California Psychological Inventory (CPI)
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## TEAM DYNAMICS & CONFLICT

**Summary:** As team members work toward their common goals positive and negative interactions occur. This session will illustrate common interactions and help you harness that energy toward your team goals.

**Format:** Keynote



**JOEL A. DiGIROLAMO**  
BSEE, MBA, MS Psychology

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### Elements:

- Great teams: Shackleton
- Types of interactions
  - Suggestions, opinions
  - Solidarity, alignment, antagonism, tension
- Acceptance
- Conflict
  - Positive, challenging
  - Negative, destruction
  - All expend energy
- Redirect
  - Questions
  - Choices
  - Goals: individual & team
- Positive engagement

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# NEW MANAGER AND TEAM LEADER TRAINING

**Summary:** The transition from an individual contributor to a team leader or manager is frequently one of the most difficult career changes. This custom workshop will jump start new leaders to become people-focused in addition to task-focused.

**Format:** One or two day workshop



**JOEL A. DIGIROLAMO**  
BSEE, MBA, MS Psychology

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## Elements:

- Making the transition from managing things to managing people
  - Different people have different values
  - Building rapport, providing feedback
  - Managing conflict: constructive & destructive
  - Measuring performance
    - Desire to compress ratings, desire to rate everyone high
    - What is best for the organization
  - Having the difficult conversations
  - Engagement
  - Motivation & rewards: intrinsic, extrinsic
- Job satisfaction vs. job performance
- Setting goals
- Selecting employees: job analysis, knowledge, skills, abilities
  - Methods, laws
- Time management: planning, people, tasks
- Getting stuck in the middle (subordinates vs. superiors)
- Communication skills
  - Taking the time, urgency
  - Nature, resources
  - Recognition, coaching
- Team dynamics
  - Task vs. process, goals
  - Knowledge, skills, abilities
- Observing yourself
- Role plays

## ASSESSMENTS

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