

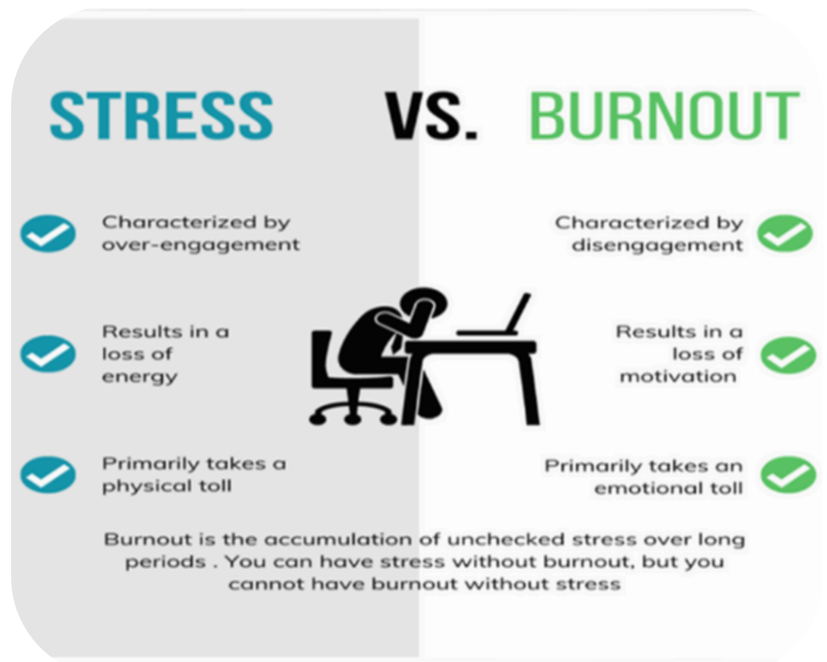
PRIMARY AREAS OF EXPERTISE

Burnout Prevention & Recovery

- Evidence-based stress management strategies
- Sustainable performance optimization
- Organizational wellness program development
- Individual resilience building

Emotional Intelligence & Resilience Development

- EQ assessment and development planning
- Stress response management
- Adaptive leadership under pressure
- Change resilience building



Developing a High Level of Emotional Resilience:

COPING STRATEGIES FOR HIGH-PRESSURE ENVIRONMENTS

PRIMARY AREAS OF EXPERTISE

The Four Dimensions of Cultural Intelligence

1. **CQ Drive:** Interest and motivation to adapt cross-culturally
2. **CQ Knowledge:** Understanding cultural differences and systems
3. **CQ Strategy:** Awareness and planning for multicultural interactions
4. **CQ Action:** Changing verbal and non-verbal behaviors appropriately



Interpersonal Relationship Skills

- Effective Communication
- Conflict resolution and mediation
 - Team dynamics optimization
- Cross-functional collaboration

Culture & Psychological Safety

- Culture assessment and transformation
- Psychological safety implementation
 - Trust-building initiatives
- Inclusive environment creation



PRIMARY AREAS OF EXPERTISE



All Aspect of Labor Relations

- Effective Communication
- Training Supervisors
- Negotiations Support
- Campaign Response
- Employee Satisfaction

Contents

- What is a Bargaining unit?
- What is Erosion?
- What are the Consequences?
- How Can We Avoid Those?
- What are the Exclusion Criteria?



PRIMARY AREAS OF EXPERTISE

The Ripple Effect



Celebrate small wins and milestones



Encourage open communication and active listening



Promote work-life balance and self-care



Foster a growth mindset and continuous learning



Recognize and appreciate individual contributions



Lead by example with enthusiasm and gratitude

Leadership Transitions & Organizational Behavior

- Executive onboarding and transitions
- Change management leadership
- Organizational restructuring guidance
- Leadership succession planning



AN EXPLORATION OF LEADERSHIP BEHAVIORS AND STRATEGIES TO FOSTER A HEALTHIER, MORE EMPOWERING WORKPLACE CULTURE.

CREDENTIALS

HRCI-SPHR certified leader in Human Resources, with twenty years of experience in labor relations, negotiations, professional development, policy writing, Title IX, EEO, DE& I, immigration, employee relations, and managing staff across ten states with many diverse backgrounds and experiences.

Education:

Senior Professional in Human Resources

Accelerate Leadership Program Graduate

Wellstone Public Speaking and Staff/volunteer Management

Wellstone Action Academy

SEIU WAVE training

VOP Grassroots Community Organizing Workshop

Averett University, Danville, VA

Danville Community College, Danville, Virginia

Awards:

Outstanding Leadership Award

AFSCME Local 2767



HR
CERTIFICATION
INSTITUTE™

