



StillWater Strategies

Professional Development Proposal: Leadership, Communication & Conflict Excellence

Most businesses do an excellent job training for compliance and regulation - but the biggest risks and inefficiencies I see inside organizations are not compliance failures...they're communication breakdowns, unresolved conflict, and underdeveloped leaders. StillWater Strategies helps address these gaps to strengthen performance, culture, and retention.

Why This Matters

- ★ Reduce internal friction and inefficiencies
- ★ Improve employee retention
- ★ Strengthen leadership at all levels
- ★ Enhance customer experience
- ★ Minimize costly miscommunication

Training Tracks

Foundational Communication: Clarity, listening, and effective conversations

- Fewer misunderstandings, stronger teamwork, better client interactions

Conflict Management: De-escalation and productive resolution

- Faster resolution, less HR strain, healthier team dynamics

Leadership Development: Self-awareness, accountability, leading under pressure

- More confident, self-aware leaders who can retain and develop their teams

Change Management: Navigating uncertainty and building buy-in

- Smoother transitions, stronger buy-in, less resistance

Workplace Health and Culture: Prioritizing trust and collaboration

- Avoid burnout, build trust, break down silos



Flexible Delivery Options

- Quarterly training model
- Leadership development series
- Half-day or full-day workshops
- Ongoing advisory partnership

The StillWater Strategies Difference

- ❖ Practical frameworks
- ❖ Real-world application
- ❖ Focused on behavior growth



Pricing Structure

- Quarterly training model
 - Four sessions per year
 - 60-90 minutes each
 - Price per session
 - Annual package
- Leadership development series
 - Monthly or bi-monthly (6-12 sessions per year)
 - 60-90 minutes each
 - Smaller groups
 - Price per session
 - Annual package
 - Add-ons
 - 1:1 coaching sessions
 - Leadership assessments
 - Conflict Dynamics Profile
- Half-day or full-day workshops
 - One or two sessions per year
 - Larger groups
 - Half-day price
 - Full-day price
- Ongoing advisory partnership
 - Mix of:
 - Trainings
 - Consulting
 - On-call conflict support
 - Leadership advising
 - Monthly retainer
 - Annual package