



Professional Development Catalogue

Workshops and Training Programs for
Leaders and their Teams

2025



neolé

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Greetings From Ginny

Welcome to our newly updated Professional Development Catalog.

In today's fast-paced world, the pressures of modern work life are more intense than ever, driven by the need to adapt to constant change, tolerate uncertainty, and stay perpetually connected to our devices. The expectation to always be available—whether through email, messaging apps, or virtual meetings—blurs the boundaries between work and personal life, making true rest and recovery increasingly difficult. These ongoing stressors not only take a toll on mental and physical health but also diminish our ability to focus, think creatively, and sustain high performance in the workplace.

At Neolé, we understand that true leadership goes beyond managing teams; it involves building cultures that support resilience, creativity, productivity, and enhance engagement amidst these stressors. That's why we've tailored our professional development offerings to help you navigate and mitigate the complexities of modern workplaces.

This catalog introduces a range of workshops designed to enhance your team's creative problem-solving, engagement, and overall ability to sustain high performance. Our goal is to empower you and your organization to not only succeed but thrive by turning everyday challenges into opportunities for growth.

Join us as we shape a future where employee engagement and collaboration are priorities, creative thinking is cultivated, and the well-being of every team member is celebrated.

Thank you for your commitment to excellence and your proactive approach to building a healthier, happier, and more engaged workplace.

Kindly,



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Testimonials



“Neolé exceeded our expectations. The workshop helped open our eyes to innovation and the areas that we can strengthen as a team to help our corporate culture to be more innovative. We were very pleased at how organized and seamless the facilitation was with participating as large groups as well as entering break-out rooms. It was very engaging and helped us connect. Our team was lacking connection because of COVID. This was the first time that we engaged with each other in a meaningful way. **We felt connected and it felt good**”

- T. Martin, Director of Human Resources. Town of Penetanguishene

“The team at Neolé are a pleasure to work with. They joined the YWCA Canada team for a series of sessions to help us develop a Team Charter and map out an OKR process, all over Zoom. Each session was engaging, they introduced tools and discussion in a fluid way. **They modeled remote collaboration systems that we have already added to our toolbox.** I especially loved the addition of music during the quiet reflection and writing parts of the sessions. Such a nice touch! Thank you.”

- Raine Liliefeldt, Interim CEO, YWCA Canada

“Ginny from Neolé brought **exceptional facilitation, engagement, and problem-solving skills** to lead our senior leadership team in a dynamic half-day session. She guided us through understanding our preferred working styles and the power of psychological diversity in teams, engaged us in a captivating exploration of personal values, facilitated a visioning exercise, and led a practical activity focusing on our shared commitment to specific changes. This session **provided valuable insights into our individual and collective workplace culture and practices**, equipping us with **actionable steps for future success.** We'll definitely keep Ginny and Neolé top of mind for future leadership sessions!”

- Linda Tsang, Director of Human Resources, Cottage Dream Vacations

Past Clients



Team and Leadership Development Programs

Our clients are organizations that care about their people, and want to empower them to be high performers, excel as creative thinkers, problem solvers and effective collaborators.

Training Formats

All our workshops can be delivered as a half-day or full-day session, in a virtual, in-person or hybrid format, as a one-time intervention or followed by coaching sessions that ensure the learning sticks.

Our multilingual facilitators can deliver our workshops in English, French, and Spanish.

Our expert facilitators will guide participants through a dynamic blend of experiential exercises, group discussions, personal reflections, science-backed presentations, and provide personalized coaching within the workshop. This ensures that participants not only gain valuable insights but also have the support needed to seamlessly apply the lessons learned to their daily work and personal life. Count on us to help you and your teams achieve meaningful and lasting transformation. Each of our workshops can be taken separately or combined for additional impact.

We tailor our workshops to your team's unique needs. Email info@neole.ca or [book a free consultation](#) to discuss your goals and the transformation you envision.

Team Retreats and Leadership Offsites

Given the investment of time and dollars required for retreats, you want to choose an experience that will have a **long-term impact** on your team's morale and workplace culture – while also having fun in the process! Your team retreat is the perfect opportunity to deepen trust and respect, strengthen team spirit, and develop better collaboration skills. What matters most is that you actually see a real difference once you are all back to the day to day work.

Whether you want a 2-hour workshop or a 3-day agenda that is expertly designed, the Neolé team will ensure your offsite is productive, transformative and memorable. Our expert facilitators use play-based methodologies, coaching techniques and brain-centric design to ensure every activity has a lasting impact on the whole team.

Need to tackle some serious business while you are all together? No problem! Our experienced facilitators will lead your strategic planning, help you develop Objectives and Key Results (OKRs) and facilitate other important meetings.



Professional Development Workshops

Innovative Team Mindset

Wish your team could be highly effective at tackling challenges together?
Wish you had a proven recipe to re-energize your remote team and spark creativity and innovation?

Innovative Team Mindset will help participants from your organization develop the thinking skills necessary to innovate and collaborate as creative problem-solvers. Participants will learn about their own thinking style and become aware of their team's psychological diversity and how that impacts their ability to collaborate effectively.



This course includes the FourSight* self-assessment and Team Report.

Benefits

- Gain self-awareness into how each team member approaches challenges and opportunities
- Learn to apply an easy-to-follow structured process and a proven problem-solving methodology that drives innovative outcomes
- Improve team collaboration when working under stress
- Develop trust and deep respect on teams
- Deliberately enhance individual and collective creativity and innovation
- Leverage the benefits of the team's cognitive differences in problem solving

The workshop can be customized for a team of leaders or designed in such a way that leaders can take it with their team members so that the entire team can upskill all at once.

**FourSight is a self-assessment tool informed with over two decades of scientifically-confirmed data. It produces a profile that illustrates each participant's diverse thinking style and how it relates to their problem solving approach.*

The workshop can be customized for a team of leaders or designed in such a way that leaders can take it with their team members so that the entire team can upskill all at once.

Leading for Collaboration

Leading for Collaboration is for managers and leaders who need smart, diverse people to collaborate within or across teams, but find it difficult and painfully time-consuming to get everyone on the same page and collaborate effectively towards a common goal.

During this workshop, we explore how to lead effective collaboration and how to be an outstanding contributor to collaborative initiatives/projects. This training gives participants the awareness, process and tools they need to lead effective collaborations that engage the right people at the right time, move everyone along at an equal pace, and reach the finish line as a whole and better team. Whether you are a team leader or a member of a loose collaboration, you will leave this training with a deep understanding of your team's strengths and blind spots, and what's required for successful collaboration to take place.



This course includes the FourSight self-assessment and Team Report.*

Benefits

- Gain awareness into how each team member approaches challenges and opportunities
- Step up your ability to collaborate towards innovative outcomes
- Improve team dynamics when working under stress and prevent conflict
- Develop trust and respect on teams
- Deliberately enhance individual and collective creativity
- Leverage the team's psychological differences in the approach to problem solving
- Develop a common language that supports your team's collaboration efforts
- Integrate a repeatable process for every project that requires collaboration

The workshop can be customized for a team of leaders or designed in such a way that leaders can take it with their team members so that the entire team can upskill all at once.

**FourSight is a self-assessment tool informed with over two decades of scientifically-confirmed data. It produces a profile that illustrates each participant's diverse thinking style and how it relates to their problem solving approach.*

When people develop awareness of their thinking and problem-solving style, they become better able to collaborate, to value cognitive diversity and to compensate for their blind spots. All of this while also gaining understanding of their team's strengths.

M6 Momentum6

Is stress sabotaging your team's performance—and your peace of mind? (Despite having a solid project and communication plan?)

When driving transformation—whether a merger, reorg, or high-growth phase, you need to keep stress in check, sustain engagement, and enable high productivity.

Or Else...

- People struggle to adapt, leading to overwhelm
- Key talent at risk of departure
- Tension escalates, impacting decision-making and collaboration

It doesn't have to be this way! In just 6 months, celebrate:

- Less stress
- Higher productivity
- A thriving culture—with M6

Change isn't just operational—it's psychological. When stress crosses the tipping point, performance and retention suffer. It doesn't have to be this way.

The simple solution: M6

- **6 Hours of immersive training** - delivered in a single day or spread across six weeks - to develop the necessary knowledge, skills, and behaviours to manage stress.
- **6 Actionable strategies** from top experts in change leadership, stress resilience, and neuroscience to regain focus and momentum.
- **6 Months of coaching** & reinforcement to solidify habits and sustain long-term impact.

Ready to help your team gain momentum?
Let's talk.



Creative Problem-Solving Skills & Tools

Complex problem solving, creative thinking, critical thinking and collaboration have all been identified as key 21st Century skills. However, the education system has failed at preparing employees to exercise these skills in the workplace.

In this workshop, participants will develop their thinking skills and creativity, and acquire the structured process and tools that increase their ability to engage in solving complex problems. This course includes the Creative Problem-Solving Tool Deck.



Benefits

- Learn creative problem-solving skills and tools that can be used to address everyday challenges as well as complex problems
- Solve any problem and capitalize on opportunities by applying a repeatable process.
- Develop the ability to identify what type of thinking is most needed for each challenge. Do you need information and expertise or ideas and new options? Or do you need to test potential solutions?
- Create an environment that's conducive to the whole team engaging in problem solving and innovative thinking.

Objectives and Key Results (OKRs)



Align Your Team for Impact and Measurable Success

In today's fast-paced work environment, teams need a clear roadmap to achieve their goals. The *OKRs Workshop* helps teams create a shared focus, align on strategic priorities, and establish measurable outcomes that drive success.

This interactive workshop, led by an expert facilitator, guides teams through a structured process, engaging in real-time collaboration, brainstorming, and decision-making to define **5-7 meaningful Objectives** that align with the organizations strategic priorities, and **3-5 measurable Key Results** for each.

Following the live session, teams will have the opportunity to further **refine and finalize their OKRs** with guided support, ensuring clarity, accountability, and actionability.

Benefits

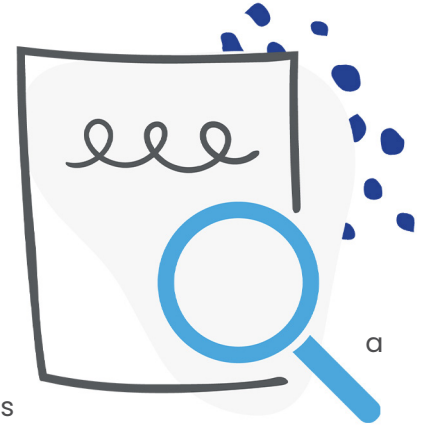
- Gain alignment on strategic goals and priorities.
- Establish clear, measurable Key Results for tracking progress.
- Enhance collaboration and accountability within teams.
- Leverage expert facilitation and digital collaboration tools for an efficient, engaging experience.

Set your team up for success with a structured approach to OKRs—ensuring clarity, focus, and measurable progress toward your organizational goals.

“The team at Neolé are a pleasure to work with. They joined the YWCA Canada team for a series of sessions to help us develop a Team Charter and map out an OKR process, all over Zoom. **Each session was engaging, they introduced tools and discussion in a fluid way.** They modeled remote collaboration systems that we have already added to our toolbox. I especially loved the addition of music during the quiet reflection and writing parts of the sessions. Thank you.”

– Raine Liliefeldt, Interim CEO, YWCA Canada

Co-Create a Team Charter



Creating a Healthier, High-Performing Workplace Culture

As hybrid and remote work models become the norm, many teams have focused on maximizing productivity, collaboration, and engagement. But to truly thrive, teams must go beyond logistics and create a workplace culture that actively supports mental health, well-being, and retention. The *Team Charter Workshop* is dynamic team development experience designed to help teams co-create a shared framework for success—one that fosters trust, deepens collaboration, and ensures that hybrid or remote work arrangements enhance both performance and well-being.

Through **two interactive half-day workshops**, your team will engage in facilitated discussions and collaborative decision-making to design a **custom Team Charter**—a living document that defines workplace values, expectations, and habits that promote collective well-being and high performance. This workshop equips your team with strategies to build a **supportive, resilient, and engaged** work environment that works for everyone.

Benefits

- **Establish a Healthy Workplace Culture** – Define shared values, workplace norms, and practices that support well-being and performance.
- **Optimize Hybrid & Remote Work** – Ensure that your team is thriving in a flexible work environment without sacrificing connection, collaboration, or productivity.
- **Enhance Work-Life Balance** – Support individual team members' well-being while fostering mutual respect for diverse needs and working styles.
- **Strengthen Team Trust & Engagement** – Develop a deeper understanding of how each team member approaches work, collaboration, and self-care.
- **Create a Sustainable Framework** – Co-produce a Team Charter that evolves with your team's needs and workplace realities.

Delivery Method

Two 3-hour workshops, held at least one month apart, delivered **virtually or in person**.

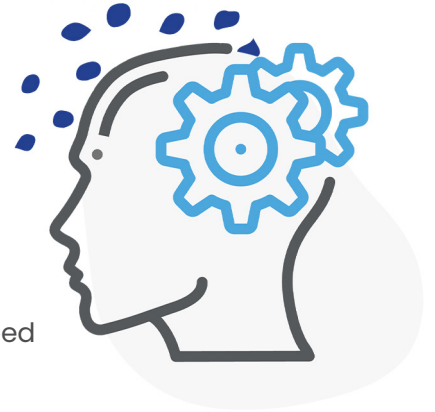
Facilitated **brainstorming, group discussions, and collaborative decision-making** to ensure every team member's voice is heard.

Outcome: A **customized Team Charter** that serves as a living guide for workplace culture, well-being, and performance.

Invest in your team's well-being and success. Let's build a workplace culture that enables everyone to **thrive, connect, and perform at their best**.

How to Stay Smart

Helping leaders and their teams develop healthy habits that enhance cognitive performance



Organizations need leaders and employees who are sharp, emotionally intelligent, able to focus and make sound decisions under pressure. They need leaders who are present and available for their teams.

The performance of your leaders and employees suffers when they struggle with brain fog, unreliable memory, mood swings, the mid-afternoon slump, headaches, joint pain and overwhelm when faced with increased stress or added complexities. It's like having a computer freeze in the middle of a 40-page report or a website that's painfully slow to load. Well, just like computers, brains need maintenance too!

How to Stay Smart teaches people how to focus and concentrate, minimize headaches and brain fog, remain calm when under stress, and feel at their best throughout the work day. *How to Stay Smart* teaches people how to maintain and optimize their cognitive health, and provides the tools, knowledge and habits to ensure they are always at their best.

Benefits

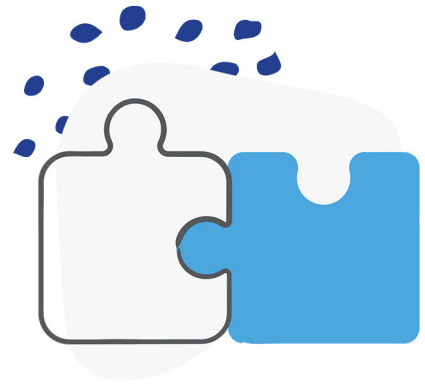
- Discover the 6 types of hunger and how they impact your ability to focus during different times of the workday
- Understand the types of nutrients that the brain needs for optimal performance at work, at play and for healthy aging
- Know the brain's energy requirements so that you can be at your best all day long
- Establish healthy habits that help prevent cognitive decline at any age
- Create a personal plan for how to optimize your cognitive performance

Intended audience:

For leaders and employees who want to address or prevent "brain fog", mid-day energy slumps or low-level fatigue, common headaches, difficulty making big decisions, or over-dependence on caffeine.

**This workshop can be expanded into a 3-month health & wellness challenge that a whole team can participate in together.*

Creative Resilience: Navigating Challenges with Creative Thinking



Boost your personal capacity to handle stress, adapt to change, and thrive in uncertain environments. *Creative Resilience* is a transformative course designed to empower individuals with the creative thinking skills needed to effectively prevent overwhelm, manage stressors, navigate change, and stay productive in the modern workplace.

In this course, you will delve into the science of creative thinking and discover how to tap into your innate creativity for building resilience. Through engaging exercises and self-assessments, you will gain insights into your unique thinking style and learn how to harness the power of creative problem solving to overcome challenges. Creative Resilience equips you with the tools to adapt, innovate, and succeed even when faced with complex challenges.

Join *Creative Resilience* and discover how creative thinking can be your key to effectively managing stress, embracing change, and turning challenges into opportunities.

Benefits

- Develop a deep understanding of your personal thinking style and how it influences your approach to challenges.
- Cultivate creative problem-solving skills to tackle workplace and personal stressors and adapt to change.
- Harness creativity to transform obstacles into opportunities.
- Build personal resilience in high-pressure situations.

Holistic Well-being for High Performance



When employees thrive in all four areas of well-being—physical, emotional, social, and intellectual—organizations see measurable benefits, including increased productivity, higher engagement, and reduced absenteeism. *The World Economic Forum's* recent report, *Thriving Workplaces*, highlights that investing in employee health can generate up to **\$11.7 trillion** in global economic value¹. The message is clear: when well-being is prioritized, individuals and organizations perform at their best.

Holistic Well-being for High Performance is a dynamic, evidence-based course designed to empower individuals with the knowledge and strategies to sustain their energy, enhance resilience to stress, and optimize their performance. Through interactive exercises and expert guidance, you'll gain practical tools to elevate all four dimensions of well-being, ensuring you stay sharp, energized, and fulfilled.

In this course, you'll explore how different aspects of well-being contribute to both personal and professional success. You'll discover six powerful strategies for maintaining your mental and physical health, creating a sustainable routine that supports high performance, and effectively managing stress. Whether you're looking to boost energy, foster a sense of purpose, or advocate for a healthier workplace culture, this course provides the essential framework to thrive.

Benefits

- Understand the interconnectedness of physical, emotional, social, and intellectual well-being.
- Develop a sustainable daily routine that supports peak performance.
- Identify and implement strategies to effectively manage stress.
- Learn practical techniques to boost energy and resilience throughout the day.
- Cultivate a sense of purpose and fulfillment in both work and life.
- Gain resources and tools to champion holistic well-being in the workplace.

UPWELL for High Achievers



UPWELL is a unique coaching program for high achievers, directors, managers, and aspiring leaders who want to sustain their own high-performance regardless of age, so they may continue to juggle many responsibilities in and outside of work without sacrificing their own health and wellness.

Imagine the impact of enhancing your physical and cognitive energy, emotional resilience, and overall vitality on your ability to sustain high performance.

High achievers often need help prioritizing self-care amidst the demands of their professional roles. When you add in a wide array of personal responsibilities – from raising children to caring for aging parents – it can quickly become overwhelming and set you on a course to experience burnout.

With *UPWELL*, participants implement practical ways to protect and increase their energy to balance personal wellness needs with existing obligations. Better self-care translates to better leadership, high performance, and long-term productivity, but more than theoretical knowledge is required.

Benefits

- Learn how to increase energy levels throughout the workday and week, fueling productivity without draining vitality.
- Discover how to reset your nervous system, help prevent chronic stress and enhance resilience and emotional balance.
- Adopt self-care habits and strategies that make the most significant difference and can become an effortless part of your daily routine.

Delivery method

12 weeks of online coaching along with weekly video lessons and resources. One-hour coaching session per week, plus 15 minutes/day for reviewing resources and experimenting with a new habit.

Meet Your Instructor



Ginny Santos, CEO, Neolé **Expert Instructional Designer,** **Facilitator, and Certified Coach**

Ginny Santos works primarily with organizations that truly care about their people and want a healthy workplace culture that enables and sustains high performance. That's why she founded Neolé, a training, facilitation and event production company that specializes in designing and facilitating team development and retreats that make a lasting impact— resulting in increased engagement, productivity and retention, and most importantly, a healthy workplace culture.

Everything she does is influenced by her drive to have a positive impact, and the practical skills and knowledge she developed while completing a Master's of Science in Creativity and Change Leadership and several graduate certificates in Solution-Focused Coaching, Nutrition Sciences and Productive Thinking. Ginny is also a professor at Wilfrid Laurier University where she teaches creativity and innovation to executive MBA students.

Originally from Spain, she is an entrepreneurial mother, a digital geek and an enthusiastic dancer in the privacy of her kitchen.

[LinkedIn](#)

Accreditations

- M.Sc. Creativity and Change Leadership
- B.A. of Political Science and Peace & Conflict Studies
- Certified FourSight Presenter and Master Trainer
- Certified Solution Focused Coach
- Certified Nutrition Science Coach
- Certified Positive Intelligence Coach

About Neolé

Neolé elevates performance by strengthening leaders and empowering diverse teams to excel in the modern work environment. Our dynamic facilitation, play-based strategies, wellness expertise, and inclusive, bottom-up approach cultivates a healthy workplace culture, driving and sustaining engagement, retention, and high performance all year round.

At Neolé, we recognize the immense load you carry as a leader—managing team performance, cultivating a thriving workplace culture, and balancing personal commitments, often at the expense of your own health and wellness. It's a tall order, and that's where we come in! Our services, from leadership coaching and team development workshops to strategic team retreats, are tailor-made for leaders like you who are striving for excellence in every aspect of life.

Our adaptable team delivers these programs virtually, in-person, or in a hybrid format to meet your unique needs, ensuring seamless integration for diverse teams, whether co-located or dispersed across time zones. With over 12 years of global success, our expert facilitators are equipped to engage groups of 7 to 700, in English, French, and Spanish, reinforcing our commitment to inclusivity and diversity.

As an internationally certified Women-Owned Business and Vendor of Record for the Canadian Federal Government, Neolé specializes in:

- Enhancing leadership and team performance through professional development workshops, training, and coaching.
- Designing and facilitating impactful leadership offsites, team retreats, and strategic planning sessions.
- Engaging whole teams in the co-creation of a healthy workplace culture, ensuring buy-in and increasing retention.
- Leading stakeholder engagement sessions that foster meaningful collaboration, alignment, and actionable outcomes.
- Our signature UPWELL programs offer comprehensive support for leaders and teams seeking sustained performance and well-being, underlining our mission to create workplaces where health and success go hand in hand.

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