



Professional Development Catalogue

**PD Workshops & Training Programs
for
Leaders and their Teams**

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Greetings From Ginny

Welcome to our newly updated Professional Development Catalogue.

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,

Ginny Santos, MSc.
CEO at Neolé, Adjunct Professor, and Well-being Advocate.
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416-659-9534 Ext. 300



Testimonials

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.



"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

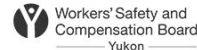
"The team at Neolé are a pleasure to work with. They joined the YWCA Canada team for a series of sessions to help us develop a Team Charter and map out an OKR process, all over Zoom. Each session was engaging, they introduced tools and discussion in a fluid way. **They modeled remote collaboration systems 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



Visit www.neole.ca, email info@neole.ca or book a free consultation.

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. Most our workshops can be delivered in English, French, or 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.

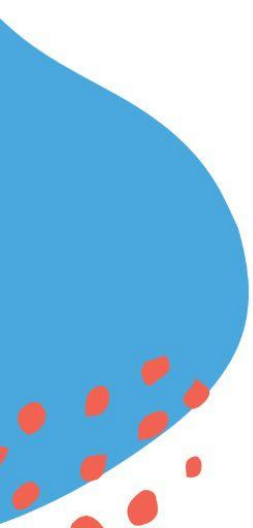
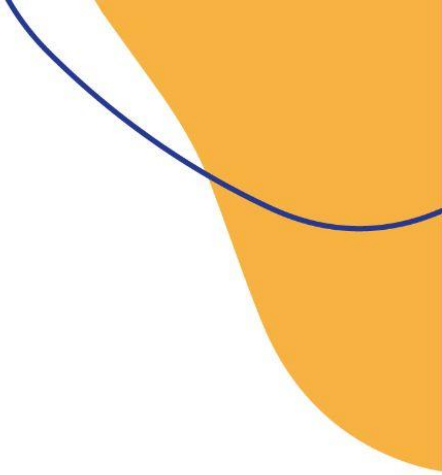
Team Retreats & Leadership Offsites

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 your most important discussions.

Visit www.neole.ca, email info@neole.ca or book a free consultation.

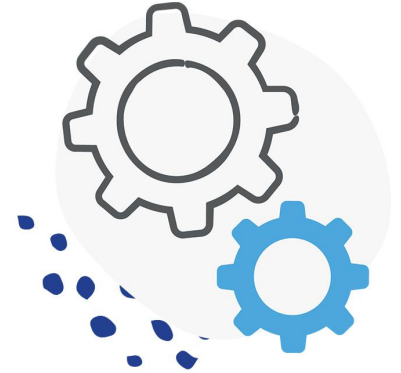


1. Strategic & Creative Thinking Skills

1A. Master the Art of Agility

Adapt to constant change with a clear head and steady energy.

We are living in what feels like permanent change: new priorities, new tools, and new pressures arriving faster than ever. IQ and EQ are no longer enough on their own. The people and teams who thrive are the ones with a high AQ, or agility quotient: the ability to adapt, learn, and keep moving forward without being thrown off balance.



This workshop builds that agility on two levels. First, the mindset and thinking skills to meet change with curiosity and creativity instead of resistance. Second, the nervous-system capacity to stay calm and think clearly when everything is shifting, so that adapting does not come at the cost of your energy or your ability to refocus on changing priorities.

Grounded in creative-thinking research, neuroscience, and polyvagal theory, this is a practical, engaging session that leaves participants better equipped to navigate uncertainty and help their teams do the same.

Benefits

- Understand what agility (AQ) really is, and why it matters as much as IQ and EQ
- Meet change with curiosity and creative thinking rather than resistance
- Regulate the nervous system to stay clear-headed and steady under uncertainty
- Turn disruption into opportunity using a repeatable, creative approach
- Help teams adapt together without depleting their energy in the process

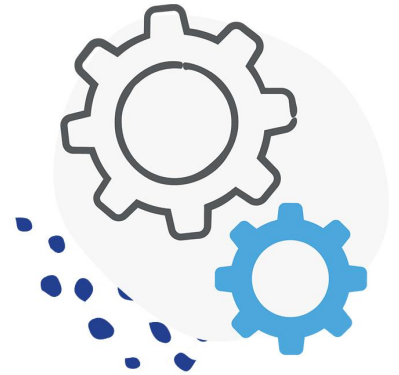
1B. Adopting AI Together

Turn AI uncertainty into shared curiosity and confident, responsible use.

For many teams, AI has arrived faster than the conversation about it. Some people are quietly experimenting, others are anxious about what it means for their roles, and few feel they can talk about it openly. That gap breeds fear, uneven adoption, and hidden (“shadow”) use.

This facilitated workshop brings a team together to explore AI as a shared learning process, not a top-down mandate. Participants surface their real questions and concerns in a safe space, explore emerging tools together in low-stakes ways, learn from one another, and make sense of what responsible, confident AI use looks like in their day-to-day work, in line with their organization’s guidelines.

It is not technical training on any one tool. It is about the human side of AI adoption: easing anxiety, building a culture of shared learning and safe experimentation, and moving a team from fear to curiosity.



Benefits

- Move from AI anxiety and avoidance toward shared curiosity and confidence
- Explore emerging AI tools together in a safe, low-stakes way
- Surface and address concerns openly, reducing hidden or “shadow” AI use
- Understand your organization’s AI guidelines and what responsible, confident use looks like in day-to-day work
- Build a peer-support culture where people keep learning together as the tools evolve

1C. 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

1D. 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.

1E. 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.

1F. Strategic Thinking Process and Tools

This hands-on workshop equips participants with proven tools and frameworks to strengthen their strategic thinking and decision-making skills. Participants will learn how to balance creative and critical thinking while applying methods such as SWOT analysis, scenario planning, systems modeling, and long-term goal setting.

Through guided exercises and real-world examples, participants will practice moving from strategic insight to clear, SMART goals that create measurable impact. The session can be customized with procurement-specific challenges for deeper relevance.



Benefits

By the end of this program, participants will:

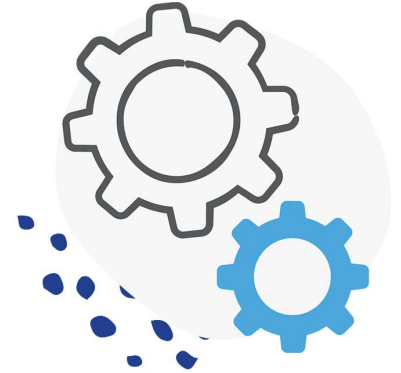
- Apply a range of strategic thinking tools, including SWOT, scenario analysis, success criteria, and systems modeling.
- Know when and how to invite a variety of stakeholders into the strategic planning process.
- Balance creative and critical thinking to generate innovative strategies that lead to breakthrough results.
- Translate insights into actionable, SMART goals that drive organizational impact.
- Anticipate challenges and opportunities through structured long-term planning techniques.
- Confidently use strategic thinking tools in high-stakes conversations and planning processes.

Visit www.neole.ca, email info@neole.ca or [book a free consultation](#).

1G. 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

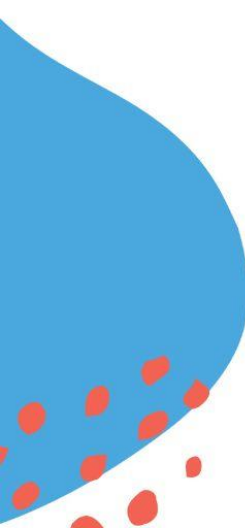
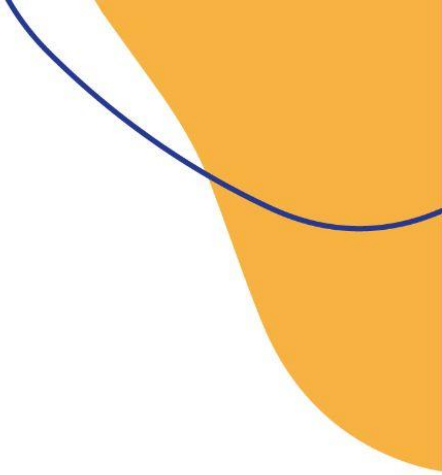
- Gain awareness into how each team member approaches challenges and opportunities
- Step up your ability to collaborate towards innovative outcomes
- Improve team dynamics when working under stress and prevent conflict
- Develop trust and respect on teams
- Deliberately enhance individual and collective 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.

Visit www.neole.ca, email info@neole.ca or [book a free consultation](#).



2. Advanced Communication Skills

2A. Bridging Difference:

Relational Skills for Cross-Cultural Connection

This interactive skills-based workshop equips professionals with practical tools and emotional insight to communicate effectively across cultural differences—especially when stakes are high or perspectives diverge.

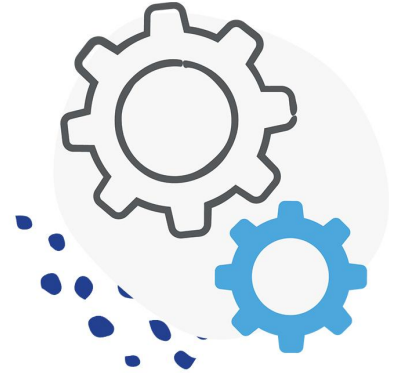
Benefits

Participants will learn to:

- Move beyond cultural sensitivity toward cultural humility and self-reflexive practice
- Recognize how culture, identity, and power shape communication patterns and expectations
- Navigate and repair misunderstandings without defensiveness
- Cultivate workplace psychological safety, relational accountability, and a culture of care

2B. Coaching Conversations That Drive Results

This workshop introduces leaders and their teams to the mindset and tools of Solution-Focused Coaching and Positive Intelligence, empowering them to support each other in reaching their highest potential. Participants will learn brief coaching techniques they can apply in one-on-one settings and strategies to foster a coaching culture that increases team autonomy, accountability, and motivation. Using role-play and practical exercises, leaders will leave with the ability to integrate coaching into everyday interactions.



Benefits

By the end of all workshops, participants will:

- Apply Solution-Focused Coaching techniques to guide team members toward their own solutions.
- Foster a coaching culture that builds trust, autonomy, and high performance.
- Integrate Positive Intelligence strategies into feedback and development conversations.
- Strengthen team accountability and engagement through more effective coaching practices.
- Identify and shift limiting beliefs in themselves and their team members, building confidence and resilience.

Visit www.neole.ca, email info@neole.ca or [book a free consultation](#).

2C. How to Give Memorable, Engaging, and Effective Presentations

While presentations vary from role to role, there exists a formula for preparing them which works across the board and will have far more impact than any story, structure or snazzy slide deck. In this highly interactive, dynamic and extremely practical workshop, participants will discover the essential components of an effective presentation, using the Yes Yes Marsha T.R.A.I.N. Framework. They will learn a repeatable, step-by-step process to follow when writing any talk, what information **MUST** be included (and left out!) and how to make even the driest material engaging. All participants will be given collateral after the workshop: the T.R.A.I.N. Framework and checklists they can refer to every time they're putting a presentation together.

The result? A fast and easy but extremely effective process to write ANY presentation so that it resonates with the audience, achieves the goals of the presenter, and leaves everyone feeling a little more entertained and inspired.

Benefits

By the end of this program, participants will understand:

- which questions to ask themselves before they begin to write a presentation
- the most important components of any effective presentation
- what to keep on (and leave out) of presentations
- how to make even dry material engaging to an audience
- a repeatable process for how to structure presentations so that audiences stay listening throughout, and are driven to take the actions you want them to afterwards.

Visit www.neole.ca, email info@neole.ca or [book a free consultation](#).

2D. Ethically Persuasive Communication:

How to Effectively Ask for What You Want, So Everyone Wins

Whatever your role, it will involve persuading someone of something. When you understand how to be persuasive in a way that is ethical (and doesn't feel creepy!) it's easy to do, and leaves everyone better off. Using Yes Yes Marsha's basic principles of Ethical Persuasion, conversations and presentations become clear, compelling and convincing. They create buy-in from the start, meaning that any conversation, presentation or piece of copy leads to a fast and enthusiastic "yes!"

In this interactive and highly practical workshop, participants will learn the foundational tenets of Ethical Persuasion, showing them how to form any piece of communication in a way that gets straight to the points most relevant to their listener. The listener will feel understood, meaning they're more likely to be on side. Even better, this style of communication will circumvent any hesitation about feeling pushy, because it will be done in a way that always clearly shows the other person or people how they'll (genuinely!) be better off once they take on the suggestion.

Benefits

By the end of this program, participants will:

- Have clear steps for the work that **MUST** be done in advance of any successfully persuasive interaction.
- Know which questions to ask in order to understand their audience, so that they can speak to them in a way that immediately connects and has that audience on board from the get-go.
- Have a clear, three-step framework for how to make communications compelling, memorable and persuasive.

2E. Influence Through Captivating Stories:

Engage, Communicate Clearly and Connect in an Instant

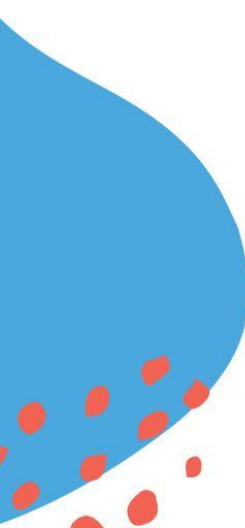
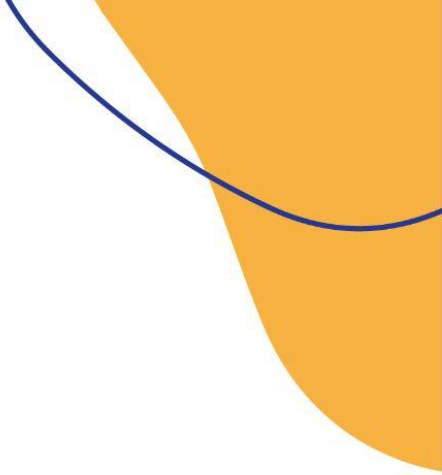
The key to being heard, understood, and having influence is simple: knowing how to tell good stories. Stories impact us on the most primal neurological level, allowing diverse listeners to connect even with seemingly lifeless topics. We remember better what was said and our brains are flooded with oxytocin, leading us to feel a powerful connection to anyone telling a story and, by virtue of that, the work they are using the story to describe. Stories bring presentations to life and leave content in the memories and hearts of the listener long after a speech or a conversation is over.

In this dynamic, interactive and incredibly practical workshop, participants will be given step-by-step instructions on how to tell compelling and powerful stories. By taking part in exercises that are impactful (and fun!), they will put into practice what they learned during the session itself. These workshops are entertaining and engaging, and will leave participants with practical knowledge that they can start using immediately.

Benefits

By the end of this program, participants will understand:

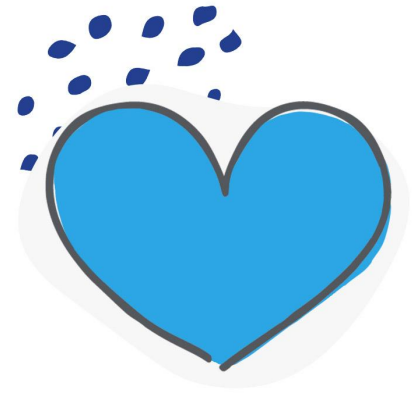
- The power of storytelling in building connections and likeability
- How to choose which stories to share
- How to tell ANY story in a way that is compelling, transmits essential information and creates stronger relationships, trust and credibility



3. Build Resilience to Stress & Enable High Performance

3A. Emotional Regulation for High Stress Situations

This workshop introduces participants to the critical connection between nervous system regulation and emotional intelligence, drawing on the principles of Polyvagal Theory. Participants will gain a deeper understanding of how their nervous system state directly influences their behavior, impacts relationships, and affects their ability to think clearly, creatively, and remain fully engaged at work. Through guided reflection and practical tools, participants will learn techniques to recognize and shift their nervous system state in real time (from fight, flight, freeze, or the urge to please others into a state of positive energy where they can self-lead, connect effectively with others, and remain resilient under emotional stress). Emotional regulation will be positioned as the foundational skill that enables the effective practice of emotional intelligence—without it, EI knowledge and tools often fall short.



Benefits

By the end of all workshops, participants will:

- Understand how the nervous system state (informed by Polyvagal Theory) influences emotions, behavior, and cognitive abilities.
- Recognize personal nervous system responses in different contexts and how these states impact relationships and engagement.
- Apply practical techniques to regulate their nervous system, returning to a state that supports connection and clear thinking.
- Strengthen their ability to practice emotional intelligence by building a foundation of self-regulation.
- Develop a personalized plan to manage stress and emotional triggers, improving resilience and workplace performance.

Visit www.neole.ca, email info@neole.ca or [book a free consultation](#).

3B. From Tension to Trust:

Practical Tools for Conflict Prevention & Resolution

This interactive, skills-based workshop equips professionals with practical tools and emotional insight to navigate conflict before it escalates—and respond skillfully when it does.

Benefits

Participants will learn to:

- Prevent conflict by exercising emotionally intelligent self-accountability and conscious communication
 - Clarify the nature of a conflict, and distinguish between positions, interests, and deeper needs
 - Stay grounded and collaborative under pressure, to respond (not react) during challenging conversations
 - Build a workplace culture that values accountability, empathy, and clarity
-

3C. Emotional Intelligence at Work:

Practical Tools for Relational Clarity & Connection

This interactive, skills-based workshop helps professionals strengthen their emotional intelligence to communicate with clarity, empathy, and resilience—especially under pressure.

Benefits

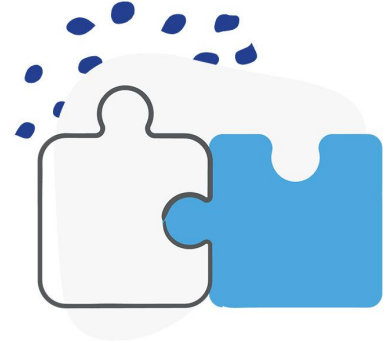
Participants will learn to:

- Recognize and regulate emotional responses to maintain connection in high-stakes moments
- Identify how emotions shape behaviour, decision-making, and workplace dynamics
- Use emotional insight to support clearer boundaries, accountability, and collaboration
- Contribute to a work culture where people feel safe, seen, and respected

3D. 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.

3E. Sharp All Day

Help your people think clearly, sustain their mental energy, and show up fully, without running on empty.



Your team's sharpest thinking depends on something most workplaces overlook: how well their brains are resourced. When people are under-slept, running on caffeine, and pushing through afternoon slumps and brain fog, their focus, memory, mood, and decision-making all suffer, no matter how capable they are.

This practical, science-based workshop shows participants how to protect the foundations of clear thinking and steady energy: sleep, recovery, movement, and the nutrition the brain actually needs. Grounded in neuroscience, nutrition science, and a nervous-system-informed approach, it gives people simple, realistic habits to feel sharp during the day and sleep soundly at night, and to protect their brain health for the long run.

Benefits

- Understand why sleep and recovery are the foundation of focus, mood, and energy
- Recognize what quietly drains mental energy at work, and what restores it
- Build simple habits that sustain clarity and energy through the whole workday
- Give the brain the nutrition it needs to reduce brain fog and afternoon slumps
- Reduce over-reliance on caffeine and sugar
- Protect long-term brain health and help prevent cognitive decline

Intended audience:

For leaders and employees who want to sustain focus and energy, address or prevent brain fog and afternoon slumps, and protect their long-term brain health.

**This workshop can be expanded into a multi-week team health and wellness challenge.*

3F. 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 a 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**.

Visit www.neole.ca, email info@neole.ca or [book a free consultation](#).

3G. High Performance Habits

This dynamic, science-based workshop helps your high performers stay sharp, steady, and engaged. Participants learn the five types of habits that sustain focus, mental clarity, and energy, even under intense professional and personal pressure. Through interactive exercises, real-life scenarios, and self-assessments, they discover practical strategies to regulate their nervous system, prevent decision fatigue, and optimize rest and recovery. Designed for leaders and emerging managers alike, this is not a passive “lunch and learn” but an engaging, transformative experience that equips participants to meet high expectations without sacrificing well-being or performance.



Benefits

- Identify the five core habits that sustain high performance under pressure.
- Apply practical techniques to maintain mental sharpness and clarity for better decision-making.
- Implement strategies to prevent burnout, brain fog, and decision fatigue.
- Use evidence-based tools to regulate the nervous system in high-stress moments.
- Optimize sleep and daily energy for improved focus and productivity.
- Integrate high performance habits into both professional and personal routines.
- Commit to one or more actionable changes that will sustain performance long-term.

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3H. Burnout Prevention

Build Resilience and Restore Energy for People in Demanding Roles

This compassionate, evidence-based workshop is designed for professionals who give their best every day — to clients, communities, or customers — often at the cost of their own well-being. Whether you work in healthcare, education, social services, or customer support, emotional labor is part of the job. Over time, this constant giving can lead to compassion fatigue, vicarious trauma, and burnout.

In this interactive session, participants will learn practical tools to prevent burnout before it happens, manage emotional fatigue, and recover their energy and sense of purpose. Using neuroscience-based strategies for stress regulation and emotional resilience, this workshop helps participants reconnect with their motivation and maintain healthy boundaries — without losing their empathy or commitment to the people they serve.

Through reflection, skill-building exercises, and discussion, participants will leave feeling validated, recharged, and equipped with strategies to protect their mental and emotional health — both on and off the job.

Benefits

- Recognize the early signs of burnout & compassion fatigue, and understand how these differ from everyday stress.
- Learn practical tools to regulate the nervous system during and after emotionally intense interactions.
- Strengthen emotional boundaries to care deeply for others without overextending themselves.
- Reignite motivation and purpose by reconnecting to what gives their work meaning.
- Develop recovery habits that restore energy and prevent cumulative stress.
- Build peer-to-peer support strategies to create a culture of care and shared resilience within their teams.
- Leave with a personalized burnout-prevention plan tailored to their role and realities.

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Meet our Expert Trainers and Facilitators



Ginny Santos, CEO, Neolé

**Expert Instructional Designer,
Facilitator, and Certified Coach**

With over 25 years of experience in organizational consulting, training & facilitation, including 16 years as an adjunct professor, Ginny brings a deep, academic foundation to her work. Her experience includes facilitating leadership training at the Pentagon, for Canadian tech startups, and for a national security agency in a G7 country.

Ginny founded Neolé in 2011 with a vision to transform how leaders and their teams learn, plan, and thrive in a world of uncertainty. What started as a small training, facilitation, and coaching company has since grown into a trusted partner for organizations across Canada, the USA, Latin America, and Europe. Today, Neolé is proud to be certified as a diverse supplier and recognized as a vendor of record with the Government of Canada.

Originally from Spain and living in Toronto, Canada, she is an entrepreneurial mother, a dog lover and an enthusiastic dancer in the privacy of her kitchen.

[LinkedIn](#)

Accreditations

- M.Sc. Creativity and Innovation
- Graduate Certificate in Creative Problem Solving & Change Leadership
- Certified FourSight Presenter and Master Trainer
- Certified Productive Thinking Facilitator and Trainer
- Neurofeedback Certified Practitioner
- Certified Solution Focused Coach
- Certified Nutrition Science Coach
- Certified to Coach with the Nervous System in Mind

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Meet our Associates



Marsha Shandur

Marsha Shandur has taught thousands of executives, entrepreneurs and professionals across the world, as well as to her 50,000 followers online. She's received rave reviews from clients like Meta, RBC, Loblaw Companies Ltd, YMCA, SickKids and Shopify. Her work has been featured in Forbes, BBC, Mashable and the Toronto Star.



Karen BK Chan

Karen B. K. Chan is an award-winning educator specializing in emotionally intelligent communication for workplaces. With over 20 years of experience, BK designs and delivers impactful training that builds core skills like active listening, conflict transformation, and emotional literacy. Her approach is practical, trauma-informed, and grounded in real-world dynamics—ideal for teams seeking to strengthen collaboration, equity, and resilience. Karen works with corporations, public institutions, and nonprofit organizations across Canada, helping staff and leadership alike build capacity for respectful, skillful communication in complex environments.

About Neolé

At Neolé we support mission-driven leaders and organizations that genuinely value their people. We specialize in team development, strategic meeting facilitation, neurofeedback-based brain training, and high-performance coaching while using scientific, evidence-informed approaches that create lasting impact. This is how we enable leaders and their teams to think clearly, work collaboratively, solve problems creatively, and stay fully committed to organizational success without burning out.

We work with you and your team remotely or in-person, adapting to your unique needs, whether you are co-located or spread across time zones. With over 14 years of global success, partnering with organizations in English and Spanish-speaking countries, we are a certified Women-Owned Business and Vendor of Record for the Government of Canada.

Our expertise includes:

- Boosting leadership and team performance through unique workshops, transformative brain training, and specialized coaching
- Designing and facilitating strategic meetings, leadership offsites, and team retreats
- Helping teams co-create a healthy workplace culture that builds engagement, collaboration, trust, and increases retention
- Facilitating creative problem-solving sessions to help teams break through persistent challenges while strengthening their creative thinking skills and innovation mindset
- Guiding teams through AI and technology change by engaging people as part of the solution, easing anxiety, and building confident, responsible adoption

We are on a mission to elevate every person's ability to be their best self at work, at home, and in their communities.



Visit www.neole.ca to explore all our services.

Your Next Step

Schedule a call with Ginny Santos to explore how we might support your leaders & their teams.



[Book a free consultation](#)

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