



VisionSpot Consulting, LLC

Professional Leadership Academy

Home of The Power Your Potential Boost Camp®

COURSE CATALOG



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Course Catalog
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In today's competitive market, you need results; therefore leaders are needed at all levels of the organization. We design and deliver customized leadership and performance-improvement certificate programs from entry-level to executive level.

Identity Theft & Privacy Compliance Camp

Employee or Customer information lost under the wrong set of circumstances may cost your company thousands of dollars. Our IT & P compliance workshop provides businesses such as yours and their employee's benefits, tools, best practices and tips to minimize the risk. Our compliance specialist will train you and your staff on the workplace Identity Theft laws and the FTC compliance requirements. Our presentation and tools are designed to help you in your efforts to comply with ACTA, GLB, HIPAA, etc laws to protect you, your company, your clients and employee as an affirmative defense against potential fines, fees and suits.

Leadership Intelligence by Design

This program is specifically designed to boost leadership effectiveness by exploring leadership from two points of view: self as leader and leader supporter. Instead of role-playing, you'll work on real issues and get hands-on experience developing outstanding skills that get results. The sessions are conducted in a trainer/coach team format that allows participants to assess group interaction and current methods used that are working and not working, while incorporating accelerated leadership principles and techniques into daily practice.

Step in to Leadership: Preparing to Lead

This course is ideal for new supervisors, management trainees and those who are hungry for leadership, but reluctant to take a leadership role. In this course participants will learn the latest in practical leadership skills, develop the confidence to step into leadership, pinpoint your strengths and style and use them to overcome barriers to entry (selected to Lead others). Participants will also learn cutting edge strategies savvy managers are using to drive their careers, teams and organizations forward

Understanding Social Style

Everyone has his or her own character style. How people respond to you is a direct reflection of how you treat them. In this session discover simple models for understanding different personality styles. Adapt your style to be a more effective person. We use the BEST Instruments (Bold, Expressive, Sympathetic, Technical) or D.I.S.C. Profile (Dominance, Influence, Steadiness, Conscientiousness) to help participants become more effective teammates and expert communicators at work and in their personal lives.

Personal Impact: What Makes You Famous?

This program allows individuals to unleash and develop a uniqueness to project their personal attributes powerfully. Combining the underlying brand values of each participant's SWOT (Strength, Weakness, Opportunities and Threats) Analyze with the unique qualities, we then work in a group collectively to develop an image and style that reflects the special attributes that others would be elated to follow or work with.

Career Exploration

This workshop helps out-placed, transitioning, new and reentering employees assess their interests and find their ideal profession. Participants will be able to clarify their values, and discover opportunities for a career that's aligned with what matters most. We help you explore new possibilities, build on your unique strengths and gifts. This course is an opportunity to discover your life's purpose and create an action plan for success.

Customer Loyalty

Learn how to W.O.W. customers. Simple platitudes about the customer being "number one" or providing "first class service" are not enough. We will present a value-based training approach to meet or exceed the expectations of ALL customers.

Communicating with Diplomacy and Tact

Your ability to communicate, to understand and be understood can make the difference between being a good communicator and a great communicator. In this session participants will learn how to apply the fundamentals of communicating with tact and finesse, by combining oral and written communication skills that are tailored to your audience.

Leadership Skills for Managers

This course will examine the behaviors you as a leader exhibit. Behavior that may be sabotaging your performance and credibility without your knowledge. Participants will learn how to create a positive and creative work environment. Performance of employees will be developed and improved. The styles required to supervise employees are identified with emphasis on the needs of differing employees and their divergent personalities.

Leading at ground ZERO: Team Building

This team building program incorporate powerful activities that motivates people to combine their talents and charter peek performance individually and as a member of the team. Fostering a culture of commitment to action, open and effective communication, trust and purpose to support essential workplace competencies to help your team raise the bar and reach excellence. The program is designed to enhance team spirit and match the goals of the organization by teaching participants how roles and responsibilities and individual contributions can enhance interpersonal relationships, personal impact and the customer experiences.

Sexual Harassment Compliance Camp

Our SHCC Program sets a whole new standard in sexual harassment training. The program speaks candidly to employees regarding the differences between their work life and personal life. It helps to eliminate sexual harassment in the workplace and is in compliance with CA AB 1825 law - while displaying humor in its approach and message. The program also covers the emotional aspects of harassment and the importance of creating a safe work environment where employees can report sexual harassment violations without fear of shame or retaliation. We also offer a managers version as well.

Diversity & Inclusion Strategies

In this course the participants will focus less on the identity of a group of people, but more on the unique diversity of each individual as the organization's most valuable resource. Participants will learn how to avoid stereotypes, bias and minimize common fears and barriers to diversity and success.

Astound your Co-Workers by Managing Change Quickly and Prevailing in Changing Times

Both management and line-staff participants will discover how to plan and implement corporate change. You will develop a plan for managing change, deepening your understanding of resistance to change, and apply practical tools for helping people through transition. You will learn new ways to manage employees' reactions to change from resistance to commitment. Participants at all levels learn to break down overall goals into manageable action steps.

Facilitating Productive Meetings

Learn how to lead dynamic meetings process to surface group passion and wisdom. You'll learn some simple tools that promote dialog and openness so that people feel heard and understood. Creating an environment where people can safely express their feelings helps your team capitalize on the synergy of diverse viewpoints, backgrounds, perspectives and work styles. You'll learn how to give a powerful persuasive presentation and gain support for your ideas. In this course, you will find out what makes you compelling and how to develop your personal brand of charisma.

Fundamentals of Selling

The course concentrates on the fundamentals of salesmanship, but it also goes well beyond traditional sales concepts. While your competitors may be focused on discounting to gain market share, we will show you how you can stay firm on price and still increase sales by convincing customers of the value you are offering them.

Time Management

Learn how to identify and overcome barriers to personal productivity, including time management and scheduling. Maximize your efficiency and organize your workspace. By eliminating energy zappers and actively managing your priorities, you can make the most of your time. In this course you will get tips on how to minimize interruptions by taking control and how to use delegation as a strategy for organizing your workday, whether you are a manager or a front-line team member.

Succession Planning and Mentoring for Leaders

This course helps you plan your leadership development program. You start by exploring the future competencies your organization will need and design a 360-degree feedback survey to compare current skills with desired skills and come up with a plan to bridge the gap. Discover the value of creating a professional development plan as a blue-print for success. Collaboratively you create a succession plan that develops talent from within. Using a mentor program to jump-start high-potentials, both mentors and protégés commit to working on growth opportunities.

Board Development

This workshop clarifies roles and responsibilities and allows the board to become the true visionaries, while the CEO runs the organization. Boards are full of highly resourceful people who care deeply about the mission of their organization and have a strong desire to serve. What's missing is that they don't have clearly stated goals and policies that empower their staff to creatively accomplish the mission. This program works for boards in desperate need, but is absolutely inspirational when working with already high-functioning boards seeking new levels of excellence.
