



2025 training guide



culture transformation

what we do

An organization's internal culture, more than almost anything else, can make or break its ability to innovate, work with agility, and retain its best talent. The problem is that many workplace cultures don't work. At the very least, they're mediocre. At worst, they're classifiably toxic. That's because most cultures develop accidentally, over time, without intention. **We are culture transformation experts.**

Vidl Work delivers powerful results for our clients through customized hands-on, heart-led human experiences that create a culture that is intentionally designed, protected, and nurtured. With decades of experience, the Vidl Work team facilitates trainings that give your teams and leaders the proprietary tools and new skills they need to optimize culture, navigate the messy middle, and guide the organization to a better place. No matter what the specific topic, our trainings focus on sparking the three essential elements: high-quality human energy, deep interpersonal connection, and courageous actions.

“work culture is ten times more important than compensation in determining whether employees will stay in a company or go elsewhere.”

-Sull, D. & Sull, C. & Zweig, B. (2022)

what you can expect

Our wide range of engaging, innovative, and customized trainings optimize culture while supporting personal energy, improving team connection, and developing courageous leaders. From keynotes and micro-sessions to multi-day workshops, our trainings can be delivered onsite or virtually, and topics can be combined.

**true to our approach, we offer trainings
focused on three major areas:**



elevating energy



prioritizing connection



choosing courage

Participants who complete a full-day Energy, Connection, or Courage training earn the designation *Vidl Work Trained* and receive an official Certificate of Completion.

Our heart-led, hands-on training sessions are

- Customizable
- Packed full of new ideas and energizing activities
- Renowned for being interactive and engaging
- Focused on practical and relevant strategies people can use right away
- Facilitated by highly skilled trainers with decades of experience
- Delivered in person or remotely
- Individualized by organization and offered as one-hour to multi-day sessions

what our participants say

"Normally, I think classes that last half day are too long. But not with this class! The instructors were great, and they actually provided real world examples of problems and solutions that everyone could apply to work and home life. I would definitely recommend this to everyone at all levels in my organization."

– **supervisor training**
manatee county government



"This was very good content with wonderful delivery. It was fantastic, relevant, and actionable training for leaders. The facilitator was very engaging; and kept the session moving and evolving her topics seamlessly."

– **leadership summit**
premier healthcare

"I am writing to tell you that I was so inspired by your training. I cannot thank you enough for doing what you do. Everyday I come to my office and find that I am more positive, actively listening, and reaching out to those struggling at work. It was a pleasure and honor to have you come to our organization."

– **clinical director**
tidewell hospice



vidl work

energy, connection & courage at work



Designing and Nurturing an Intentional Culture

Workplace culture isn't a perk; it's a power source. When shaped with intention, culture becomes the invisible engine behind high performance, deep belonging, and lasting retention. But too often, culture is left to chance. In this interactive session, we turn culture into something you can see, influence, and sustain. Anchored in our CultureJourney™ framework, we'll explore how to elevate energy, prioritize connection, and choose courage, so your culture supports the outcomes that matter most. Whether you're just starting out or refining what's already in place, this session helps you design and nurture culture from the inside out with clarity, strategy, and purpose.

At the end of this session, participants will be able to:

- Define workplace culture using the CultureJourney™ framework
- Examine the origins of culture and identify key levers for transformation
- Implement intentional self-development and team-building strategies to cultivate and sustain a thriving workplace culture

the energy shift

Your Competitive Edge in Work and Life

In today's nonstop world, the real competitive edge isn't time, it's energy. When we learn to manage and elevate our physical, mental, emotional, and spiritual energy, everything changes: we perform better, feel more balanced, and contribute to a healthier, more connected workplace. This energizing and interactive session challenges the myth that burnout is just part of modern life and replaces it with practical tools for showing up fully, with intention and vitality. You'll walk away with fresh insight, science-backed strategies, and a renewed ability to elevate and replenish energy, not just for yourself, but for your team.

At the end of this session, participants will be able to:

- State the connection between energy management, motivation, and performance
- Apply strategies across four core energy dimensions to increase resilience and capacity
- Evaluate personal and organizational barriers to energy management and reframe stress as a tool for growth

the art of adaptation

Practical Strategies for Uncertain Times

Change is constant ... and exhausting. But with the right mindset and tools, it becomes a catalyst for clarity, growth, and connection. In this interactive session, we explore how to respond (not react) to change using Vidl Work's Me-We-Systems™ framework. You'll learn how to shift from chaos to clarity, support yourself and others through uncertainty, and create steady ground even when the future feels shaky.

At the end of this session, participants will be able to:

- Analyze the effects of accelerated change on individuals, teams, and organizational culture
 - Apply the Me-We-Systems™ framework to navigate complexity with clarity and resilience
 - Design personal strategies to support calm, focus, and connection during uncertainty and transition
-

bridging the generations

Unlocking the Power of Generational Diversity

This interactive training helps leaders and teams navigate the challenges of working across generational differences. Participants will explore the formative experiences that shaped today's primary workplace generations and learn how these influence communication styles, values, attitudes, and expectations at work. Through discussion, strategies, and real-world scenarios, leaders will learn how to reduce friction, bridge gaps, and leverage generational diversity to build stronger, more collaborative teams.

At the end of this session, participants will be able to:

- Identify common challenges and friction points that arise from generational differences
- Describe how formative experiences have shaped workplace tendencies and expectations
- Apply practical strategies and scenario-based approaches for leading teams with generational diversity more effectively

the accountability advantage

Building Trust and Ownership

Accountability is more than a buzzword; it's the backbone of strong teams and thriving workplaces. When done well, it builds trust, fosters shared ownership, and leads to high-quality outcomes. But when it's unclear or inconsistently applied, it creates frustration and confusion. In this interactive session, participants will explore what accountability really looks like in action (beyond micromanagement or blame) and learn how to elevate energy and connection by holding themselves and each other accountable for what matters most. Using Vidl Work's 4Cs model, we'll turn accountability into a skill set you can teach, model, and scale across your team or organization.

At the end of this session, participants will be able to:

- Describe the accountability continuum and its influence on trust and team performance
- Evaluate personal and team practices using the 4Cs of accountability
- Develop an actionable plan to strengthen ownership, follow-through, and shared responsibility

above the line thinking

Your Mindset, Your Results

In today's fast-paced, high-pressure work environment, mindset is everything. How we think shapes how we lead, communicate, and navigate challenges. In this highly interactive session, participants will explore how "above the line" thinking fuels better decisions, stronger relationships, and more effective results. We'll unpack what happens when we operate from fear, ego, or defensiveness, and how to intentionally shift into a mindset that prioritizes clarity, courage, and connection. Using relatable scenarios and powerful reflection tools, this session equips individuals and teams to choose how they respond, especially when it matters most.

At the end of this session, participants will be able to:

- Differentiate between "above the line" and "below the line" thinking patterns and describe their impact on performance and culture
- Apply tools to shift mindset in moments of challenge, stress, or interpersonal friction
- Analyze a workplace scenario using the above the line framework for a more thoughtful response

me-we-systems™

A New Lens for Solving Workplace Challenges, Improving Culture, and Elevating Performance

When workplace frustrations build up, the solution isn't always simple ... or in the place we expect. This session introduces Vidl Work's Me-We-Systems™ framework: a powerful tool for untangling challenges at the personal, interpersonal, and systemic levels. Participants will learn to diagnose issues more clearly, respond more skillfully, and shift from blame to curiosity and agency. With fresh language, practical tools, and a renewed sense of shared responsibility, teams walk away ready to address issues with clarity, confidence, and collaboration.

At the end of this session, participants will be able to:

- Apply the Me-We-Systems™ framework to analyze and address common workplace challenges
- Develop and commit to strategies that support self-development ("Me Work") and strengthen interpersonal relationships ("We Work")
- Differentiate between systemic barriers and individual or team-level behaviors, and reclaim agency within their area of control

ai at work

Technology Evolves While Humanity Leads

Artificial Intelligence (AI) is accelerating change, but the competitive advantage is with people. This session helps leaders and teams discover how to stay deeply human as technology rapidly evolves. This highly interactive experience blends research, storytelling, and practical application while examining how courage, connection, and purpose drive ethical and effective AI adoption. Attendees will practice making decisions where human judgment, creativity, and compassion remain essential, so technology supports, rather than erodes, a vibrant culture.

At the end of this session, participants will be able to:

- Analyze how AI is impacting their ability to produce high quality work
- Evaluate potential impacts of AI on culture to protect courage, connection and purpose
- Understand what is personally and collectively needed to navigate AI and technological advancement successfully

courageous communication

The Inner Game

Powerful communication starts from within. Before we ever speak a word, our mindset, emotional patterns, and internal narratives shape how we show up. In this reflective and energizing session, participants will examine their “inner operating system” to uncover what’s helping, or hindering, their ability to connect, communicate, listen, and lead with clarity. Through practical tools and real-life examples, this session builds the foundation for more grounded, confident, and courageous communication ... even in high-stakes moments.

At the end of this session, participants will be able to:

- Identify internal thought patterns, emotional habits, and self-stories that impact communication effectiveness
- Analyze how personal values and internal narratives influence communication choices and outcomes
- Practice mindset-shifting tools to support authentic, confident conversations

courageous communication

Balancing Clarity and Compassion

Truthful, kind communication is the heartbeat of a strong culture. But when conversations get tough, fear, avoidance, or defensiveness often take the lead. This session equips participants with the tools and courage to navigate those high-stakes moments with clarity and care. Building on the inner mindset work, or standing strong on its own, this session focuses on the outer skill set: how to say what needs to be said in a way that strengthens trust and connection. Participants will practice how to speak hard truths, reduce emotional reactivity, and build relationships grounded in empathy, candor, and courageous honesty.

At the end of this session, participants will be able to:

- Demonstrate the use of empathy and compassionate candor in workplace conversations
- Apply specific strategies to reduce defensiveness and increase clarity in difficult conversations
- Use intentional listening and powerful questions to foster connection, trust, and mutual understanding

trust at work

The Key to Performance and Connection

Trust isn't just a value, it's the unseen force that is essential for connection, performance, collaboration, and innovation. When trust is strong, teams move faster, communicate better, and take healthy risks. When it's broken, everything stalls. This session introduces a clear, practical framework for understanding, assessing, and rebuilding trust in real workplace relationships. Through honest reflection and skill-building exercises, participants will learn how to turn trust breakdowns into breakthroughs, so they can lead with courage, connect with intention, and elevate performance at every level.

At the end of this session, participants will be able to:

- Describe the four elements of trust: care, sincerity, reliability, and competence
- Analyze patterns of trust and mistrust within their workplace relationships
- Apply the trust framework to strengthen or repair a specific professional relationship

the secret ingredient for high-performing teams and thriving cultures

What's the secret ingredient that empowers team members to speak up, share ideas, take risks, and be themselves so the team can unlock its full potential? Research indicates the most essential ingredient is psychological safety. Through stories, research, and practical tools, participants will learn what psychological safety is, why it's important, and how to positively influence it.

At the end of this session, participants will be able to:

- Describe the impact of the psychological safety on inclusion, learning, contribution, and challenging the status quo
- Assess their team culture using six key influencers of psychological safety
- Create a personal action plan to more positively influence psychological safety on their team

“today's class was fantastic. i really enjoyed and feel that i gained a lot of knowledge. the instructors were both great and kept the course upbeat, fun, and informative.”

the decisive leader

Choose with Confidence and Humility

Leadership is a series of choices, and how you make them shapes your team's momentum, engagement, and results. In this practical and thought-provoking session, participants will explore four distinct decision-making styles and learn how to adapt their approach based on context, urgency, and values. We'll also uncover the mindset traps and systemic barriers that get in the way of confident, aligned decisions. Because decisiveness isn't about speed; it's about clarity, ownership, and the courage to move things forward.

At the end of this session, participants will be able to:

- Compare four core decision-making approaches: participative, authoritative, consensus, and delegation
 - Apply a decision-making framework to past or future scenarios to increase clarity and alignment
 - Identify personal patterns and systemic obstacles that hinder decision-making and explore opportunities to act with greater agency
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from conflict to connection and clarity

Conflict isn't the problem, avoidance is. When addressed with skill and intention, conflict can become a powerful catalyst for clarity, innovation, and stronger relationships. In this engaging session, participants will reframe how they view tension and disagreement, learning to distinguish between helpful and unhelpful friction. Through practical tools and real-world practice, they'll leave better equipped to navigate tough conversations, surface diverse perspectives, and strengthen connection along the way.

At the end of this session, participants will be able to:

- Differentiate between intellectual and social friction, and state at least one example of both types
- Reframe their mindset around conflict as an opportunity for growth, innovation, and connection
- Demonstrate interpersonal strategies that support skillful conflict navigation and resolution

call to connection

Cultivating Quality Relationships with Diverse Personalities

Work is relational. And when we collaborate with people who think, feel, or communicate differently than we do, it's easy to fall into frustration, misinterpretation, or silence. This session offers a practical, compassionate roadmap for building meaningful relationships across those differences. Participants will explore the hidden patterns that drive workplace tension, like the "cycle of collusion", and learn how to shift from defensiveness to curiosity and from disconnection to trust. When we learn to navigate differences with clarity and care, diversity becomes a source of strength, not stress.

At the end of this session, participants will be able to:

- Identify common barriers to building strong, collaborative workplace relationships
 - Explain the "cycle of collusion" and its impact on professional tension and misunderstanding
 - Apply practical strategies to build connection and trust across a range of personality and communication styles
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your emotional impact

Increase Your EQ

Emotional intelligence isn't optional; it's essential. Whether you're leading a meeting, responding to feedback, or navigating tension with a teammate, your emotional presence influences outcomes more than you realize. In this session, participants explore practical tools for increasing emotional awareness, strengthening empathy, and managing emotional energy in a way that elevates connection, collaboration, and resilience. Because how you show up emotionally shapes how others show up too.

At the end of this session, participants will be able to:

- Define emotional intelligence and explain its impact on workplace performance and relationships
- Practice techniques for managing emotional energy in high-stakes or high-stress situations
- Apply strategies to recognize and respond effectively to the emotional cues of others

protecting the vault

Rebuilding Trust in the Age of Gossip

Trust is built in small moments and broken just as quickly. Drawing from Brené Brown's "vault" concept, this session challenges the normalization of gossip and surfaces its real cost to connection, culture, and credibility. Participants will explore why gossip happens, how it spreads, and what it erodes. Through honest reflection and practical strategies, they'll learn how to set boundaries, respond with courage, and protect what matters most: trust.

At the end of this session, participants will be able to:

- Explain the impact of gossip on workplace trust, creditability, and team dynamics
 - Evaluate personal habits and decision-making patterns around information-sharing
 - Demonstrate tactful and courageous responses that discourage gossip and uphold healthy boundaries
-

leading through adversity

Resilience in Action

Adversity is inevitable, but how we respond defines us. In this session, leaders are invited to step into challenge with clarity, composure, and conviction. Through honest reflection and practical resilience tools, participants will explore how to lead themselves and others through difficulty, without losing momentum or purpose. This isn't about powering through, it's about aligning with what matters most and helping your team emerge stronger, wiser, and more connected on the other side.

At the end of this session, participants will be able to:

- Clarify the personal and collective values that guide decision-making during times of adversity
- Apply resilience-building practices that help maintain personal clarity, energy, and direction during setbacks
- Design team environments that foster recovery, adaptability, and forward movement after challenge

dare to lead™

Based on the groundbreaking research of Dr. Brené Brown, Dare to Lead™ is a transformational experience in courageous leadership. Guided by a certified Dare to Lead™ Facilitator, participants explore the four skill sets of courage: rumbling with vulnerability, living into values, BRAVING trust, and learning to rise. Through interactive storytelling, reflection, and skill-building, you will gain tools to have tough conversations, build deeper trust, lead with integrity, and rise stronger after setbacks. This experience invites participants to replace armor with grounded confidence, and to lead with more courage, clarity, and heart.

At the end of this session, participants will be able to:

- Explore vulnerability as a leadership strength and practice “rumbling” with discomfort
 - Clarify personal values and differentiate between aspirational and embodied leadership
 - Apply the BRAVING framework to strengthen trust and navigate trust breakdowns with courage and skill
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the coaching leader

Using the Power of Coaching to Develop Others

Inspirational leaders don't direct; they develop. In today's fast-moving, people-centered workplaces, the ability to foster growth, autonomy, and ownership is essential. This session introduces the mindset and foundational skills of coaching, helping leaders shift from being the one with all the answers to the one who draws out the best in others. Participants will learn how to listen more deeply, ask better questions, and create the conditions for greater engagement, resilience, and self-leadership. The best leaders don't just solve problems; they help others build the capacity to solve their own.

At the end of this session, participants will be able to:

- Differentiate between the “expert” and “coach” mindset in leadership
- Learn essential coaching skills such as deep listening, powerful questioning, and reflective dialogue
- Apply these skills to real-life scenarios through in-session practice

mastering mental focus

Training for Today's Attention Economy

The world is noisy, and our brains are exhausted. In the age of constant inputs, multitasking, and digital overload, focus has become one of our most valuable (and vulnerable) resources. In this session, you'll begin to reclaim your attention by identifying key energy drains, interrupting unhelpful habits, and building focus-friendly practices. You'll leave with practical tools to reduce overwhelm, increase clarity, and bring more presence to your day, both at work and beyond.

At the end of this session, participants will be able to:

- Identify common disrupters of focus and their effect on mental clarity and performance
 - Apply internal and environmental strategies to reduce distractions and support sustained attention
 - Design a personal focus plan that supports clarity, presence, and productivity
-

stress

It's Your Superpower!

Stress isn't the enemy; it's the entry point. In today's fast-paced and emotionally demanding world, the way we relate to stress can either drain us or drive us. This energizing and eye-opening session flips the script on traditional stress management, showing how stress, when understood and harnessed, can fuel performance, deepen connection, and build lasting resilience. Backed by research and packed with practical tools, this session challenges the idea that stress is something to avoid, and offers a smarter, more empowered way to work with it.

At the end of this session, participants will be able to:

- Evaluate current beliefs about stress in light of the latest research on its impact and potential benefits
- Identify their primary stressor and practice a science-backed technique to shift stress response
- Connect their stress experience to a deeper sense of purpose in order to strengthen long-term resilience

allyship for everyone

An inclusive culture doesn't happen by accident; it happens when people choose to show up for each other with presence and intention. This session equips participants with everyday tools to practice allyship, challenge bias with care, and foster a sense of belonging across teams. Through honest conversation and practical strategies, individuals will explore how inclusion is shaped not by one leader's actions, but by many small, intentional choices made every day.

At the end of this session, participants will be able to:

- Define allyship and explain its role in building inclusive, high-trust workplace cultures
- Apply strategies to reduce bias and cultivate respectful, open-minded relationships
- Develop a personal action plan to practice allyship in everyday interactions

what inclusive leaders do

Diversity is essential, but inclusion is what brings it to life. This session equips leaders with the mindset and skills to foster environments where people feel seen, heard, and valued. Through self-awareness, reflection, and actionable tools, participants will explore how to lead in ways that honor and leverage individual differences while building connection, trust, and team cohesion.

At the end of this session, participants will be able to:

- Recognize leadership behaviors that support inclusive team dynamics and a culture of trust
- Assess how unconscious bias may influence decision-making and team relationships
- Respond to subtle and overt forms of exclusion and implement strategies that foster inclusion

“excellent! engaging and high energy. the balance between information provided and constructive, thought-provoking exercises was perfect. i would love to arrive and “show up” as professionally and credibly as this facilitator did. thank you for a valuable training. well done.”



Vidl Work empowers organizations with dynamic, **on-demand** training designed to provide anytime access to shared language and skillsets on essential topics. Our expertly crafted courses are visually appealing, interactive, and engaging so your teams and leaders stay present and connected to the ideas as they learn.

free demo

No matter the topic, our on-demand learning experiences spark three key elements: **high-quality human energy, deep interpersonal connection, and courageous action.**

Our self-paced training modules are:

- Customizable to fit your organization's unique needs
- Packed with fresh insights and practical applications
- Designed for engagement, interactivity, and real-world impact
- Built to deliver actionable strategies that can be applied immediately
- Developed by industry experts with decades of experience
- Accessible anytime, anywhere, for individuals or teams

some of our most requested training topics

Stress: It's Your Superpower

Learn new science that shows how to harness our stressors to help our performance.

Courageous Communication

Learn to communicate with candor *and* care.

Create a Culture of Accountability

Learn a powerful framework for enacting greater accountability on your team.

With Vidl Work's on-demand training, learning isn't just an event—it's an ongoing, transformative experience. To experience an example of our on-demand content, enjoy a demo of our CultureJourney course above, or enjoy free access to our [CultureJourney video series](#).

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