



SBJ Consulting, Inc

THOUGHT PARTNER, COACH, CONSULTANT

TRAINING & DEVELOPMENT OFFERINGS

TRAINING & DEVELOPMENT CATEGORY OVERVIEW



LEADERSHIP
FUNDAMENTALS



COMMUNICATION
PRINCIPLES



BUILDING SOLID
TEAMS



CLIFTONSTRENGTHS®

SBJ Consulting, Inc.'s training and development offerings are divided into four main categories. Training is customized to accommodate various leadership levels within the organization and an eclectic group of participants. Duration of training varies based on the organization's availability and typically runs 90 minutes – half day (3-4 hours).

LEADERSHIP FUNDAMENTALS – TRAINING & WORKSHOPS



LEADERSHIP FUNDAMENTALS

- ✓ Leading with Intention
- ✓ Leadership Versatility
- ✓ Power Up Your Presence
- ✓ Tapping into Emotional Intelligence:
Leadership's #1 Most Desired Skill

LEADING WITH INTENTION



Leading with Intention is a reflective and action-oriented workshop that helps leaders move from reactive habits to deliberate, values-driven leadership. Participants clarify their leadership identity by connecting personal values to daily decisions, while exploring how even well-intended behaviors can unintentionally diminish others. Through practical exercises and peer insight, leaders learn to recognize these patterns, shift toward a multiplier mindset, and lead in ways that expand capability, ownership, and thinking across their teams. The session emphasizes feedback as information, intentional self-monitoring, and small, consistent experiments that build more adaptive, collaborative, and empowering leadership over time.

- *Length: 90 Minutes OR 3 Hours
- *Setting: Virtual (90 Minutes) OR In-person (90 Minutes or 3 Hours)
- *Includes Accidental Diminisher Assessment
- *Customized Group and Team Activities

LEADERSHIP VERSATILITY



Leadership Versatility is a dynamic, self-awareness-driven workshop that equips leaders to expand beyond their default style and respond more effectively to a wide range of challenges. Participants diagnose their natural leadership tendencies across four core styles: Conductor, Coach, Pioneer, and Guardian, while identifying gaps that may be limiting their impact. Through practical application and reflection, leaders learn when and how to flex between styles, balancing structure with empathy, vision with execution, and speed with sustainability. The session emphasizes challenging assumptions, broadening perspective, and intentionally practicing new approaches, enabling leaders to adapt in real time and lead with greater range, precision, and impact.

- *Length: 90 Minutes OR 3 Hours
- *Setting: Virtual (90 Minutes) OR In-person (90 Minutes or 3 Hours)
- *Includes Leadership Versatility Assessment
- *Customized Group and Team Activities

POWER UP YOUR PRESENCE



LEADERSHIP FUNDAMENTALS

Power Up Your Presence is an immersive, introspective workshop designed to help leaders intentionally shape how they show up and the impact they create. Participants explore leadership presence as a skill, not a trait, by examining the internal and external factors that influence how they are perceived. Through guided reflection and peer feedback, leaders identify personal “saboteurs” that undermine their presence and practice cognitive resets and behavioral shifts to counter them. The session blends emotional intelligence, mindset work, and practical strategies to help leaders align their intentions with their actions, communicate with greater clarity and confidence, and cultivate a presence that builds trust, influence, and lasting impact across their teams.

- *Length: 90 Minutes OR 3 Hours
- *Setting: Virtual (90 Minutes) OR In-person (90 Minutes or 3 Hours)
- *Includes Resources on Executive Presence
- *Customized Group and Team Activities

TAPPING INTO EMOTIONAL INTELLIGENCE: LEADERSHIP'S #1 MOST DESIRED SKILL



LEADERSHIP FUNDAMENTALS

Tapping into Emotional Intelligence: Leadership's #1 Most Desired Skill is a highly interactive workshop that helps leaders strengthen their ability to influence, build trust, and navigate complexity through deeper self-awareness and relational insight. Participants examine the core components of emotional intelligence while conducting practical audits of their key relationships to uncover patterns that impact trust and effectiveness. Through guided reflection and real-world application, leaders learn to challenge assumptions, manage internal narratives, and respond more intentionally in moments of tension and conflict. The session integrates influencing strategies, emotional triggers, and social needs to help leaders lead with greater clarity, empathy, and impact, turning everyday interactions into opportunities for stronger relationships and effective outcomes.

- *Length: 90 Minutes OR 3 Hours
- *Setting: Virtual (90 Minutes) OR In-person (90 Minutes or 3 Hours)
- *Includes Emotional Intelligence Assessment
- *Customized Group and Team Activities

COMMUNICATION PRINCIPLES – TRAINING & WORKSHOPS



- ✓ Intentional Communication
- ✓ Interviewing & Negotiation
- ✓ Communication with Purpose
- ✓ Techniques for Expanding Presence (specific techniques for women in the workplace)

INTENTIONAL COMMUNICATION



Intentional Communication is a practical workshop that helps leaders communicate with greater awareness, clarity, and impact, especially in high-stakes or emotionally charged situations. Participants learn to slow reactive tendencies, manage emotions in real time, and create space for more thoughtful responses, while exploring how subtle language choices can either shut conversations down or move them forward. Through hands-on practice, leaders develop skills in observing without evaluating, leveraging empathy to uncover underlying needs, and using precise, constructive language that reduces defensiveness and builds trust. The session blends cognitive insight with actionable techniques, enabling leaders to shift from impulsive communication to purposeful dialogue that strengthens relationships and drives more effective outcomes.

- *Length: 90 Minutes
- *Setting: Virtual OR In-person
- *Includes Wheel of Emotion Resource
- *Customized Group and Team Activities

INTERVIEWING & NEGOTIATION



Interviewing & Negotiation is a practical, confidence-building workshop designed to help professionals position themselves effectively and advocate for their value at critical career moments. Participants learn how to strengthen executive presence, communicate their strengths with clarity, and approach interviews as a two-way evaluation, ensuring mutual fit rather than one-sided assessment. The session equips individuals with strategic tools for preparation, including how to showcase their experience, set boundaries early, and navigate common pitfalls. On the negotiation side, participants develop a clear understanding of their market value, total compensation levers, and how to approach conversations with confidence and intention. The result is a more prepared, self-assured professional who can navigate interviews and negotiations with clarity and composure.

- *Length: 90 Minutes OR 3 Hours
- *Setting: Virtual (90 Minutes) OR In-person (90 Minutes or 3 Hours)
- *Includes Interview Role Playing & Feedback
- *Customized Group and Team Activities

COMMUNICATION WITH PURPOSE



Communication with Purpose is a practical, insight-driven workshop designed to elevate how leaders connect, influence, and navigate tension. Participants explore the four core communication styles to better understand themselves and others, while sharpening the often-overlooked skill of listening to truly hear, not just respond. The session surfaces common “communication killers” that quietly erode trust, and introduces simple but powerful language shifts that increase clarity and buy-in. Finally, participants build the confidence to manage conflict with courage, turning difficult conversations into opportunities for alignment, accountability, and stronger relationships.

- *Length: 90 Minutes OR 3 Hours
- *Setting: Virtual (90 Minutes) OR In-person (90 Minutes or 3 Hours)
- *Includes Communication Style Assessment
- *Customized Group and Team Activities

TECHNIQUES FOR EXPANDING PRESENCE



Techniques for Expanding Presence is an empowering and highly practical workshop designed to help women strengthen their voice, visibility, and influence in the workplace. Participants explore the difference between leveraging strengths and operating from a place of true personal power, while building awareness of common dynamics and high competence thresholds that can impact perception and advancement. Through a blend of mindset work and tangible techniques, including body language, vocal delivery, and intentional use of space, women learn how to project confidence with authenticity and clarity. The session also emphasizes amplifying female voices, navigating bias with strategy, and developing the self-awareness needed to adapt effectively, enabling participants to show up with greater presence, purpose, and impact.

- *Length: 90 Minutes
- *Setting: Virtual OR In-person
- *Includes Role Playing & Feedback
- *Customized Group and Team Activities

BUILDING SOLID TEAMS – TRAINING & WORKSHOPS



BUILDING SOLID
TEAMS

- ✓ Creating a DREAM Team
- ✓ Constructing a Solid Team
- ✓ Increasing Engagement Through Connection & Coaching
- ✓ Teaming Different

CREATING A DREAM TEAM



BUILDING SOLID TEAMS

Creating a DREAM Team is an immersive, experience-driven workshop designed to help teams build trust, strengthen relationships, and align around shared values and behaviors that drive results. Participants engage in interactive exercises and candid dialogue to uncover the underlying dynamics that impact collaboration, exploring how trust is built, broken, and sustained through everyday actions. The session integrates emotional intelligence, communication strategies, and neuroscience-based models to help teams better understand one another, navigate conflict constructively, and move from assumptions to intentional behaviors. By translating values into clear, observable actions and commitments, teams leave with a practical roadmap to foster accountability, improve communication, and create a more cohesive, high-performing environment.

- *Length: 3 Hours
- *Setting: In-person
- *Ideal for teams that need trust and relationship repair to move forward
- *Customized Group and Team Activities

CONSTRUCTING A SOLID TEAM



BUILDING SOLID TEAMS

Constructing a Solid Team is an interactive, hands-on workshop that helps teams build stronger collaboration by improving how they communicate, listen, and work together in real time. Participants explore the foundations of an effective team, while uncovering how individual communication styles and habits can either strengthen or undermine team performance. Through engaging activities and practical tools, leaders learn to recognize communication “killers,” adapt their style to others, and elevate their listening from surface-level to truly attentive and insightful. The session emphasizes curiosity, accountability, and clear rules of engagement, enabling teams to reduce misunderstandings, build stronger relationships, and operate with greater cohesion and effectiveness.

- *Length: 3 Hours
- *Setting: In-person
- *Ideal for teams that function well and desire to elevate to the next level
- *Customized Group and Team Activities

INCREASING ENGAGEMENT THROUGH CONNECTION & COACHING



BUILDING SOLID TEAMS

Increasing Engagement Through Connection & Coaching is a results-focused workshop that helps leaders move beyond surface-level engagement tactics and build meaningful, lasting connections that drive performance. Participants explore what employees truly need to stay engaged, while examining the real cost of disengagement and missed opportunities for connection. The session introduces practical, immediately applicable strategies to foster connection in everyday interactions, alongside a shift toward a coaching mindset that prioritizes curiosity, co-creation, and accountability over directive leadership. By learning how to ask better questions, reduce assumptions, and create space for meaningful dialogue, leaders leave equipped to strengthen relationships, increase ownership, and unlock higher levels of engagement across their teams.

- *Length: 90 Minutes OR 3 Hours
- *Setting: Virtual (90 Minutes) OR In-person (90 Minutes or 3 Hours)
- *Includes Real-time Data on Employee Engagement
- *Customized Group and Team Activities

TEAMING DIFFERENT



BUILDING SOLID TEAMS

Team Different is a forward-looking, high-impact workshop that equips teams to thrive in environments defined by constant change, complexity, and competing priorities. Participants explore the concept of Team Emotional Intelligence (Team EQ) to understand how collective emotions, relationships, and energy influence performance and collaboration. Through guided reflection and practical application, teams assess where they are today, identify gaps in awareness, connection, and communication, and develop targeted strategies to strengthen both internal dynamics and external relationships. The session emphasizes fostering adaptability, psychological safety, and shared accountability, enabling teams to operate with greater alignment, resilience, and sustained impact.

- *Length: 90 Minutes OR 3 Hours
- *Setting: Virtual (90 Minutes) OR In-person (90 Minutes or 3 Hours)
- *Includes Team Emotional Intelligence (Team EQ) Resources
- *Customized Group and Team Activities

CLIFTONSTRENGTHS WORKSHOPS



Understanding how strengths can be used to overshadow weaker areas in our skill set is a game-changing shift in leadership and team dynamics. Honing in on our natural talents allows us to maximize our strengths, invest in our teams, ignite productivity, and promote well-being. Those who know and work in their zone of strength are 6x as likely to be engaged in their jobs, 6x as likely to agree they have the opportunity to do what they do best every day, and 3x as likely to report having an excellent quality of life.

In this 3-4-hour workshop, participants will learn their 34 Strengths, understand the power and edge to their Top 10 strengths, explore connection opportunities for their lesser strengths, and leave with a better understanding of why they do what they do, what motivates them, and when they perform at their best.

- *3-4-Hour In-person Workshop: On-site, Corporate Office, or off-site Location
- *Includes CliftonStrengths Assessment Report for each participant
- *Resource Guides for each participant
- *Customized Group and Team Activities

SBJ CONSULTING, INC.'S VALUED PARTNERS



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STACY BERG JACKSON, ICF-PCC, SHRM-SCP, SPHR, M.ED

CEO, Lead Executive Coach & Head Facilitator, SBJ Consulting, Inc.

Stacy Berg Jackson, ICF-PCC, SHRM-SCP, SPHR, M.Ed., is a Certified Professional Coach and founder of SBJ Consulting, Inc. As a Thought Partner, Executive Coach, and Consultant with over 20 years of experience, Stacy provides tailored leadership and executive coaching, training, facilitation, and consulting services across various industries. Stacy has held leadership roles in multiple HR disciplines such as Learning & Development, Recruiting, and Talent Development.

Stacy creates a safe space and sounding board for leaders so they can process their decisions, find a path forward and become more productive on the most important things. She works with organizations and professionals to help reinforce their effectiveness, increase their presence and influence, and maximize the balance in their personal and professional lives.

Stacy is a certified Korn Ferry KF360 Feedback Coach, Center for Creative Leadership Benchmark Assessment Coach, Hogan Development Survey Performance Coach, holds a Designing Learning Certificate from the Association for Training Development, a Women in Leadership Certificate from Cornell University, and a Leadership for Women in Business Certification from the Human Resource Certification Institute. Stacy is also a certified Breakthrough Coaching Enhanced Practitioner through World Business & Executive Coach Summit. SBJ Consulting, Inc. is recognized by SHRM to offer Professional Development Credits for SHRM-CP® or SHRM-SCP® and is a certified WOMEN-OWNED Small Business (WOSB).



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