

## **Training Programs**

Gladney Enterprises training programs are designed based on science of the mind and the cognitive processes of the brain to categorize information and lead to behavioral change.

### **Program Title**

*Keeping Your Company Emotionally Healthy During and AFTER the Pandemic!*

### **Program Description**

During these times of uncertainty, it is critical that everyone understand how obtain and maintain emotionally healthy lives both personally and professionally. It's imperative that companies/employees are prepared for the many emotional challenges and issues that they will be working through in this unprecedented global health pandemic. The goal of this program is to provide employees with tools to enable them to deal with stress anxiety, change in the nation and workforce, as well as providing them with methods to prevent any mental health crisis by creating an emotional wellness plan to ensure a thriving and healthy business and workforce.

### **Objectives**

- Learn and understand the impact of emotional health and wellness on their physical health
- Understand how to navigate through change and uncertainty
- Learn key strategies for dealing with targeted stressors for themselves
- Acquire techniques to manage emotions, anxiety and stress when dealing with life/work circumstances in the pandemic
- Create an emotional preparedness plan for moving forward
- Create a professional and personal action plan for life after the pandemic

### **Program Format**

This three-month interactive program was created for the virtual platform. Each learning month includes; 60-minute virtual webinar training, bi-monthly group coaching sessions, and emotional wellness activities that enhance learning and cognition to facilitate a change in thought and behavior.

The group coaching sessions are limited to twenty participants to ensure the maximum benefit for learning and guidance for each participant.

### **Customization**

The program can be customized to fit the specific needs of an organization which includes executives' managers, supervisors, and specialized organizational goals.

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### **Program Title**

*Unifying Divided Minds in Black and White – “REALL” Conversations that Matter*

### **Program Description**

Our nation is reeling from emotions of many Black Americans feeling the unpleasant truths of racial inequality while many White Americans grappling to understand their reality. Although working side by side in companies around the nation, many are hesitant and don't know how to have conversations and create action plans that will help aide in understanding each other in order to build unity. In this powerful interactive session, Dr. Gladney presents the psychology of the mindset of racial superiority and inferiority to enlighten participants on unconscious indoctrination that drives racial thoughts and behaviors and the five keys to having “REALL” conversations that will shift mindsets to unite the racial divide.

### **Objectives**

- Learn and understand psychology of racial indoctrination
- What are microaggressions and how to avoid them
- Understand how to transform and renew your mind
- Learn the five keys to having meaningful conversations with other races
- Learn powerful strategies that conquer division and create unity
- Understand how to navigate and prepare for change and uncertainty
- Create a Unity Advancement Plan (UAP)

### **Program Format**

This six-month interactive program was created for the virtual platform. Each learning month includes; 60-minute virtual webinar training, bi-monthly group coaching sessions, accountability table, communication activities and unity advancement plan.

The group coaching sessions are limited to twenty participants to ensure the maximum benefit for learning and guidance for each participant.

### **Customization**

The program can be customized to fit the specific needs of an organization which includes executives' managers, supervisors, and specialized organizational goals.