



BAYLEY & BENDER

Personal and Organizational Development

Awareness Is Power® Seminar Catalog

Mission-Ready Customized Seminars for Your Organization

Bayley & Bender's Awareness Is Power® Process delivers high-impact, personalized seminars designed to help individuals and teams increase performance, deepen awareness, and develop the leadership mindset and skills needed to thrive in today's fast-paced, ever-changing environment.

This catalog was designed to make it easy for you to see exactly what you're getting. Whether you're leading a team, navigating change, or developing your leaders and people, every seminar in this catalog can be customized to meet your organization's needs and drive results.

Leadership Development Transformation Seminar Series

Level One and Level Two Format

This series includes multiple high-impact seminars designed to develop leadership strength, insight, and adaptability at every level. Each offering is grounded in the *Awareness Is Power® Process* and delivers practical tools leaders can use immediately to improve performance and drive results.

LEVEL ONE Leadership Development Track

This track builds the foundation for leadership transformation. Participants discover how to lead with insight, strengthen personal and team alignment, and navigate human behavior through real time awareness, values, and communication insights. It begins with analytical and strategic thinking and culminates in a deeper understanding of the values and behaviors that drive decision making and conflict.

2024 Powder Mill Road ■ Silver Spring, Maryland 20903

Phone 301.439.8317 ■ Fax 301.434.3317 ■ aip@awarenessispower.com ■

www.awarenessispower.com

Seminar Descriptions (Level One)

This isn't just a starting point—it's a full-spectrum transformation. In one immersive seminar, leaders gain deep insight into their behavior, discover the values that drive their decisions, and walk away with real-time strategies and personalized action plans. Whether it's the only course they take or the beginning of more, it changes how they lead—for good.

Awareness Is Power® Leadership in Action: Analytical and Strategic Thinking

Discover how to lead with insight, connect with your team, and unlock your personalized leadership crystal ball—through powerful awareness and real-time application. Go beyond behavior and into the soul of your team. In this deeply revealing live experience, explore the values that drive your decisions, uncover the undercurrents behind team conflict, and discover why you and your team behave the way you do.

a. **Duration:** Two Days

b. **Format:** Live or Virtual

Level Two: Leadership Through Adaptability Intelligence

Level Two of the Leadership Transformation Series

For leaders who have successfully completed *Awareness is Power® Leadership in Action: Analytical and Strategic Thinking* and are ready to go deeper—building deep-rooted connection, adaptability intelligence, and Personal Excellence that drives measurable transformation.

This advanced track offers flexibility. Organizations may begin with any of the three seminars based on priority, budget, or current needs.

Together, these seminars build Adaptability Intelligence and emotional clarity required to lead in times of uncertainty, obstacles, volatility, and disruption.

They'll develop greater awareness, build trust, and learn how to translate internal growth into confident leadership that inspires visible, lasting results.

This level introduces the data-driven power of adaptability intelligence. Leaders receive scores in **Innovation**, the **Reskill Index**, **Change Readiness**, and **Utilize & Improve** – offering a clear snapshot of how they respond to change, embrace learning, and apply what they already know to evolving challenges.

The **Reskill Index** identifies readiness to unlearn, relearn, and embrace entirely new skill sets- vital as over 40% of today's jobs will not exist in 10 years.

Change Readiness shows who is poised to thrive in uncertainty.

Innovation and **Utilize & Improve** scores reveal how individuals and teams balance experimentation with refinement – spotting who leans toward breakthrough ideas and who excels at perfecting them.

Only 5% of leaders in the world score high in Adaptability Intelligence. With the right commitment, your team won't just learn what adaptability intelligence is – they'll live it, lead, and step into the top 5% worldwide shaping the future.

This series is designed to grow that number– transforming your leaders into the elite few who don't just adapt, but rise, influence, and redefine what's possible.

Seminar Descriptions (Level Two)

This advanced track offers flexibility. Organizations may begin with any of the three seminars based on priority, budget, or current needs.

Awareness Is Power® Unearth the Data... Adaptability Intelligence Seminar

Level Two of the Leadership Transformation Series

This is where transformation begins. Building on the trust and insight gained in Leadership in Action, this advanced experience equips participants to lead in a world of unrelenting change. Through your personalized Adaptability Intelligence report, you'll uncover hidden strengths across 17 sub-dimensions and explore the three core elements of adaptability: Abilities (how and to what degree), Character (who and why), and Environment (when and under what conditions). Gain the tools, strategies, and mindset needed to drive innovation, reduce stress, and lead with resilience in any situation.

This is a two-day seminar, conducted live.

a. **Duration:** Two Days

b. **Format:** Onsite

Awareness Is Power® Overcoming Obstacles...How to Develop Grit, Mental Toughness, Resilience, and Persistence

This 15-week virtual seminar is a powerful, spirit-driven journey into Adaptability Intelligence—where participants learn to change their lives by changing how they think, act, and respond to real-world challenges. Through 118 activation tools, weekly reflection, and deep accountability, participants build the mindset, resilience, and confidence to move forward—no matter what stands in the way.

Delivered live via Zoom or Microsoft Teams, two hours per week, with full engagement, action steps, and real-time follow-through.

- a. **Duration:** 15- weeks – 2 hours per week
- b. **Format:** Virtual

Self-Paced Online Academy Course

Awareness Is Power® Smart Video Series

Overcoming Obstacles: How to Develop Grit, Mental Toughness, Resilience & Persistence

This self-paced version of the 16-session course offers the same breakthrough content—now available anytime, anywhere. Participants experience each strategy through engaging smart video lessons, reflection exercises, and real-life applications.

- 16 Online Sessions
- Flexible, self-directed learning
- Built-in pause points for journaling and action
- Ideal for individuals, remote teams, and budget-conscious rollouts

Perfect for: Government agencies, military units, and organizations seeking high-impact development on demand.

Delivery: Hosted on the Awareness is Power® Online Academy platform, with bulk licensing available.

Awareness Is Power®: Leadership & Personal Excellence Seminar

Three-Day Live Seminar | Held live Exclusively at Serenity on Maryland's Eastern Shore or Onsite Within Your Organization

This three-day seminar equips leaders with the seven keys to personal and professional success, helping them align their goals, mindset, and motivation to drive performance, strengthen resilience, and reignite purpose at work and in life.

Located just two hours outside of Washington, D.C., and one hour and 45 minutes from Baltimore-Washington International Airport (BWI), Serenity offers a peaceful yet powerful escape for leaders ready to recharge, realign, and reignite their purpose. Set on 13 acres of waterfront property, this executive retreat includes three signature outdoor spaces—the Angel Patio, the Sunset Patio, and the Dining Patio—designed for breakthrough thinking, honest reflection, and transformative conversation. The property's energy is felt the moment you arrive.

As one participant—President of a world-renowned healthcare system—shared:

“The moment I drove onto this property, I felt something sacred. I couldn't put my finger on it. Now I know—this is holy ground. I didn't check my phone once. I took pages of notes. I had space to reflect. I recharged. And I'm walking out of here with a plan—not just for myself, but to lead my team forward.”

- a. **Duration:** 3 days
- b. **Format:** Onsite

Team Building Development Transformation Seminar Series

Level One and Level Two Format

This track builds strong, connected teams through real insight, breakthrough conversations, and a shared foundation of trust and respect. Grounded in the Awareness is Power® Process, it includes two progressive levels. Level 1 features one unforgettable two-day seminar—Team Building & Advanced Team Building—where participants uncover their personal strengths and limitations, learn to recognize and appreciate differences, and leave with a new level of connection, understanding, and mutual support.

Level 2 deepens the work. Whether your team is forming, rebuilding after a breakdown, or ready to elevate to the next level, this process builds trust, connection, and clarity. It gives teams the adaptability, resilience, and purpose they need to lead through change and stay strong in uncertain times.

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LEVEL ONE: Team Building Development Track

Seminar Descriptions (Level One)

This isn't just a team-building session—it's a transformational reset. Whether your team is cross-functional, newly formed, long-standing, or navigating change, this immersive experience creates a foundation of trust, connection, and clarity. In a time when people need real teams more than ever, participants walk away with renewed purpose, shared understanding, and the kind of insight-driven breakthroughs that shift how they collaborate, innovate, and adapt quickly to change—and how they show up for each other.

Awareness Is Power® Team Building Seminar

Discover Your Hidden Treasures: Building Efficient and Effective Teams to Maximize Results

Step into a powerful, live experience where trust takes root, walls come down, and teams begin to see themselves—and each other—clearly. Through personalized insights, real-time feedback, and the treasure map you'll build together, participants uncover strengths, recognize blind spots, and walk away with the connection and clarity needed to thrive as a team.

Go beyond behavior and into the soul of your team. In this deeply revealing live experience, explore the values that drive your decisions, uncover the undercurrents behind team conflict, and discover why you and your team behave the way you do. This seminar is grounded in values-based insight and designed to transform trust into true connection.

a. Duration: Two Days

b. Format: Onsite

LEVEL TWO:

Team Building through Adaptability Intelligence Track

Unearth the Data. Build the Grit, Lead the Change.

For teams who have successfully completed Awareness is Power® Team Building & Advanced Team Building Seminar:

Discover Your Hidden Treasures: Building Efficient and Effective Teams and

The Deeper Waters of Human Behavior: The Next Step of Efficient and Effective Teamwork,

This next level deepens the journey. It's not just about adaptability— it's about transformation. Participants already understand their behavioral styles, what motivates others, and how to communicate across differences. Now, they begin discovering the hidden treasures that unlock team-wide growth.

This track integrates three breakthrough experiences—Unearth the Data: Adaptability Intelligence, Overcoming Obstacles, and Leadership & Personal Excellence. Together, they equip teams to thrive through real-world change, strengthen from within, and achieve extraordinary results.

Participants will:

- Explore the 15 sub-dimensions of Adaptability Intelligence™ through personalized data, uncovering strengths in Abilities (grit, mental flexibility, mindset, resilience, learn), Character (emotional range, hope, motivation, thinking style), and Environment (team support, company support, work stress, emotional health).
- Connect their behavioral styles, Values, and adaptability scores to build stronger communication under pressure.
- Build the grit, resilience, and persistence needed to lead through challenge—activating real-time tools through Overcoming Obstacles.
- Reprogram mindset, ignite motivation, and set purpose-driven goals through Leadership & Personal Excellence, grounded in the 27 Mental Laws.

Only 5% of leaders in the world today score high in Adaptability

Intelligence™. And what makes a great team? Great leaders—at every level. Whether you're leading others or leading yourself, this track empowers team members to rise into the kind of leadership today's world demands: collaborative, resilient, innovative, and ready for anything.

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This series is designed to grow that number, transforming your team into the elite few who don't just adapt, but rise, influence, and redefine what's possible—together.

Seminar Descriptions (Level Two)

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Duration: Two Days

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President, Johns Hopkins Health Care System shared:

"The moment I drove onto this property, I felt something sacred. I couldn't put my finger on it. Now I know—this is holy ground. I didn't check my phone once. I took pages of notes. I had space to reflect. I recharged. And I'm walking out of here with a plan—not just for myself, but to lead my team forward."

a. Duration: Three Days

b. Format: Onsite

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Sales & Customer Service

Awareness is Power®: World Class Selling – A Star Is Born

An unforgettable sales seminar that transforms both seasoned professionals, brand-new sellers, and rising stars into world-class sellers by unlocking personal selling styles, strengthening team synergy, and igniting results that speak for themselves.

It equips every type of sales professional and business developer with the self-awareness, communication tools, and strategic insight to lead, influence, and close with confidence – no matter where they are in their sales journey.

a. Duration: Two Days

b. Format: Onsite

Awareness Is Power®: The Secrets of Going Above and Beyond Your Customer's Expectations

Available as a one- or two-day seminar—live or virtual—this energizing program transforms the way teams serve both internal and external customers. Participants learn the power of trust, attitude, empathy, and awareness to create customer experiences that stick—for the right reasons. Because here's the truth: only 4% of dissatisfied customers complain—96% just leave. And most will tell at least 8 others why. This seminar equips your team with the mindset, skills, and heart to deliver exceptional service that earns loyalty, respect, and results.

a. Duration: One Day

b. Format: Onsite

Career Development

Awareness is Power®: Career Choices Seminar

This two-day, in-person seminar helps participants discover their unique talents, values, and communication strengths using their personalized “career crystal ball,” equipping them to find the right job fit, reignite purpose, and design a meaningful next chapter—especially in times of change.

Duration: Two Days

Format: Onsite

Executive Retreat Center at Serenity St. Michaels, Maryland



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The Harbor Vista – It's a great place for informal discussions, casual meals and stunning views.

Serenity isn't just a venue—it's a transformational experience.

Nestled on 13 peaceful waterfront acres with stunning panoramic water views, golden-hour sunsets, lush green space, and a gentle breeze rolling off the creek, Serenity offers a tranquil setting just two hours from Washington, D.C. And 1 hour and 45 minutes from BWI Airport. This exclusive Executive Retreat Center is ideal for leadership retreats, executive gatherings, team breakthroughs and strategic thinking.

It is also the home of the **Awareness is Power® Leadership & Personal Excellence** Seminar—an immersive, life-changing experience for individuals and teams ready to lead with heart.

With a fully equipped indoor seminar room and three inspiring outdoor spaces—**The Angel Terrace, The Dining Terrace, The Sunset Terrace**, and the ambiance of the sheltered **Harbor Vista**—leaders are invited to slow down, reflect deeply, and lead forward with heart.

Whether you're hosting a private offsite, bringing your team for the Leadership & Personal Excellence Seminar, or planning an executive retreat tailored to your unique goals, Serenity offers a space of beauty, warmth, & deep renewal. It inspires access to all areas, indoors & out, leaders find room to think deeply, gain perspective, and reconnect.

Available for private rental. Contact us for availability and pricing.

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The Seminar Room – A fully equipped space designed for transformative learning, strategy sessions, breakthrough thinking and the Awareness Is Power® Leadership & Personal Excellence Seminar.



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This is where visions are cast, and transformation begins.

At Serenity, even your boldest ideas have a place to land.

This is the perfect place to recharge your batteries, reset your spirit, and get your
creative juices flowing.

Coaching

Whether in-person or virtual, Bayley & Bender coaching sessions are designed to ignite clarity, strengthen leadership presence, and move you forward—with heart. Clients come for insight, strategy, and transformation.

When held at Serenity, the experience becomes even more powerful. The Wishing Well is more than a landmark—it's a living symbol that vision, belief, and action can change everything.

Coaching Focus Areas

- Executive Coaching
- Supervisory Coaching
- Leadership Coaching
- Individual Coaching
- Group Coaching

Coaching is offered as a stand-alone service or as part of a larger engagement—including leadership development, team building, sales training, business development, adaptability intelligence or assessments.

We support leaders facing today's toughest challenges: burnout and disengagement, change fatigue, retention and morale issues, leadership gaps, and siloed communication. Our coaching helps transform reactive leadership into proactive, purpose-driven momentum—and strengthens accountability across every level.

Assessments

Bayley & Bender offers a strategic suite of assessments designed to uncover what drives behavior, values, communication, conflict, decision-making, and leadership performance—supporting leadership development, coaching, hiring, and team growth.

These insights deliver clarity and precision for organizations ready to elevate results and align people with purpose, culture, and performance goals.

In order to improve anything, you must first measure it. We help leaders and teams measure, test, and improve what matters most—whether it's communication, values, or adaptability—so they can grow stronger and adapt faster in the most disruptive time of change in human history.

With access to over 900 specialized assessments, we help companies hire, develop, and retain top-performing talent—from frontline employees to senior executives—across industries including healthcare, insurance, and sales.

We don't just provide assessments—we interpret them.

When companies are hiring, we help identify the right assessment for the role, analyze results, and pinpoint the candidates most likely to succeed. Our proprietary narrative reports remove the guesswork—clearly showing what drives a candidate, whether they align with the job, and how likely they are to succeed and grow. But it's not just about the report—it's about the expert interpretation. Backed by decades of data and experience, we help organizations make confident, informed decisions grounded in what the results truly reveal.

Want to hear how it works in real life? [Watch this 4-minute video from Tim Walsh](#) describing how our process helped him build a high performing sales team—and why he still relies on us today.

Learn more about our assessments: [Click here to read about our assessments](#)

Our core assessments include:

- Awareness is Power® Leadership Assessment
- Awareness is Power®: Values Assessment
- Adaptability Intelligence Assessment
- Emotional Intelligence Assessment – Individual
- Emotional Intelligence Assessment – Leadership
- 360 Feedback
- Hiring and Selection Tools – 900+ role-specific assessments

Each assessment is interpreted through our proprietary Awareness is Power® framework—delivering insight you can trust and decisions you can act on.

Mission Ready Support

We Don't Just Deliver Programs—We Deliver Outcomes!

At Bayley & Bender, we help organizations around the world increase their growth, profitability, and productivity by helping them hire, develop, and retain top-performing talent.

Through strategic mission ready leadership support, we help leadership teams adapt, innovate, thrive, and navigate challenges with confidence – strengthening operational effectiveness, building organizational resilience, and delivering results-driven outcomes, no matter what comes their way.

Whether the challenge is change, communication, morale, performance, or clarity of direction, we work alongside your team to strengthen leadership alignment, boost cohesion, and deliver results-driven outcomes that are simple, effective, and sustainable.

Organizations deploy our Mission-Ready Support to strengthen leadership, optimize team performance, and drive mission success:

- Build strong internal leadership pipelines
- Forge and transform communication, trust, teamwork. and collaboration
- Align performance with strategic objectives
- Cultivate values-driven, high-performing cultures
- Navigate change with clarity, purpose, and adaptability
- Identify and retain top-performing talent

Our proven Awareness Is Power® Process ignites leadership effectiveness, accountability, and impact across every level of the organization.

Looking for Something Specific?

Every service we offer can be tailored to meet your organization's unique needs. Let us know your goals. Let us know what outcome you're hoping for. Or simply tell us what's keeping you up at night—and we'll design a solution together that delivers real results.

At Bayley & Bender, we don't do the work for you – we do the work with you. You bring the willingness; we bring the insight. Together, we'll build the team, shift the mindset, and make change that sticks.

Every engagement is guided by our proven methodology: The Awareness Is Power® Process.

Closing Statement

Our seminars are always customized to your needs— whether you're developing emerging leaders, supporting frontline teams, or strengthening your entire organization.

Our Vision is to touch lives at the soul level, helping every person become the best they can be as a leader, team member and human being. This work fuels performance, productivity, profitability, effectiveness and efficiency across your organization.

Awareness Is Power® Seminar Descriptions

Awareness Is Power® Leadership In Action... Analytical and Strategic Thinking

Day 1

If you could have your own Crystal Ball and it told you all about yourself, your own unique talents, the things you need in life to make you happy and how to become a more effective world class leader, would that be of value to you? If so, attend the Awareness Is Power® Leadership In Action Seminar! And with your own Crystal Ball discover.

- How to become an effective leader
- The importance of a team
- Awareness of the interpersonal & negotiating skills needed as a Leader
- The role of positive attitude and problem solving and creative thinking
- Motivate yourself to become a leader and ultimate member of the team
- How to manage conflict
- Ways to improve your Oral Communication and Listening Skills
- The Secret Traits of Leadership
- How to be an Analytical and Strategic Thinker

You will begin building the foundation of World Class Leadership by completing your AWARENESS IS POWER®, Assessment. Each participant will receive his or her ultimate Crystal Ball. The customized reports include the following sections:

- | | |
|------------------------------|-----------------|
| • Individual Power Traits | Adapted Style |
| • Unique Talents | Powers of Want |
| • Unique Talents to the Team | Powers of Need |
| • Powerful Communication | Development |
| • Communication Power Drain | Action Plan |
| • Ultimate Environment | Intensity of B. |
| • Individual Style | Graphical Rep. |
| • Individual Adjusted Style | |

In this interactive session you will experience

- Brainstorming
- Buzz Group Networking
- Carry over activity
- Action Planning

Receive your own crystal ball and discover the ultimate secret treasures that are involved in becoming a world class leader.

Day2

The Deeper Waters of Human Behaviors.. The Next Step of Leadership In Action

How deep is the Atlantic Ocean? What are the deeper waters of human behavior? This session offers the opportunity to understand the undercurrents and reasons we do what we do and how we react to different situations. Gain insight into what the deeper reasons are that drive team members to swim in different directions or try to fire hose each other with their beliefs.

Attend this seminar to delve into the deeper waters of those around you.
This session includes:

- Understanding yourself to better relate to others
- Discovering the deeper waters of your team members
- Excavating what your passion is and how that affects you
- Uncover what drives people to act the way they do

In this interactive session, you will experience:

- Brainstorming
- Storytelling
- Buzz Group Networking
- Action Planning
- Object Lessons

Receive your own personal reminder of the key to success as a productive and fulfilled team member. Discover the ultimate shore that is awaiting your arrival across the deeper waters of human behavior.

Awareness Is Power® Team Building

Discover Your Hidden Treasures..

Building Efficient & Effective Teams to Maximize Results

Picture this. You are walking down a beautiful beach when you stub your toe on a hard surface. You begin to dig around the hard surface and you discover a treasure chest. This treasure chest contains all the tools you need to become the ultimate team member.

Attend this seminar to discover the ultimate treasures, which include:

- How to be an effective team member
- How to be an effective team player
- The importance of a team
- Awareness of the interpersonal & negotiating skills needed as a team player
- The role of positive attitude and problem solving and creative thinking
- Motivate yourself to become a leader and ultimate member of the team
- How to manage conflict

You will begin building the foundation of a high-performance team by completing your AWARENESS IS POWER®, Assessment. Each participant will receive his or her ultimate treasure map. The customized reports include the following sections:

- | | |
|------------------------------|----------------|
| • Individual Power Traits | Adapted Style |
| • Unique Talents | Powers of Want |
| • Unique Talents to the Team | Powers of Need |
| • Powerful Communication | Development |
| • Communication Power Drain | Action Plan |
| • Ultimate Environment | |
| • Individual Style | |
| • Individual Adjusted Style | |

In this interactive session, you will experience

- Brainstorming
- Buzz Group Networking
- Carry over activity
- Movie Going
- Action Planning

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Receive your own personal key to success as a team member.
Discover the ultimate secret treasures that are involved in
becoming a team.

Awareness Is Power® Advanced Team Building

Day2

The Deeper Waters of Human Behaviors.. The Next Step of Efficient and Effective Team Work

How deep is the Atlantic Ocean? What are the deeper waters of human behavior? This session offers the opportunity to understand the undercurrents and reasons we do what we do and how we react to different situations. Gain insight into what the deeper reasons are that drive team members to swim in different directions or try to fire hose each other with their beliefs.

Attend this seminar to delve into the deeper waters of those around you. This session includes:

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Awareness Is Power® Unearth the Data Adaptability Intelligence Seminar

In a world of unprecedented change, one skill separates thriving leaders from the rest: *Adaptability Intelligence*—the ability to effectively navigate obstacles, uncertainty, and change. Over the next 10 years, we will experience more transformation than in the last 100 years, driven by technology, digitalization, and shifting workplace demands.

That's hard for our brains to even comprehend.

- 40% of jobs today will not exist in 10 years.
- 375 million people may need to switch occupations and learn new skills.
- 61% of the workforce is experiencing mental health challenges due to work stress, costing the global economy \$1 Trillion annually in lost productivity.

CEOs are looking for one specific trait in leaders and they can't find it. It's not IQ. It's not EQ.

It's Adaptability Intelligence!

Today's rate of change is the slowest it will ever be.

- In 20 years, the pace of change will be four times faster than it is today.
- Someone who is 40 years old today will experience a year's worth of today's changes in just three months by the time they are 60.
- A 10-year-old today will experience a year's worth of change in just 11 days by the time they are 60.

Adaptability Intelligence equips leaders with the mindset, skills, and strategies to thrive in this rapidly changing world.

What is Adaptability Intelligence?

Adaptability Intelligence is a measurable and actionable skillset that enables individuals and teams to respond effectively to change, uncertainty, obstacles and complexity. This seminar helps leaders Unearth the *hidden gems* of their adaptability, equipping them to lead with confidence in a VUCA world—marked by volatility, uncertainty, complexity, and ambiguity.

Seminar Highlights:

Participants will:

- Use their personalized adaptability profiles to uncover strengths and areas for growth.
- Explore strategies to balance competing priorities, including:

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Exploration vs. exploitation
Long-term vision vs. short-term goals
Innovation vs. efficiency

- Build their change readiness muscle to thrive in dynamic environments.
- Gain tools to reskill, create high-performing teams, and lead organizational transformation.

Program Goals and Learning Objectives:

By attending this seminar, participants will:

1. Build trust within high-performing teams.
2. Communicate more effectively with greater influence while fostering psychological safety.
3. Develop readiness to embrace and lead through change.
4. Gain creativity and innovation skills to solve complex challenges.
5. Reduce workplace stress and promote team morale.
6. Identify and develop high-adapters to future-proof their organization.
7. Drive transformation and build innovation-ready teams.
8. Explore advanced concepts like mental flexibility and trait activation theory to enhance leadership effectiveness.

The Unearth the Data Experience:

In this highly interactive seminar, participants will:

- Complete a personalized Adaptability Intelligence Assessment that provides a customized heat map of their adaptability across 17 sub-dimensions.
- Explore the three dimensions of adaptability:
 - Abilities:** How well do you adapt, and to what degree?
 - Character:** Who adapts, and why?
 - Environment:** When do you adapt, and how does your environment support or hinder you?
- Use their adaptability reports to develop strategies for reducing workplace stress, fostering team morale, and promoting trust and collaboration.

Interactive Activities and Takeaways:

Participants will:

- Develop Mental Flexibility to navigate uncertainty and complexity.
- Apply insights from their adaptability reports to improve team dynamics and leadership effectiveness.

- Build resilience and adaptability to respond quickly to disruptions and opportunities.
- Balance competing priorities to create a high-performing team and organization.

Trait Activation Theory and Adaptability:

Trait Activation theory highlights the critical role of environment – such as company and team support – in unlocking and sustaining abilities and character strengths like grit, resilience, and hope. Without the right environment, even the most developed skills can falter, but with the right support, individuals can soar to new heights.

Participants will explore trait activation theory and learn how to recognize when and how to activate their own and their team's strengths to drive innovation and growth.

Unearthing the Data and Bringing the Gems Home:

Through this seminar, you will gain the tools, insights, and confidence to thrive in a world of constant change and lead your team into the future with resilience, creativity and purpose. Unearth your own hidden gems and discover the key to thriving as a leader in a constantly changing world. By fostering hope, building trust, driving innovation, and inspiring your team, you'll leave equipped to embrace change with confidence, resilience, and forward-thinking approach. You will also learn how to unlearn outdated habits, adopt new strategies and lead with optimism as you navigate the opportunities of tomorrow.

In this interactive session, you will experience:

- Brainstorming
- Storytelling
- Buzz Group Networking
- Action Planning
- Object Lessons

Receive your own personal gem-inspired reminder of the key to success in mastering adaptability, overcoming obstacles, driving innovation, and thriving as a forward-thinking leader in a constantly changing world. Unearth the deeper treasures of adaptability intelligence and discover the ultimate potential awaiting you as a leader prepared to embrace change, navigate challenges, and seize the opportunities in today's ever-evolving landscape.

Awareness Is Power®

Overcoming Obstacles...

How to Develop Grit, Mental Toughness, Resilience & Persistence

- There will be more change in the next 10 years than we've seen in the last 100. That's hard for our brains to grasp – but it's true.
- 40% of the jobs that exist today will no longer exist 10 years from now.
- 375 million people may need to switch occupations and learn new skills.
- 61% of the workforce reports experiencing mental health challenges due to work-related stress.
- This costs the Global Economy \$1Trillion a year in lost productivity.

And here's the heart of the problem:

CEO's, Executives and Leaders are looking for one specific trait in Leaders and their teams – and they're having a hard time finding it. It's not IQ. It's not EQ. And it's not technical or digital skills.

It's **ADAPTABILITY Intelligence** - how well a person reacts and responds to obstacles and change...and lots of it.



Bayley & Bender
Personal & Organizational Development

Awareness Is Power® Overcoming Obstacles... How to Develop Grit, Mental Toughness, Resilience & Persistence

OVERVIEW

Have you ever been hit by an obstacle when you least expected it?

Do you struggle to overcome life's challenges (Work, Career, Leadership, Family, Relationships, Financial - you name it) with **resilience, grit, persistence, mental toughness** and passion?

This program gives you **118 proven strategies** to help you get past whatever is holding you back.

You will learn strategies to help you overcome many types of setbacks including fears, hopeless situations, failures and more. You will discover the fastest way to resolve challenges, how to get your creative juices flowing when you are up against a wall, and how to believe in yourself even when you are struggling.

You will learn simple tricks to motivate yourself to do great things and continue that motivation throughout your journey to achieving your goals.

We continue to keep going deeper in this course. Just when you think you have enough strategies to overcome your obstacles, you will learn grit, mental toughness, resilience and perseverance techniques to push you toward your goals.

In our wrap up session - **Success.... Write your own story!**, you will have solutions for common obstacles, clarify the details of the life, career, family, relationships you want to live and enjoy effective personal motivation as you **Write Your Own Success Story**.

Here's what you'll learn from this program:

1. **How to use grit, resilience, mental toughness and persistence** to transform failure to your advantage+

2. **How to effectively deal** with setbacks
3. **How to find the fastest solutions** to your challenges using **mental toughness techniques**
4. **How to get your creative juices flowing** and **draw from your creativity** to find new solutions
5. **Effective strategies** to get through **hopeless situations**
6. **How to believe in yourself** and your dreams even during tough times
7. **Motivational techniques** to encourage yourself to do great things
8. **How to maintain enthusiasm** in the face of adversity
9. **How to become a finisher** so you actually finish what you start

Are you struggling to rise above the usual pains and struggles and conquer life's challenges - Leadership, Career, Work, Family, Relationships, Health, Financial? We can help you push toward your dreams with mental toughness, even when your motivation levels are low.

You are going to meet successful and talented leaders from all walks of life inside this course and we will help you develop that grit and resilience that will get you through tough situations and life's challenges.

After participating in this Virtual Series, you will be on your way to Achieving your Goals and Dreams Regardless of any Obstacle That Comes Your Way!

What is needed for this course?

All you need is **Your Dream Journal** (*which you will have for the rest of your life*), **Your Favorite Pen**, **Index Cards** and an **Open Mind**. *Your mind is like a parachute. It only works when it is open.*

Whatever you write in your dream journal will come true.

If... you take what you learn from this course, implement it with all your mind, heart, spirit and soul and put it into action.

Course Format Summary

Here's how the course will be delivered to maximize participation and results:

- **Delivery:** Virtual via Microsoft Teams
- **Duration:** 2 hours per session
- **Frequency:** Weekly sessions (recommended)
- **Participants:** Up to 50 participants across any or all four locations
- **Total Sessions:** 16 weekly 2-hour live seminars
- **Between-Session Learning:** Implementation and reflection activities that build week to week
- **Required Materials:** Dream journal, favorite pen, index cards, and an open mind
- **Engagement Requirement:** All participants **must** have cameras and audio enabled. This is essential to ensure full engagement, accountability, and the highest impact of the course.

Session 1

Achieve your Goals Regardless of Obstacles

How do you deal with an obstacle that you feel like you are never going to get rid of?

This course is about what's been preprogrammed when you meet obstacles and how you can reprogram your brain and learn how to overcome obstacles. You can achieve your goals regardless of obstacles. Discover how to develop grit, mental toughness, resilience and persistence. Learn about 5 strategies you can use to achieve your goals even though you have obstacles.

You will be given several tools to help you Develop Grit, Mental Toughness, Resilience and Persistence.

Learn 5 strategies you can use to achieve your goals even though you have obstacles. These obstacles can be small, medium, large, or life changing. Discover the **first 5 strategies** out of a possible **118 strategies** you will learn throughout the next 16 weeks.

Here's what you'll learn from this program:

- Determine how to Develop Grit, Mental Toughness, Resilience and Persistence.
- Learn 5 strategies to achieve your goals regardless of obstacles.
- Discover how your brain has been preprogrammed to give certain responses when you meet obstacles.
- Grasp how to reprogram your brain and overcome these obstacles.
- Master how to deal with an obstacle that you feel like you are never going to get rid of.
- Discover how to know exactly what you want in life and then achieve it no matter what.
- Learn strategies that will enable you to make progress FAST and accomplish what you want.

After Participating, You Will Be on Your Way to Achieving Your Goals Regardless of any Obstacle that Comes your Way!

*If today woke you up,
Tomorrow will set you on fire!*

Session 2

Seven Common Obstacles You are Most Likely to Face

Yes! You can achieve your goals regardless of Obstacles. Have you ever been so stressed that you felt stuck – mentally locked, emotionally drained, or just frozen in place?

In this session, we'll uncover the seven most common obstacles that can derail your progress and learn how to navigate around them – so you can stay focused get back on track and move powerfully toward your goals.

All you need is two hours, your dream journal, and a special pen. Let's go. .

Are you ready? We are going deeper!

Here's what you'll learn from this program:

- Identify the seven common obstacles most likely to block your success
- Understand how these obstacles show up and why they derail momentum
- Learn the one thing you always have control over-even in the middle of chaos
- Discover navigation strategies to redirect your focus and move forward fast

Learn about the Seven Common Obstacles that are going to get in your way or block you from achieving your goals. Now that you know what the common obstacles are that will sabotage you from achieving your goals, let's look at how you can get beyond those obstacles so you can make your dreams come true. Learn the one thing you have control over.

*Discover the Seven Navigation Tools
that will Keep you Focused
When the Obstacles Start to Take You Down
the Path of Doom and Gloom.*

*When you Know the Most Common Obstacles -
And How to Navigate Through them -
You Hold a Huge Advantage*

in the Game of Life.

Session 3
Fear...How to Magically Make it Disappear!

Learn how to get rid of fear from your life and eliminate many of your challenges. Most obstacles in our lives are caused by fear and our inability to deal with them in an appropriate way. Learn the 6 strategies on how to handle your fears that are holding you back.

Here's what you'll learn from this program:

- Learn how fear & discomfort can rule your life
- Uncover the four BIG Fear situations & issues
- Discover six strategies to handle the Fears that are holding you back
- Learn the Magical Formula $D+F=FGT$
- Become aware of the most dangerous place to be that is stopping you from achieving your goals

Are you ready? We are going deeper!

Session 4

Just Do It! Solutions

The Fastest Way to Resolve Your Challenges

Just Do It! is fast simple and not easy to do. It requires the ability to deal with discomfort at a high level.

Join us as we talk about the Simplest and Fastest Ways to Just Do It! Solutions. Find out what the real challenge is. Learn about the 2 Secret Approaches and how your Ability to implement the Just Do It! approach improves.

Are you happy the way you are right now? After attending this session-- it might just put a firecracker under you to propel you toward the happier life you want and deserve.

Yes! Just Do It!

Here's what you'll learn from this program:

- Learn strategies to be uncomfortable and how to embrace discomfort
- Understand the strategies of I-D, C & S and how these solutions are needed by I-D, C & S
- Learn how to quickly implement the Direct Course of Action Strategy
- Discover how to become the type of person who can implement a Just Do It! Approach

Are you ready? Just Do It!

Session 5

Get Your Creative Juices Flowing

You learned in the last session how Just Do It! Solutions are the fastest path to change, success and overcoming obstacles. Your creativity can also find *Just Do it!* Solutions.

In this session, we are going to learn how to get our Creative Juices Flowing when we feel stuck and blocked. This session is about tapping into your creativity.

Every writer experience writer's block from time to time. However, writers aren't the only people that encounter mental blocks. You could be feeling stuck because of stress or a challenge or because your usual solutions are not working for you. It's time to let your creativity kick in and get to work. It's time to let your creativity help you with your challenge.

In this session you will learn **five strategies** to help you release your creativity that's already inside you.

Ready? Set? Go!

Get Your Creative Juices Flowing.

Session 6

Eight Strategies to Help you Get Through Hopeless Situations

In Session 5- Get your Creative Juices Flowing, we talked about 5 techniques on how to get your Creative Juices Flowing when you feel blocked and stuck. We said Creativity will supercharge your ability to find effective solutions. Creativity can be useful when it seems like the whole world is conspiring against you.

In this session we are going to delve into the strategies you can apply when all hope feels like it is lost.

Whether it's the end of a relationship or the end of a job, some circumstances simply can't be saved. Some situations must run their course, and we have to make other plans.

Hopeless events don't exclude the possibility of better days ahead.

If you are in a hopeless situation, letting go, learning, and moving on can be a great solution.

In this session you will learn **8 strategies** to help you get through hopeless situations.

Happy Days Are Here Again Just For You!

Are You Ready?

Session 7

Believe in Yourself through the Toughest Times

Introduction:

The session is dedicated to believing in yourself through the toughest times. You'll learn how to build unwavering belief in yourself and your abilities - even if the situations seem grim and all hope feels lost. Your mindset will determine your level of stress, success or failure. A positive attitude can empower you to overcome hurdles before they become insurmountable.

Session Focus:

It can be challenging to maintain self-belief when everything around you seems to be falling apart. However, keeping the faith, is essential to navigating hard times and knowing that things *will* get better. This session will equip you with the tools to remain steadfast under pressure.

Key Learnings:

Here's what you'll gain from this session.

- Determine what situations seemed impossible to overcome and how you managed to overcome them
- Learn 3 strategies to believe in yourself during the toughest times
- Discover how procrastination can sabotage your self-belief
- Grasp how your mindset can be your greatest ally or your worst enemy

Outcome:

When things get tough, one of the most crucial skills is the ability to believe in yourself. With self-belief, nothing can stand in your way. You become an unstoppable force, making your dreams inevitable.

Believe it. Feel it. Live it.

Session 8

Overcoming Failure to Reach Success

Has your view of failure impacted your thoughts and actions in the past? The belief you gained in Session 7, “Believe in Yourself Through the Toughest Times”, will be crucial as we delve into overcoming failures that you will inevitably face in your lifetime.

Today, we will explore how to overcome failures to reach success.

Session Focus:

This session is dedicated to helping you shift your outlook on the meanings of failure and success. When you have a goal, you possess the power to overcome any failure on your path to success. To do this, you must experience a significant shift in how you perceive both failure and success. Are you ready? We’re going deeper.

Key Learnings:

Here’s what you’ll gain from this session:

- Uncover the underlying ideas behind unhealthy views of failure
- Learn how adopting a more positive approach can lead to realizing success
- Learn how to rise above any situation that takes an unexpected turn
- Understand how setbacks can make you stronger
- Recognize that failures are an integral part of every journey to success
- Discover how to transform failures into stepping stones to your dreams

Outcome:

By the end of this session, you will have learned 9 powerful strategies to overcome failure and turn them into opportunities for success. Knowing these secrets will empower you to convert setbacks into significant progress toward your goals.

Flip Failure, Fuel your Future!

Session 9

How to Develop Motivation

Introduction:

What is the most frustrating thing about obstacles? They tend to wear you down - especially when you're caught off guard and unprepared. You lose your energy, become discouraged, and disengaged. But don't let them get the best of you.

Today we're going to talk about how to Develop Motivation so you can always be moving forward toward your goals in the toughest times.

Session Focus:

Motivation is key when chasing your dreams. If you can maintain high levels of motivation, your goals are within reach. However, you need to know **how** to sustain high levels of motivation. In this session, you'll learn the secrets to keeping yourself motivated and pushing toward greatness.

Key Learnings:

Here's what you'll gain from this session:

- Learn 5 Strategies to Develop your Motivation when you face obstacles
- Uncover what happens when your brain gives up and your motivation is gone
- Discover when and how you lose momentum
- Grasp the consequences of waiting for motivation to strike

Outcome:

By the end of this session, you will be equipped with powerful tools to maintain your motivation and keep moving forward, no matter the challenges you face.

***Fuel your fire. Stay in gear.
Let nothing steal your momentum.***

***Rev Your Mindset
Hit the Gas.
You've got this.***

Session 10 Maintain Your Motivation

Introduction:

Today we are diving into **how** to keep motivation alive – how to make it a daily habit. It takes just 21 days to form a habit, and once motivation becomes part of your daily routine, obstacles will struggle to knock you off course.

Session Focus:

It's not enough to start your journey with motivation; maintaining that drive is key to overcoming every obstacle you face. In this session, you'll discover **five powerful strategies** to keep your motivation strong, even when the seas get rough. These techniques will help you keep your engines running,

What You'll Learn: Climb aboard and explore how our brains experience success, uncover the power of the chunking technique, and develop a routine that will help you maintain your motivation. Whether you're facing troubling times or unexpected challenges, these strategies will shore up your motivation and keep you steady on your course.

You can do this. Anchor your Motivation.

Session 11

Boost Your Motivation

Introduction:

Staying motivated is easy- when everything's going your way. But when life throws you a curveball - whether it's a shock, an unexpected challenge, or simply resistance - staying motivated becomes a true test of your resolve. However, when you know how to keep your enthusiasm burning bright, even in the face of struggles, success is within your reach.

Session Focus:

In this session "Boost Your Motivation," you'll uncover powerful strategies to rev your enthusiasm into high gear – keeping your momentum strong no matter what obstacles come your way.

Think of these strategies as turbochargers for your motivation; giving you that extra boost of power and energy when you need it most. You'll learn **seven strategies** designed to ensure your motivation never wavers, even in the roughest seas, helping you navigate through the stormiest times in your life.

Are you ready to fire up your engines? Let's go.

Session 12

Talent + Grit = Success

Introduction:

We've covered a lot of ground so far – strategies for overcoming obstacles, and ways to develop, maintain and boost your motivation to stay on track toward your goals. Now it's time to take your journey a step further. While talent can give you a head start, it's grit that truly determines how far you'll go. In this session we'll explore how talent and grit combine fuel to lasting success.

Session Focus:

In "Talent + Grit = Success" you'll learn 8 strategies that will help you harness both your natural talents and your inner resolve to overcome any obstacle. These strategies will show you how to apply grit in every area of your life, making sure that your perseverance and determination become just as strong as any talent you possess. By the end of this session, you'll understand how to balance these qualities and use them to achieve your biggest goals.

You don't need to be born with talent to achieve greatness. Grit can take you farther than talent ever will- because grit shows up when talent gets tired. So, whether you're feeling stuck, uncertain, or just plain human, remember: Talent plus grit equals success. And when you've got grit like yours? You don't weather the storm – you outdance it.

Let's keep moving. You're closer than you think.

Session 13

Persistence Pays: Learning To Finish What You Start

Introduction:

How many times have you set out on a new journey, full of excitement, only to find yourself struggling to keep going when things got tough? The truth is, starting is easy, but finishing- especially when obstacles stand in our way – is where the real challenge lies. Yet, the ability to see things through to the end is what separates those who merely dream from those who achieve. Today, we're going to unlock the secret of persistence and discover how sticking with something, even when it seems impossible, can lead to extraordinary success.

Session Focus:

In this session, "Persistence Pays: Finish what you start," you'll learn **ten powerful strategies** designed to help you push through the toughest parts of any project or goal. Just like cracking a code these strategies will simplify what seems complex, making it easier to keep moving forward, even when the road ahead is rough. Whether you're facing a daunting task or a long term goal, these strategies will equip you to stay the course, overcome obstacles, and ultimately finish what you start. Persistence isn't just about hard work; it's about using the right tools to navigate challenges and come out on top.

*You didn't come this far to stop now. Dig deep. Stay the course.
Finish strong.
The future favors those who persist.*

Session 14

Instead of Quitting, Try This

Introduction:

In life, we're often told that persistence is the key to success. Last session, we explored this idea and learned 10 strategies to help us finish what we start. But what happens when that persistence isn't enough? When the road gets so tough that quitting starts to seem like the only option?

Today, we're going to tackle this dilemma head-on. Have you ever felt like quitting, even when you were sure you could push through? Maybe you thought everything would work out if you just kept going. But what if quitting might actually be the right choice?

Session Focus:

In this session, we're focusing on that critical moment of decision – whether to quit or keep going. We'll explore the idea that quitting isn't just about giving up; it's a decision that requires careful consideration. Sometimes, quitting might be the best move you can make, but how do you know for sure?

We'll be uncovering **15 powerful strategies** to help you evaluate your options and overcome the urge to quit too soon.

Quitting can become a negative habit, learned early on, but we're here to break that cycle. The most successful people have an uncanny ability to keep going when others give up, and their success is tied directly to their persistence. But they also know when it's time to pivot, adjust, or even quit a particular path in order to succeed in the long run.

Today, you'll learn how to keep making progress, no matter how strong the urge to quit may be. We'll explore how quitting isn't always the only option when you're dedicated to your goals. This session will arm you with 15 strategies that will not only help you decide whether to quit but also give you the tools to keep moving forward, even when the road ahead seems impossible.

*You're stronger than you think.
Let's shift the lens,
Rise above the fog,
and
Keep moving forward.*

Session 15

Success...Write your Own Story!

Introduction:

Every great success story starts with a single step - a moment of decision, a commitment to change. But here's the thing- **your success story isn't written by anyone else; it's authored by you.** In this final session, we're going to explore what it means to take full ownership of your journey, to dig deep and uncover the narrative that will define your success.

Session Focus:

Success isn't a one-size-fits-all destination; it's a deeply personal journey that requires reflection, intention, and action. But before you can reach that destination, you need to know where you're going. Are you ready to ask yourself the hard questions - What does success look like for you and what's been holding you back? And more importantly, are you ready to make the necessary changes to become the success story you were always meant to be?

In this session, we're not just talking about setting goals- we're talking about writing the story of your life, one that's fueled by your deepest desires and ambitions. You'll be challenged to reflect on your past, recognize the moments when you've succeeded, and identify the skills and training you need to achieve your goals. You'll explore whether your desire to succeed runs deeper than your fear of failure and consider who in your life can coach and guide you along the way.

This isn't just about making a list of goals; it's about creating a blueprint for your success, a living document that you'll continue to refine and expand as you grow. I did this very thing when I was completing the final touches of this course *Overcoming Obstacles: How to Develop Grit, Mental Toughness, Resilience and Persistence* on January 1st, on the beach in Miami. After starting the journey of writing this course on December 15th, I jotted down my goals, my dreams and my vision for success. And by putting pen to paper, I achieved 28 of the 30 goals I set for myself.

Now it's your turn. Are you ready to start writing your own story? To dig deep, to confront the fears that have held you back and to create a roadmap to the success you desire. This session will guide you through the process, helping you to capture the vision of your future and take the first steps toward making it a reality.

Your story matters. It's time to write it. Let the pen move, and don't hold back. What you create on the page could become the life you've been waiting to live.

***Write with grit.
Write with heart.
Write your future.***



BAYLEY & BENDER
Personal and Organizational Development

Awareness Is Power®

Overcoming Obstacles...How to Develop Grit, Mental Toughness, Resilience and Persistence Virtual Seminar

This course will be delivered for **16 total sessions**, virtually on your platform of choice (**Microsoft Teams**) for **2 hours each week**. Participants will have weekly carryover activities to complete before attending the next session. These reflective assignments form the foundation for the learning that follows.

This 16-Session Course Can Be Delivered in 5 Distinct Series:

Series 1: Foundations of Grit & Obstacles

- **Session 1** - *Achieve your Goals Regardless of Obstacles*
- **Session 2** - *Seven Common Obstacles You are Most Likely to Face*
- **Session 3** - *Fear...How to Magically Make it Disappear*

Series 2: Activation & Energy

- **Session 4** - *Just Do It!*
- **Session 5** - *Get Your Creative Juices Flowing*
- **Session 6** - *Eight Strategies to Help You Get Through Hopeless Situations*

Series 3: Strengthening Belief & Clarity

- **Session 7** - *Believe in Yourself Through Toughest Times*
- **Session 8** - *Overcoming Failure to Reach Success*
- **Session 9** - *How to Develop Motivation*

Series 4: Sustaining Momentum

- **Session 10** - *Maintain Your Motivation*
- **Session 11** - *Boost Your Motivation*
- **Session 12** - *Talent + Grit = Success*

Series 5: Finish Strong

- **Session 13** - *Persistence Pays: Finish What you Start*
- **Session 14** - *Instead of Quitting... Try this!*
- **Session 15** - *Success...Write Your Own Story*

This flexible delivery format allows the program to be adapted based on organizational needs and scheduling preferences.

Our mission is to help participants build grit, resilience, and clarity – one session, one strategy, and one breakthrough at a time.

Self Paced Online Academy Option

Awareness Is Power® Smart Video Series

Overcoming Obstacles: How to Develop Grit, Mental Toughness, Resilience & Persistence

This self-paced version of the 16-session course offers the same breakthrough content—now available anytime, anywhere. Participants experience each strategy through engaging, smart video lessons, reflection exercises, and real-life applications.

- 16 Online Sessions
- Flexible, self-directed learning
- Built-in pause points for journaling and action
- Ideal for individuals, remote teams, and budget-conscious rollouts

Perfect for: Government agencies, military units, and organizations that need high-impact development on demand.

Delivery: Hosted on our Awareness is Power® Online Academy platform. Bulk licensing available.



BAYLEY & BENDER

Personal and Organizational Development

Awareness Is Power®: Leadership & Personal Excellence Seminar The Killer Course

Unlock What's Inside You—Arrive at the Destination You Deserve

Prepare to experience the most powerful seminar of your life.

This three-day experience—**available either at Serenity on Maryland's Eastern Shore or delivered onsite within your organization**—is designed for high-performing individuals ready to break through to their next level of personal and professional success.

Whether you're looking to deepen your purpose, align your values with your goals, or build the kind of momentum that carries you into your next chapter—this course will meet you where you are and move you forward fast.

Structured like a personal road trip, the course begins with where you are today and helps you:

- Identify what's holding you back
- Clarify your goals
- Build the mindset and plan to achieve them

By the time you leave, you'll have a **customized, concrete plan**—driven by **clarity, mindset, motivation, and momentum**.

You'll learn how to:

- Unlock your true potential and rewire your self-concept
- Understand and apply powerful Mental Laws like:
 - **The Law of Belief:** Whatever you believe with feeling becomes your reality
 - **The Law of Expectation:** Whatever you expect with confidence will absolutely happen
 - **The Law of Control:** You feel good about yourself to the degree you feel in control of your life

2024 Powder Mill Road ■ Silver Spring, Maryland 20903

Phone 301.439.8317 ■ Fax 301.434.3317 ■ aip@awarenessispower.com ■

www.awarenessispower.com

- Eliminate negative emotions and build emotional resilience
- Tap into your superconscious mind to access creativity and confidence
- Discover your passion and clarify what truly makes you happy
- Set meaningful goals—and walk out with a 12-step plan to achieve them

The experience is rich with insights, self-discovery, and life-changing breakthroughs.

You'll leave feeling **recharged, refocused, and realigned**—with the clarity of vision and personal action plan to move forward.

What past participants have said:

“The most comprehensive goal setting seminar I’ve ever attended. I will never forget these seminars.”

“You must set goals, remove yourself from negative thoughts—and the world is your oyster!”

“This seminar changed my life. My friends can see the difference.”

“A fantastic course—the best three days spent!”

“This is what employees need to learn, understand, or reemphasize: the way to be successful.”

Professional Benefits:

- Visualize, implement, and achieve your goals
- Increase confidence, morale, and productivity
- Enhance your communication and leadership presence
- Improve your time management and decision-making strategies
- Reignite purpose in your career and life

Personal Benefits:

- Rid yourself of stress and rediscover balance
- Find your passion and map out a fulfilling future
- Uncover the mindset shifts holding you back
- Create a plan that gets you where you want to go—with heart and clarity

Participant Insight:

“Pat went above and beyond any of my expectations. She was patient, and anything I was doubtful about was truly explained the most valuable idea I gained? How to drive out negative thoughts and fill myself with only positive ones.”

Success Snapshot: IBM Corporation
26-Year Veteran, Global Client Experience Team Leader

From Professional Goals to Personal Growth—All in One Seminar.

We raised global satisfaction by 3%, reduced dissatisfaction by 2%, and closed 25% of our gap to best practices—all within months of this seminar.

The course **reignited my leadership**. I refreshed my understanding of energized goal setting, learned how to take meaningful action by understanding my own style, and **transformed how I managed negative self-talk**.

This wasn't just professional development. It helped me lead my team—and myself—with clarity, confidence, and a **whole new mindset**.

Format: In-person only

Duration: Three days

Location: Held at Serenity in St. Michaels, Maryland — or delivered onsite within your organization

Includes: Full-color Awareness Is Power® workbook, personalized assessments on values and behaviors, travel log, continental breakfast and lunch, and more.

Optional Add-Ons (Serenity only): Boat cruise, high tea, graduation dinner, and transformational coaching

Awareness Is Power®

World Class Selling – A Star Is Born

This dynamic seminar is designed to elevate sales professionals into true stars by helping them understand their unique selling style, enhance communication, and sharpen strategies that lead to success. Participants begin with a personalized Awareness is Power® assessment that reveals individual sales power traits, adapted and natural styles, strengths, and areas for growth—laying the foundation for breakthrough performance.

When IBM Vice President Bruce Williams sought to bring new energy and synergy to his experienced sales force, he turned to Bayley & Bender. His team of 40 seasoned consultants and client executives walked into World Class Selling—and walked out aligned, energized, and ready to win. Within months, that same team closed a \$150 million federal contract.

In Bruce's words:

“It was the highest-rated sales seminar we've ever had at IBM. Pat's credibility, energy, and insight brought our team together like never before. This seminar made us better listeners, better collaborators—and it helped us win.”

Want to hear from Bruce directly? [Click here to watch his 8-minute video endorsement.](#)

In this seminar, participants will:

- Discover their personal selling style and communication strengths
- Improve trust, connection, and collaboration across sales teams
- Apply practical tools to elevate confidence and clarity in customer conversations
- Learn how to listen deeply—to clients, colleagues, and themselves
- Leave with a customized sales profile and concrete action plan

Format: Onsite

Duration: Three days

Audience: Sales professionals, consultants, and business developers ready to sharpen their edge and shine.

Awareness Is Power®

The Secrets of Going Above and Beyond Your Customer's Expectations

In a world where customer expectations are higher than ever, delivering average service just doesn't cut it. The Secrets of Going Above and Beyond Your Customer's Expectations is a high-impact, interactive seminar designed to shift the way your team thinks about service—from routine transactions to meaningful connections.

Whether serving internal colleagues or external clients, participants will learn how to deliver world-class experiences that build trust, foster loyalty, and elevate organizational performance. With powerful object lessons like the HEART test and strategies rooted in Awareness is Power®, this seminar teaches your team how to listen actively, respond authentically, and turn every interaction into an opportunity for excellence.

We'll explore what truly defines "exceptional service," unpack real-world examples of service wins and fails, and teach practical tools to ensure your people represent your mission and values with energy, empathy, and excellence.

This course is ideal for teams across departments—from procurement to HR, IT to operations—and can be delivered as a one- or two-day seminar, virtually or in person, depending on your organization's needs.

Available as a one- or two-day seminar—live or virtual—this energizing program transforms the way teams serve both internal and external customers. Participants learn the power of trust, attitude, empathy, and awareness to create customer experiences that stick—for the right reasons. Because here's the truth: only 4% of dissatisfied customers complain—96% just leave. And most will tell at least 8 others why. This seminar equips your team with the mindset, skills, and heart to deliver exceptional service that earns loyalty, respect, and results.

Awareness Is Power® Career Choices Seminar

If you could have your own crystal ball—and it told you everything about yourself... your unique talents, the environment where you thrive, what motivates you, and what kind of job would truly make you happy—would that be of value to you?

In this powerful two-day seminar, participants complete their Awareness is Power® assessment and receive their personalized “career crystal ball”—a customized report that identifies their strengths, communication style, motivational needs, values, and career alignment indicators.

Participants will:

- Discover their individual power traits and most valuable talents
- Identify their powers of want, powers of need, and ultimate environment
- Gain insight into the secret traits of leadership and communication
- Improve their problem-solving and creative thinking skills
- Explore how to navigate change and transition with confidence
- Understand the values that drive their behavior and decision-making
- Learn how to align their skills with careers that match who they really are

Through interactive sessions that include brainstorming, buzz group networking, a carryover activity, and object lessons, participants walk away with clarity, confidence, and the insight to pursue their next step with purpose. Whether they're just starting out, making a career change, or navigating an unexpected transition, this seminar helps them get back in the driver's seat—with direction and drive.