

Workshops and Presentations

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All sessions are tailored to the specific audience, and entirely new sessions can be readily created to address your specific needs. Rather than presenting research findings and research citations, the focus of all workshops is the application of practical strategies and practices that are sustainable long term. The format is discussion-based, with opportunities to practice specific skills when applicable.

Building Resilience: Evidence-Based Practices to Start Today

or

Facilitating Resilience for Ourselves, Our Students, and Those Whom We Lead

In this interactive workshop participants learn several evidence-based practices shown to promote resilience and wellbeing, with a focus on their practical application and sustainability. Frameworks based on emotional intelligence development and four universal human needs for flourishing are provided as way to organize and assess efforts to facilitate development of resilience.

[Depending on the participants, the focus may be application to the self and/or to facilitating wellbeing and resilience in students or those the participants lead or manage.]

Conscious Communication and Difficult Conversations

What is at the heart of frequent complaints that there are “communication problems”? In this interactive workshop participants uncover the underlying core reason for all interpersonal communication and the reasons it may be dissatisfying to one or both parties. Participants learn and practice core frameworks for ensuring that communication is effective and that difficult conversations are navigated to mutually successful outcomes.

Managing Yourself and Your Time

Time is perhaps our most valued resource, and the only resource that is equally distributed across people. We can't change (manage) time, but we can manage our priorities, perceptions, and behavior. In this workshop participants examine their

personal relationship with busyness and underlying self-perceptions and beliefs. Multiple strategies and practices for prioritization and efficiency are shared, with emphasis on application to the particular needs of the workshop participants.

Optimal Teams and Teamwork

The science of teams has revealed the conditions required for optimal team functioning. In this workshop participants examine optimal team functioning in light of necessary conditions, with an emphasis on strategies and practices to facilitate the optimal team environment. Official and unofficial roles on teams are also considered, with emphasis on self-assessment and addressing problematic roles when exhibited by teammates.

Findings from the Science of Teaching and Learning: *What Works and Why*

The results are in: Specific approaches to teaching and learning are superior to others, and yet these are not the most commonly adopted approaches to teaching and studying. In this workshop participants learn best practices from the field of educational psychology, with emphasis on application to their own roles as educators and/or learners.

Feedback: *Fears, Failures, and Fixes*

Feedback can be a potent factor for self-improvement, yet there are many ways and reasons that critical feedback may be withheld or elicit resistance. In this interactive workshop participants learn best practices and contemporary models for giving and receiving effective feedback, and concerns and sticky situations are addressed.

Coaching Approaches to Leadership

Current models of leadership emphasize the importance of empowering and developing others, and in this interactive workshop participants learn and practice core coaching frameworks and skills to achieve such goals. Additionally, best practices in giving and receiving feedback are woven into these professional development and coaching approaches.

Mindfulness Practices: *Improving Wellbeing, Memory, and Interpersonal Relationships*

Mindfulness practice has been shown to have numerous benefits, and there seems to be at least as many myths and misunderstandings about what such practice entails. In this

workshop participants learn how to practice mindfulness during everyday activities, thereby improving their wellbeing and interpersonal relationships without need for additional investment of time outside of their daily routine. Emphasis is on practical application and free follow-up resources are provided.

Baked-In Biases and Blind Spots: How Our Mental Shortcuts May Sell Others Short

Psychologists have long documented numerous ways that the human brain is wired to make particular assumptions and arrive at particular judgments in ways that are systematically biased or inaccurate. Because these biases are inherent in our experience, they are true blind spots that we may notice in others but do not recognize in ourselves. In this workshop participants examine at least 10 such universal biases, with an emphasis on how each may affect their experience in their particular professional setting. Specific strategies are offered for intentionally working around the most pernicious biases.

Managing Your Emotions and Moods

One of the pillars of emotional intelligence is the ability to manage our reactions and emotions. In this workshop participants are invited to apply several evidence-based strategies and practices for either managing emotional responses in the moment or regulating mood. Emphasis is on each participant identifying specific approaches and practices that are personally appealing and sustainable.

The Enneagram Personality Styles: *Understanding Ourselves and Others*

The 9 Enneagram personality styles provide a rich framework for examining ourselves and understanding others. One's primary style is theorized to arise from strategies for getting one's needs met that we began developing in our early childhoods. As a result, people vary in the ways they approach relationships, make assumptions about the world, and maintain their self-esteem. In this interactive workshop participants apply the 9 styles to themselves and those they know personally, with an emphasis on the strengths and challenges associated with each style.

Emotional Intelligence for Professional Success

Evidence points to the importance of emotional intelligence for success across the facets of our lives. In this interactive workshop participants examine the pillars of emotional intelligence, how each contributes to success and life satisfaction, and how to

intentionally develop each. Specific strategies include eliciting and using feedback effectively, managing assumptions, facilitating empathy, and practicing presence.

More Effective Meetings

For many people formal meetings are the bane of their professional lives. Why, and what can we do to rectify this too-common experience? In this interactive workshop participants consider the benefits of work meetings, when and why meetings should be held, and best practices for conducting meetings.

Models and Motives of Leadership

What are the characteristics of excellent leaders? There is broad consensus as to this list, so why don't we see as more leaders demonstrating these qualities? In this interactive workshop participants consider contemporary models of leadership, and consider their own strengths, challenges, and values as leaders or potential leaders.

Dealing with Difficult People

Some people seem difficult to work with, or at least rub us the wrong way. Why? What should we do in response? In this interactive workshop participants examine the types of people they personally experience as difficult and why. Specific strategies for working with difficult people are applied, including the concepts of transference, interpersonal game theory, having difficult conversations, and cognitive restructuring.

Successful Behavior Change for Ourselves and Others

When applied correctly, behavioral principles are effective at modifying behavior. In this workshop participants consider numerous classic behavioral strategies for facilitating more desirable behaviors for themselves and from others. Emphasis is on practical application and problem solving when things do not go quite as well as desired.

[The focus depends on the needs of the audience; e.g., behavior in a professional setting, health behaviors, etc.]