



Professional Development Catalogue

**Workshops and Training Programs for
Leaders and their Teams**

2025

neolé



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Greetings From Ginny

Welcome to our newly updated Professional Development Catalog.

In today's fast-paced world, the pressures of modern life and the increasing demands it places on our mental and physical health are more challenging than ever. These stressors can significantly impact our ability to maintain high performance in the workplace.

At Neolé, we understand that true leadership goes beyond managing teams; it involves building cultures that support resilience, creativity, and enhance engagement amidst these stressors. That's why we've tailored our professional development offerings to help you navigate and mitigate the complexities of modern professional environments.

This catalog introduces a range of workshops designed to enhance your team's creative problem-solving, engagement, and overall wellness. Our goal is to empower you and your organization to not only succeed but thrive by turning everyday challenges into opportunities for growth.

Join us as we shape a future where employee engagement and collaboration are priorities, creative thinking is cultivated, and the well-being of every team member is celebrated.

Thank you for your commitment to excellence and your proactive approach to building a better, more engaged workplace.

Kindly,



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Testimonials



“Neolé exceeded our expectations. The workshop helped open our eyes to innovation and the areas that we can strengthen as a team to help our corporate culture to be more innovative. We were very pleased at how organized and seamless the facilitation was with participating as large groups as well as entering break-out rooms. It was very engaging and helped us connect. Our team was lacking connection because of COVID. This was the first time that we engaged with each other in a meaningful way. **We felt connected and it felt good**”

- T. Martin, Director of Human Resources. Town of Penetanguishene

“This was so well executed - the pace and skill but above all, the **principled human approach** was foundational to everything you did. I learned a lot and built some confidence for me to take back to my work, the success factors, and .. thank you!”

- Anonymous, Collaboration Workshop

“Ginny from Neolé brought exceptional facilitation, engagement, and problem-solving skills to lead our senior leadership team in a dynamic half-day session. She guided us through understanding our preferred working styles and the power of psychological diversity in teams, engaged us in a captivating exploration of personal values, facilitated a creative project visualization exercise, and led a practical activity focusing on our shared commitment to specific changes. This session provided **valuable insights into our individual and collective workplace culture and practices, equipping us with actionable steps for future success.** We'll definitely keep Ginny and Neolé at top of mind for future leadership sessions!”

- Linda Tsang, Director of Human Resources, Cottage Dream Vacations

Past Clients



Team and Leadership Development Programs

Our clients are organizations that care about their people, and want to empower them to be high performers, excel as creative thinkers, problem solvers and collaborative leaders.

Our suite of team development courses, team building activities, and leadership training, are carefully designed to make a lasting impact.

Training Formats

All our workshops can be delivered as a half-day or full-day session, in a virtual, in-person or hybrid format. Our expert facilitators will guide participants through a dynamic blend of experiential exercises, group discussions, personal reflections, science-backed presentations, and provide personalized coaching within the workshop. This ensures that participants not only gain valuable insights but also have the support needed to seamlessly apply the lessons learned to their daily work and personal life. Count on us to help you and your teams achieve meaningful and lasting transformation.

Each of our workshops can be taken separately or combined for additional impact.

We customize our workshops to your unique situation and the needs of your team and organization. Email info@neole.ca or [book a free consultation](#). We'll ask you about your organization and team, and your best hopes for the type of transformation your team would benefit from the most.

Team Retreats and Leadership Off-sites

Given the investment of time and dollars required for retreats, you want to choose an experience that will have a long-term impact on your team's morale and workplace culture – while also having fun in the process! Your team retreat is the perfect opportunity to deepen trust and respect, strengthen team spirit, and develop better collaboration skills. What matters most is that you actually see a real difference once you are all back to the day to day work.

Whether you want a 2-hour workshop or a 3-day agenda that is expertly designed, the Neolé team will ensure your offsite is productive, transformative and memorable. Our expert facilitators use play-based methodologies, coaching techniques and brain-centric design to ensure every activity has a lasting impact on the whole team.

Need to tackle some serious business while you are all together? No problem! Our experienced facilitators will lead your strategic planning, help you develop Objectives and Key Results (OKRs) and facilitate other important meetings.



Professional Development Workshops

Innovative Team Mindset

Wish your team could be highly effective at tackling challenges together? Wish you had a proven recipe to re-energize your remote team and spark creativity and innovation? Wondering how to increase engagement and productive collaboration?



The Innovative Team Mindset will help participants from your organization develop the thinking skills necessary to innovate and collaborate as creative problem-solvers. Participants will learn about their own thinking style and become aware of their team's psychological diversity and how that impacts their ability to collaborate effectively.

This course includes the FourSight* self-assessment and Team Report.

Benefits

- Gain self-awareness into how each team member approaches challenges and opportunities
- Learn to apply an easy-to-follow structured process and a proven problem-solving methodology that drives innovative outcomes
- Improve team collaboration when working under stress
- Develop trust and deep respect on teams
- Deliberately enhance individual and collective creativity and innovation
- Leverage the benefits of the team's cognitive differences in problem solving

Intended audience:

- Leaders who understand the value of engaging their teams in creative thinking, ideation and problem solving.
- Teams who want to collaborate more effectively and develop their ability to innovate.
- The workshop can be customized for a team of leaders or designed in such a way that leaders can take it with their team members so that the entire team can upskill all at once.

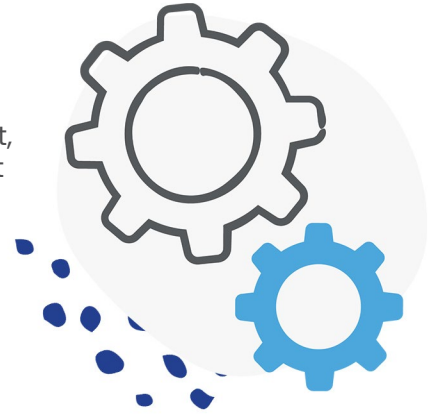
**[FourSight](#) is a self-assessment tool informed with over two decades of scientifically-confirmed data. It produces a profile that illustrates each participant's diverse thinking style and how it relates to their problem solving approach.*

When people develop awareness of their thinking and problem-solving style, they become better able to collaborate, to value cognitive diversity and to compensate for their blind spots. All of this while also gaining understanding of their team's strengths.

Leading for Collaboration

Leading for Collaboration is for managers and leaders who need smart, diverse people to collaborate within or across teams, but find it difficult and painfully time-consuming to get everyone on the same page and collaborate effectively towards a common goal.

During this workshop, we explore how to lead effective collaboration and how to be an outstanding contributor to collaborative initiatives/projects. This training gives participants the awareness, process and tools they need to lead effective collaborations that engage the right people at the right time, move everyone along at an equal pace, and reach the finish line as a whole and better team. Whether you are a team leader or a member of a loose collaboration, you will leave this training with a deep understanding of your team's strengths and blind spots, and what's required for successful collaboration to take place.



This course includes the FourSight self-assessment and Team Report. *

Benefits

- Gain awareness into how each team member approaches challenges and opportunities
- Step up your ability to collaborate towards innovative outcomes
- Improve team dynamics when working under stress and prevent conflict
- Develop trust and respect on teams
- Deliberately enhance individual and collective creativity
- Leverage the team's psychological differences in the approach to problem solving
- Develop a common language that supports your team's collaboration efforts
- Integrate a repeatable process for every project that requires collaboration

Intended audience:

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Creative Problem-Solving Skills & Tools

Complex problem solving, creative thinking, critical thinking and collaboration have all been identified as key 21st Century skills. However, the education system has failed at preparing employees to exercise these skills in the workplace.

Creative Problem-Solving Skills & Tools builds upon the skills and tools learned in Innovative Team Mindset and Leading for Collaboration. In this workshop, participants will further develop their thinking skills and creativity, and acquire the structured process and tools that increase their ability to engage in solving complex problems. This course includes the Creative Problem-Solving Tool Deck.



Benefits

- Learn creative problem-solving skills and tools that can be used to address everyday challenges as well as complex problems
- Solve any problem and capitalize on opportunities by applying a repeatable process.
- Develop the ability to identify what type of thinking is most needed for each challenge. Do you need information and expertise or ideas and new options? Or do you need to test potential solutions?
- Create an environment that's conducive to the whole team engaging in problem solving and innovative thinking

Intended audience:

Leaders and teams who have previously completed the Innovative Team Mindset or Leading for Collaboration courses and have undertaken the FourSight Assessment.

Team Charter Workshop



Teams that have transitioned to a remote or hybrid work model have done their best to maximize productivity, engagement and team morale. It's now time to improve and ensure the remote or hybrid work model actually works well for you and the whole team. Overcome ongoing challenges, co-create a high performing work culture, engage new team members and deepen trust and respect with a Team Charter. At the end of this workshop, your team will have co-created their Team Charter and will come away with a shared understanding of the type of workplace culture that will maximize retention, engagement and collaboration while working remotely. Includes tips on how to update your "living" Team Charter so that it reflects your learned experience and workplace realities moving forward.

Benefits

- Improve your team's ability to work effectively and collaboratively in a remote or hybrid environment
- Develop a deeper understanding and appreciation for each team member's approach to work and collaboration and what each team member requires to optimize their well-being in the workplace
- Co-produce a framework of how your team will work together in a hybrid or remote arrangement so that the whole team is doing their best work without needing to be co-located
- Define the team's values and common goals so that the whole team is engaged and committed to functioning as a cohesive team

Intended audience:

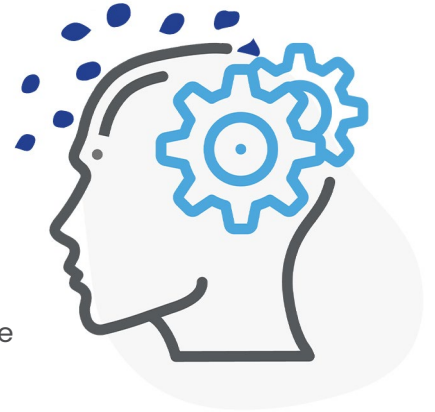
Leaders and their teams together.

Delivery method

Team Charter is most effective when the team comes together (either virtually or in-person) for two half-day workshops that are at least one week apart. The workshops involve facilitated brainstorming, group discussion, and collaborative decision making.

How to Stay Smart

Helping leaders and their teams develop healthy habits that enhance cognitive performance



Organizations need leaders who are sharp, emotionally intelligent, able to focus and make sound decisions under pressure. They need leaders who are present and available for their teams.

The performance of your leaders suffers when they struggle with brain fog, unreliable memory, mood swings, the mid-afternoon slump, headaches, joint pain and overwhelm when faced with increased stress or added complexities. It's like having a computer freeze in the middle of a 40-page report or a website that's painfully slow to load. Well, just like computers, brains need maintenance too!

How to Stay Smart teaches leaders how to focus and concentrate, minimize headaches and brain fog, remain calm when under stress, and feel at their best throughout the work day. How to Stay Smart teaches leaders how to maintain and optimize their cognitive health, and provides the tools, knowledge and habits to ensure they are always at their best.

Benefits

- Discover the 6 types of hunger and how they impact your ability to focus during different times of the workday
- Understand the types of nutrients that the brain needs for optimal performance at work, at play and for healthy aging
- Know the brain's energy requirements so that you can be at your best all day long
- Establish healthy habits that help prevent cognitive decline at any age
- Create a personal plan for how to optimize your cognitive performance

Intended audience:

For leaders who want to address or prevent "brain fog", mid-day energy slumps or low-level fatigue, common headaches, difficulty making big decisions, or over dependence on caffeine.

**This workshop can be expanded into a 3-month health & wellness challenge that a whole team can participate in together.*

Work-Life Balance: From Wishful Thinking to Reality



Do you feel like you're constantly running on a hamster wheel, juggling work tasks, family dinners, and a smidge of 'me' time? We get it. You're stepping into your leadership shoes, keeping your team happy, and you're doing it all. But at the end of the day, there's this nagging question: Can you climb up the career ladder without sacrificing your personal life?

Join us for '**Work-Life Balance: From wishful thinking to reality**,' to discover how to create a work-life harmony that resonates with your unique life chapter. Let's redefine work-life balance together—you'll leave equipped and inspired to make 2025 the year where thriving becomes your new benchmark.

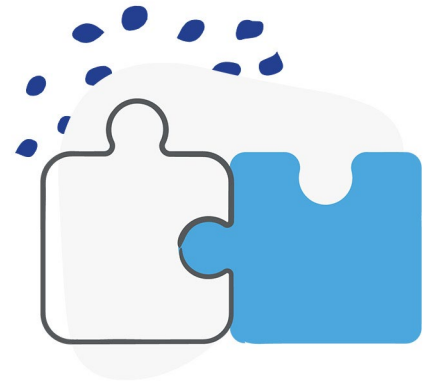
Benefits

- Get clarity on what work-life balance means to you
- Determine the type of work-life balance that best aligns with your personal and professional goals, and that you can realistically achieve
- Discover the truth about work-life balance that few people speak about
- Be inspired by others dealing with similar challenges to yours

Intended audience:

For professionals who value work-life balance and want to discover strategies, gain new insights, and bring their commitment to work and personal life into better harmony.

Creative Resilience: Navigating Challenges with Creative Thinking



Boost your personal capacity to handle stress, adapt to change, and thrive in uncertain environments. Creative Resilience is a transformative course designed to empower individuals with the creative thinking skills needed to effectively prevent overwhelm, manage stressors, navigate change, and stay productive in the modern workplace.

In this course, you will delve into the science of creative thinking and discover how to tap into your innate creativity for building resilience. Through engaging exercises and self-assessments, you will gain insights into your unique thinking style and learn how to harness the power of creative problem solving to overcome challenges. Creative Resilience equips you with the tools to adapt, innovate, and succeed even when faced with complex challenges.

Join Creative Resilience and discover how creative thinking can be your key to effectively managing stress, embracing change, and turning challenges into opportunities.

Benefits

- Develop a deep understanding of your personal thinking style and how it influences your approach to challenges.
- Cultivate creative problem-solving skills to tackle workplace and personal stressors and adapt to change.
- Harness creativity to transform obstacles into opportunities.
- Build personal resilience in high-pressure situations.

Intended audience:

- Leaders and Teams seeking to enhance their capacity to manage stress, adapt to change, and excel in response to challenges while preventing overwhelm.
- Individuals committed to developing their creative thinking skills to overcome personal and professional challenges.

Holistic Well-being for High Performance



Are you ready to transform your approach to well-being and unleash your full potential at work, at home and while aging? Holistic Well-being for High Performance is a comprehensive course designed to empower individuals with the knowledge and skills needed to prioritize their physical, emotional, social, and intellectual well-being. Discover how to elevate all four types of well-being so that you can sustain your performance, enhance resilience to stress, and boost your energy and vitality at work, at home and while aging.

In this course, you will explore a holistic view of well-being, learning how each aspect contributes to your overall performance, wellness, and quality of life. Through interactive exercises and expert guidance, you'll gain practical tools and discover six strategies for taking better care of your mind and body. Holistic Well-being for High Performance equips you with the essential knowledge and practices to thrive in both your personal and professional life.

Join Holistic Well-being for High Performance and embark on a transformative journey to unlock your full potential, sustain performance, and lead a more energized life. Invest in your well-being, and watch your energy and vitality soar.

Benefits

- Understand the interconnectedness of physical, emotional, social, and intellectual well-being.
- Learn how to create a balanced and sustainable daily routine that supports high performance.
- Discover what strategies will actually help YOU effectively manage stress.
- Implement practical tips to boost energy and vitality throughout your workday.
- Foster a sense of purpose and fulfillment in your professional and personal life.
- Gather resources and tools to advocate for Holistic Well-being in the workplace

Intended audience:

- Professionals looking to optimize their well-being for sustained performance.
- Individuals seeking to improve their resilience to stress and increase their energy and vitality in their daily lives.
- Anyone committed to achieving a holistic sense of well-being and fulfillment

UPWELL for High Achievers



UPWELL is a unique coaching program for high achievers, directors, managers, and aspiring leaders who want to sustain their own high-performance regardless of age, so they may continue to juggle many responsibilities in and outside of work without sacrificing their own health and wellness.

Imagine the impact of enhancing your physical and cognitive energy, emotional resilience, and overall vitality on your ability to sustain high performance.

High achievers often need help prioritizing self-care amidst the demands of their professional roles. When you add in a wide array of personal responsibilities – from raising children to caring for aging parents – it can quickly become overwhelming and set you on a course to experience burnout.

With UPWELL, participants implement practical ways to protect and increase their energy to balance personal wellness needs with existing obligations. Better self-care translates to better leadership, creativity, and long-term productivity, but more than theoretical knowledge is required.

Benefits

- Learn how to increase energy levels throughout the workday and week, fueling productivity without draining vitality.
- Discover how to reset your nervous system, help prevent chronic stress and enhance resilience and emotional balance.
- Adopt self-care habits and strategies that make the most significant difference and can become an effortless part of your daily routine.
- Implement a strategy for prioritizing better work-life balance without sacrificing your career goals.

Intended audience:

This coaching program is a good fit for any professional who wants to sustain and even elevate their ability to juggle many responsibilities at work and at home without burning out.

Delivery method

12 weeks of online coaching for individuals or groups. One-hour coaching session per week, plus 15 minutes/day for reviewing resources and/or completing a wellness activity.

UPWELL for Teams

A unique team development experience that brings your team together for two half-day workshops, resulting in the creation of a healthier workplace culture and enhanced well-being.

Teams that have transitioned to a hybrid work model have done their best to maximize productivity, collaboration, engagement and team morale. It's now time to ensure the hybrid work model actually has a positive impact on mental health and wellness. Overcome ongoing challenges, co-create a healthy work culture, engage new team members and deepen trust and respect.

At the end of this workshop, your team will have co-created a Team Charter and will come away with a shared understanding of the type of workplace culture that will maximize retention, mental health and collective wellness.

Benefits

- Support the type of work-life balance that best suits each individual team member while fostering respect and appreciation for unique needs and differences
- Develop a deeper understanding and appreciation for each team member's approach to work and self-care, and what each team member requires to optimize their well-being in the workplace
- Co-produce a framework for a healthy workplace culture
- Agree to workplace habits and practices that support mental health and wellness all year around.

Intended audience:

This course is intended for leaders and their teams to participate together.

Delivery method

UPWELL for Teams is most effective when the team comes together (either virtually or in-person) for two 3-hr workshops that are at least one month apart. The workshops involve facilitated brainstorming, group discussion, and collaborative decision making on topics related to workplace habits and strategies that improve collective well-being.



Meet Your Instructors



Ginny Santos, CEO, Neolé **Creative Thinking Guide and** **Process Designer, Trainer &** **Facilitator**

Ginny Santos works primarily with organizations that truly care about their people and want a healthy workplace culture that enables and sustains high performance. That's why she founded Neolé, a training, facilitation and event production company that specializes in designing and facilitating team development and retreats that make a lasting impact— resulting in increased engagement, productivity and retention, and most importantly, a healthy workplace culture.

Everything she does is influenced by her drive to have a positive impact, and the practical skills and knowledge she developed while completing a Master's of Science in Creativity and Change Leadership and several graduate certificates in Solution-Focused Coaching, Nutrition Sciences and Productive Thinking. Ginny is also a professor at Wilfrid Laurier University where she teaches creativity and innovation to executive MBA students.

Originally from Spain, she is an entrepreneurial mother, a digital geek and an enthusiastic dancer in the privacy of her kitchen.

Accreditations

- M.Sc. Creativity and Change Leadership
- B.A. of Political Science and Peace & Conflict Studies
- Certified FourSight Presenter and Master Trainer
- Certified Solution Focused Coach
- Certified Nutrition Science Coach
- Certified Stormz Digital Facilitator and Trainer

About Neolé

Neolé elevates performance by strengthening leaders and empowering diverse teams to excel in the modern work environment. Our dynamic facilitation, play-based strategies, wellness expertise, and inclusive, bottom-up approach cultivate a healthy workplace culture, driving and sustaining engagement, retention, and high performance all year round.

At Neolé, we recognize the immense load you carry as a leader—managing team performance, cultivating a thriving workplace culture, and balancing personal commitments, often at the expense of your own health and wellness. It's a tall order, and that's where we come in! Our services, from leadership coaching and team development workshops to strategic team retreats, are tailor-made for leaders like you who are striving for excellence in every aspect of life.

Our adaptable team delivers these programs virtually, in-person, or in a hybrid format to meet your unique needs, ensuring seamless integration for diverse teams, whether co-located or dispersed across time zones. With over 12 years of global success, our expert facilitators are equipped to engage groups of 7 to 700, in English, French, and Spanish, reinforcing our commitment to inclusivity and diversity.

As an internationally certified Women-Owned Business and Vendor of Record for the Canadian Federal Government, Neolé specializes in:

- Enhancing leadership and team performance through professional development workshops, training, and coaching.
- Promoting resilience, work-life balance, and well-being to drive personal and organizational success.
- Designing and facilitating impactful leadership offsites, team retreats, and strategic planning sessions.
- Engaging whole teams in the co-creation of a healthy workplace culture, ensuring buy-in and increasing retention.
- Producing stress-free virtual and hybrid events.
- Our signature UPWELL programs offer comprehensive support for leaders and teams seeking sustained performance and well-being, underlining our mission to create workplaces where health and success go hand in hand.

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