

FOCUS ON THE 40

CATALOG OF PROGRAMS

2026 EDITION

2026

CREATING HIGH PERFORMING TEAMS

www.focusonthe40.com

Welcome

Our preference, whenever possible, is to work with teams **in-person**. This is the more powerful way to host meetings and has the secondary, but almost equally important, benefit of getting team members together in the same room to establish rapport, a sense of belonging, build relationships and also trust.

Flexible Delivery: Any of the programs below can be offered in isolation but are best served being offered in thematic clusters and coupled together in **8-hour or 2-day format**. If this presents a scheduling challenge, we suggest these courses be offered in as condensed a timeframe as possible and can also be offered **virtually** to support remote and hybrid teams.

We also suggest coupling any session with an option for **1-to-1 professional coaching sessions** — a series of eight 1-hour sessions to provide a confidential and personalized space to focus on individual professional development goals and challenges.

What We Commonly Solve



Adaptable Leadership Program

Equips your team to lead authentically, think globally and strategically, and confidently create solutions instead of waiting for a playbook — they build the playbook.



Catalyzing Cohesive Teamwork

Rebuilds trust, strengthens dialogue, and equips teams to embrace productive conflict so they can deliver more, together.



Wellness, Resilience & Purpose

Re-energizes staff, reconnects them to their mission, and equips them with tools to stay resilient.

Our Four Program Categories



Team Building



Leadership



Trust



Well-Being

Our Programs



Team Building

01

Overcoming Defensiveness for Greater Collaboration

TEAM BUILDING

This workshop explores the essential skills to overcome defensiveness which can undermine collaboration. Through this program you will learn to be less defensive, more aware of others, to problem-solve, negotiate and navigate differences with ease. The end-result of creating a trusting and collaborative environment will motivate and empower you and your team.

02

Rapport and Workplace Relationships

TEAM BUILDING

One of the most important factors in high-trust cultures is our workplace relationships. Workplace relationships are critical not only to trust but to our workplace fulfillment and even our individual success and advancement. Learning how to quickly build and then sustain relationships is a win-win for workplace productivity and your own happiness.

03

The Superpower of Humor in the Workplace

TEAM BUILDING

Don't underestimate the power of humor! We all intuitively get that humor makes us feel good and have heard about the physical health benefits of humor. There is so much to humor including how it elevates other's perception of our leadership, enhances our creativity, and deepens bonds and trust within groups. In this program we'll explore your humor style and how to elevate this strength in ways unique to you.

04

Creating Structure During Transition

TEAM BUILDING

Change is a constant for our workplaces, and the frequency and intensity of change has been trending upwards in recent years. When change arrives in the form of new technology, organization charts in transition or new laws or regulations we have to learn to create structure and clarity, and quickly. Determining what stage you are in dealing with these changes sets the baseline and then creating the structure to move forward to the next stage creates clarity and even comfort for all those involved.



Leadership

05

The Skillsets of Futureproofed Teams

LEADERSHIP

The pace of change in our work is unlike anything seen before in human history and the pace of change is not going to slow. Factors like artificial intelligence coupled with ongoing disruptions create chaos, volatility and uncertainty that aren't going away. Fortunately, many of the skills inherent in us today will remain valuable in serving us now and in the future. During this session we'll explore the toolbox of skills needed for cohesive and productive workplaces of tomorrow which also support the mutually inclusive goals of exceptional results and workplace well-being.

06

Learning Your Leadership Voice

LEADERSHIP

We all have default tendencies when responding to leadership challenges and this defines how we approach problems and setbacks as leaders. Understanding your primary leadership style, your leadership strengths, and your default approaches to challenges allows us to embrace behavioral flexibility and also team diversity.

07

Predicting the Future

LEADERSHIP

The fast-paced future of tomorrow is full of change and uncertainty. Here's the thing – this fast-paced future is already here, and the pace of change isn't going to slow down any time soon. Future-proofing yourself and your team means building up the skills of prospection, global thinking, creativity, and cognitive agility.

08

Leading with Strengths

LEADERSHIP

This tool uncovers our individual emotional, cognitive, and social skills and talents. Once we know these talents we can 10X our impact in the workplace but intentionally putting these strengths into action our workplace each day. Get ready to see yourself and your approach to work differently.

09

Productivity, Engagement and Time Management

LEADERSHIP

Do you ever wish there were more hours in the day? While this program can't offer you the blueprint to making your own time machine, we can offer tools and techniques to create new habits to improve your productivity, engagement and time management.



Leadership

10

Executive and Leadership Coaching

LEADERSHIP

One-on-one coaching for executive presence, leadership, and change for good. This is a package of eight, one-hour coaching sessions that may be sponsored for individuals who are high potential and ready to work on personal ambitions that may include the rise to supervisory or executive responsibilities, letting go of control, delegating, risk taking and vulnerability when faced with novel challenges, freedom from self-limiting emotions, and changing roles.



Trust

11

High Trust = High Performance

TRUST

Crafting culture is a slow-cooking process in a society with a microwave mindset. Building a team and a culture takes time and there are tools to speed up trust in teams. Sorting out the strengths, individual experience, and even weaknesses doesn't happen overnight. Building the trust to create space for vulnerability, "good conflict" and accountabilities can be kickstarted, we'll do it together.

12

Your Contribution to Team Trust

TRUST

Highly effective teams work from a foundation of trust. Our words, actions and behaviors contribute to the process of being trustworthy. Through this session we'll explore team trust and how to ensure you consistently build trust in everyday interactions and actions.

13

Leveraging Trust for Better Communication

TRUST

Once the foundation of trust is established in a group the communication can be open, honest, direct and even uncomfortable. Communication can lead to conflict and once we see conflict as necessary to work through disagreements we can learn to lean more fully. Conflict can be as simple as asking probing questions or uncomfortable like when we push back on ideas or decisions made by others. We each have varying levels of comfort with conflict driven in part by our past experiences and also formulated by "how we do things here." In this session we'll explore the value of the right type of constructive conflict that high-trust teams engage in to achieve exceptional results.



Well-Being

14

Unlocking Our Virtues and Character

WELL-BEING

One aspect of trust in the workplace is the ability to use our skills in ways aligned with our virtues and character as much as possible. By getting to see yourself in the mirror and identify your zone of genius. This workshop is an opportunity for employees to explore their character strengths, weaknesses and uniqueness and to explore how consciously do what we do so well naturally in our work each day.

15

Breaking Patterns of Self-Sabotage

WELL-BEING

We default to certain behaviors in times of stress and these strategies for surviving are preventing us from thriving in the workplace. You'll go to the mental fitness gym and learn to interrupt the ways we can sabotage our excellence and build up new and better mental fitness muscles.

16

Bouncing Back: Activating Resilience Factors

WELL-BEING

As you go through life your experiences contribute to your resilience. What we know is in life we will experience setbacks. What might be surprising is that these setbacks we experience can make us stronger over time. We can also build up resilience factors with tools like optimism, cognitive agility, self-compassion, self-efficacy and emotional regulation fast-track your ability to bounce back from setbacks.

17

Reconnecting to Workplace Meaning & Purpose

WELL-BEING

One of the 5 factors identified in the happiest people is a connection to their purpose. Purpose can be as simple as a statement about "why we get out of bed" each day or as complex as why we work and what we hope to achieve at work. We'll explore your values, gifts and how they can help us more clearly define our "why."

18

A Plan for Work-Life Harmony

WELL-BEING

Is your work-life balance tipped over in the wrong direction? Work-life balance is hard to achieve and maintain. Work-life harmony, on the other hand, emphasizes the integration and flexibility between work and personal life. Much like in music, harmony can change and investing in small acts of self-care can sustain us in the midst of our busy everyday lives.



Well-Being

19

Navigating the Constant of Chaos and Change

WELL-BEING

Negativity bias is the natural setting for the human brain. Negativity bias is a survival tool sent from ancestral wiring in our brains. Understanding the message behind stress and negative emotions can help us separate from faulty messages. Stress can also get us stuck in “The Big 3” negative emotion traps. In this session you’ll learn to decipher these messages and take clear headed action.

20

The Foundations of Workplace Happiness

WELL-BEING

Investing in happiness is investing in your well-being and also investing in your opportunity to be successful, promotable and effective. In this session we’ll explore what aspects of happiness have been linked to successful people and share tools and techniques for you to create your own action plan to support your happiness and your success at the same time!

21

Stress Management Using Mindfulness

WELL-BEING

Stress is a natural part of everyday life. How we manage stress can impact our health, relationships and performance. This introductory course will explore managing stress through mindfulness techniques like breathwork, meditation, light movement, and sound to restore balance, improve creativity and reduce stress.

Not Sure Where to Start?

Try our organizational climate survey and share it with a few of your colleagues internally to get a feel for the pulse of your organization — where you might be strong and where you need support.

Team Trust Assessment

Take the first step toward understanding your team's dynamics.

[TAKE THE SURVEY](#)

Let's Connect

Book a free 30-minute discovery call to explore how Focus on the 40 can support your team.

[BOOK A DISCOVERY CALL](#)

www.focusonthe40.com



CREATING HIGH PERFORMING TEAMS

www.focusonthe40.com