



EMC LEADERS

EmC Leaders Training

catalog

CONNECTING & EMPOWERING YOUR TEAMS

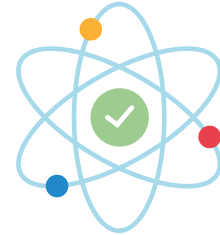


Managers face unique challenges in the workplace today more than ever. The EmC Leaders training programs deliver powerful insights, strategies, and tools to stretch you beyond your preconceived limits to strengthen you, your team, and your company.

Taking care of the *teams* you care about

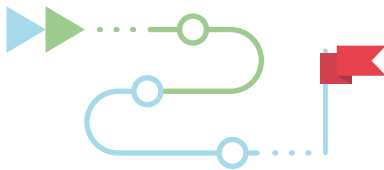
Scientifically-backed & Proven

The EmC Training is backed by **50 years of research** in attachment theory, adult bonding, and the science of emotional connection. Enjoy the ease of learning either on demand or with an instructor gaining a high level of emotional intelligence. Explore how to create high-performing teams, make better decisions, communicate, engage, and ignite productivity, while developing your own authentic style.



You'll come away empowered with fresh ideas, new skills, materials and toolkits, and the confidence to lead your team.

Your Roadmap



Learn the roadmap of reconnection that works best to manage workplace conflict, employee engagement, and team dynamics - all of which impact the culture of your organization. Throughout the courses, everyone learns the roadmap to relationships.

TO LEARN MORE, CONTACT emc@emcleaders.com



The Basics: EmC Basic Course

Emotional Connection Made Easy



The EmC Course helps employees be more emotionally responsive and feel connected and supported. Gain practical skills and tools to apply in the workplace immediately, learn to work with emotions, and deal with difficult conversations.

Main concepts introduced:

- Negative cycle - What is it? How do I recognize it? How do I reverse it?
- A.R.E. - Accessible, Responsive, and Engaged - How am I approaching my interactions with my co-workers?
- Slow Motion Camera - Am I fully absorbing all the communication cues in my work relationships?

Expected outcomes:

- Enhanced emotional responsiveness
- Stronger connections
- Improved communication skills
- Foster a supportive work environment
- Apply the learning immediately

Learning formats:

- 1 hour online, workbook, 6 quizzes
- On-Demand, Virtual, In-Person



The Masterings: EmC Master Class for Managers & Directors



The EmC Master Class is a powerful course that will transform managers and directors to the next level of emotional intelligence. This course will help improve their responsiveness to positive team dynamics, increase employee engagement, and manage workplace conflicts effectively and efficiently. Designed to equip managers to build on and enhance the employee learnings of the EmC Master Class and to utilize The EmC Reconnection process in a structured and professional manner.

Main concepts introduced:

- Negative Cycles
- A.R.E. - Accessible, Responsive, and Engaged
- The EmC Reconnection Process - a form-driven process that equips managers and employees to express and process workplace emotions in a professional manner. A cornerstone of reversing negative cycles.
- 5 Techniques for EmC

Expected outcomes:

- Enhanced emotional intelligence
- Improved team dynamics
- Increased employee engagement
- Effective conflict management
- Transformational leadership

Learning formats:

- 4 hours online, workbook, 13 quizzes
- On-Demand, Virtual, In-Person

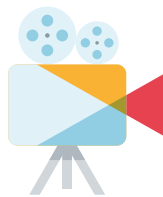


Tools & Skills Set

The EmC Courses equip you with a wealth of unique workbooks, resources, and tools to help you master the art of relationships, develop your style, and work out your strategies to succeed. Each is exclusively focused on helping you to create strong bonds within your team, eliminate negative cycles, and create positive cycles of interaction, leading to a thriving culture.



WELCOMING STATEMENTS



SLOW MOTION CAMERA



THE 3 STAGES



NEGATIVE & POSITIVE CYCLE



THE 5 TECHNIQUES & AFFIRMATION STATEMENTS



THE 6 RESPONSES



RAW SPOTS & EMOTIONS LIST



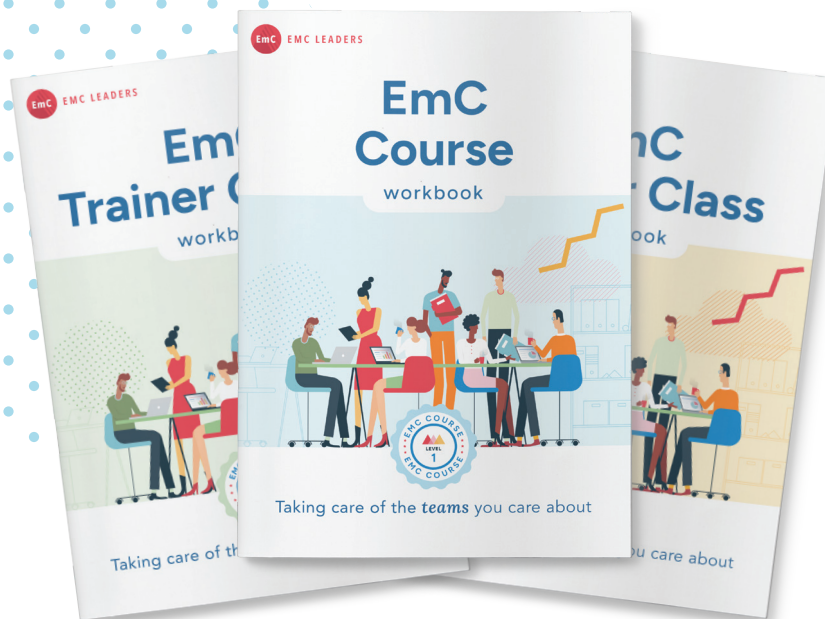
ACCESSIBLE, RESPONSIVE & ENGAGED TOOL



THE 4 MOVES

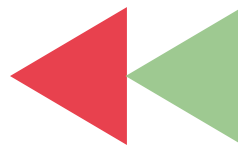


RECONNECTION FORM



Influence Culture

The Connected Culture book is provided to assist you with creating an environment where team members can go along on the ride with you! Enjoy the quick tips and skills to remain accessible, responsive, and engaged that pull the team closer, whether in person or in virtual meetings. Colorful posters filled with helpful tips and checklists, to remind everyone to support each other.



The Curriculum

Enjoy the concepts to help you develop strong team relationships with an authentic leadership style and strengthen your influence to impact the culture of your organization.

1. The Science of Emotional Connection

Explore the difference managers can make, how to create change through understanding the impact team members have on each other, increase self-awareness, generate essential dialogue, and provide a clear message.

2. Improving Emotional Intelligence

Take a deep dive into the three levels of emotions, how to respond to emotions, and the significance of disconnections; gain insights into slowing things down and using the attachment roadmap to team relationships.

3. Getting Rid of Negative Cycles

Learn to understand the behaviors that drive negative cycles and the steps you need to restructure them, maintaining a positive team connection. Then delve into a case study by understanding the roadmap of reconnection!

4. Improving Communication Habits

Discover verbal and nonverbal communication triggers, raw spots, and three levels of emotions to overcome communication challenges and conflicts in the workplace, and understand fears that drive negative cycles.



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5. Actions & Engagement

Grasp a sense of negative cycles and automatic thoughts that lead to proactive behaviors. Start on the road to relationship repair and take your team to the next level of engagement.

6. Skills for Bonding Conversations

Develop collaborative communication processes and skills by using the Reconnection process. Harness the power to be Accessible, Responsive, and Engaged to manage efforts in your organization and gain the benefits of bonding conversations.

7. Growth & Transformation

Use powerful techniques as a means for creating a new emotional experience to ignite motivation, collaboration, intellectual growth, and resiliency. Watch a reconnection session to see the process in action that leads to progress and transformational success.

8. Organizational Leadership & Culture

Gain insights on the ripple effect caused by deepening the emotional connection within your team and organization. Explore the impacts on organizational culture, and learn how to get involved in helping others to reconnect and improve team relationships..

EmC Trainer Certification:

for Internal Trainers & Subject Matter Experts



The EmC Trainer Certification is designed for internal trainers to enable them with tools and skills to create and advance the curriculum for mastering the art of relationships, leading bonding conversations, and fostering strong and cohesive teams.

Main concepts introduced:

- Builds on all of the concepts covered in the EmC Master Class
- Three Stages and Nine Steps of EmC
- The Four Moves to Bonding Conversations

Expected outcomes:

- Curriculum development mastery
- Proficiency in leading bonding conversations
- Expertise in building strong and cohesive teams
- Training delivery excellence
- Internal training champion

Learning formats:

- 4 hours online, workbook, trainer resources, 2 quizzes
- 10 hours of consultation with a Certified EmC Trainer
- On-Demand, Virtual, In-Person

LEARN MORE...

Join us today and start on the journey to becoming a more powerful, effective, and impactful company!

CONTACT emc@emcleaders.com

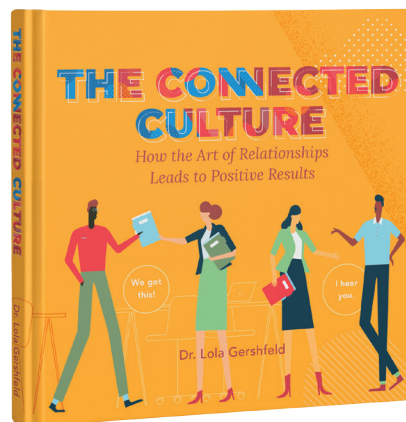
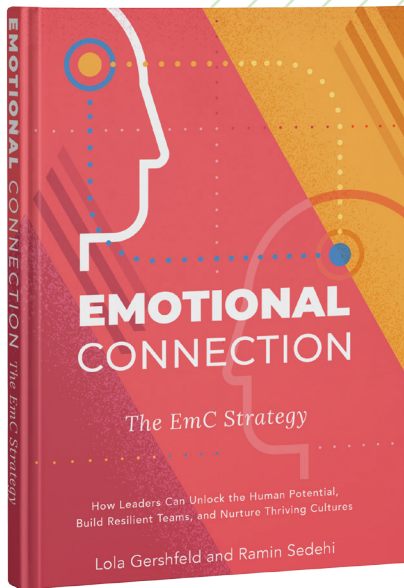


EMC CERTIFICATION TRAINER TIMELINE



available on Amazon

Emotional Connection & The Connected Culture



Help leaders to unlock human potential, build resilient teams, and nurture thriving cultures..

The ultimate guide to create a positive team culture that fosters collaboration, innovation, and success.



Listen to

THE LEADER IN YOU

PODCAST

Connect your people; transform your culture
with Dr. Lola Gershfeld



LISTEN & SUBSCRIBE



5 ways to connect your people

1 Make space for emotion.
WHY: As humans, we are social creatures who rely on connection to calm our nervous systems. Over the years, we can safely access stress, but over time, it can build up as our most powerful, under-utilized coping mechanism. We wish to repeat or disengage.
HOW: Let's start with a quick safety check. Are you feeling safe? If not, take a moment to breathe and ground yourself. Then, ask yourself: "What's the emotion?" "What's the story?" "What's the need?" "What's the message?"

2 Try offering impact vs. feedback.
WHY: Feedback is a powerful tool for growth, but it can also be a source of stress and defensiveness. Offering impact instead of feedback can help create a more supportive and collaborative environment.
HOW: Use the "I-Statement" formula: "I feel [emotion] when [behavior] because [impact]."

3 Set the stage for safe conversations.
WHY: Safe conversations are essential for building trust and fostering innovation. They allow team members to share ideas, concerns, and feedback without fear of judgment or retribution.
HOW: Establish ground rules for conversations, such as "I'm here to help, not to judge" and "We're all in this together." Encourage active listening and empathy.

4 Validates emotional experiences (even if you don't agree).
WHY: Validating someone's emotions shows that you care about their well-being and are willing to listen to their perspective. This can help build rapport and trust.
HOW: Use phrases like "I understand how you feel" or "It makes sense that you'd feel that way." Avoid dismissing or minimizing their emotions.

5 Make the most of weekly check-ins.
WHY: Regular check-ins provide a structured opportunity for team members to share their progress, challenges, and needs. This can help identify issues early and provide support.
HOW: Create a safe and supportive environment for check-ins. Encourage team members to be open and honest about their work and personal lives.

FOLLOW US ON YOUTUBE

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DOWNLOAD OUR RESOURCES

DOWNLOAD OUR RESOURCES

VISIT EMC ON LINKEDIN

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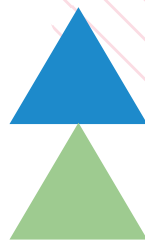


Lola Gershfeld, Psy.D., is a renowned organizational psychologist, author, and Founder of EMC LEADERS, Inc. With over 30 years of experience working at the intersection of psychology and business, Lola has dedicated her career to helping leaders navigate complex interpersonal dynamics with clarity and compassion.

As the developer of the groundbreaking Emotional Connection (EmC) approach, Lola empowers individuals and teams to cultivate strong, resilient relationships that drive organizational success. Her unique blend of expertise in psychology, organizational dynamics, and leadership enables her to provide practical solutions for navigating difficult conversations and fostering a culture of trust and collaboration.

Lola is the author of several influential books, including “*Emotional Connection: The EmC Strategy*” and “*The Connected Culture*,” and her insights have been featured in leading publications such as Forbes, The Corporate Board, and Chief Executive Magazine.

Driven by a passion for helping others unleash their full potential, Lola is committed to transforming workplaces by harnessing the power of emotional connection and authentic communication.





EmC Leaders is a leading training and consulting firm that helps companies overcome conflict issues by mastering the art of relationships with the EmC process.

We work specifically to increase employee engagement, decrease workplace conflicts, and improve company culture.

Organizations that use the EmC strategy report improvements in engagement, create an inclusive and effective team culture and exhibit higher productivity, and consistent performance.

Our scientifically proven method is easy to use, based on rigorous research, and includes our proprietary tools and techniques. Our training programs and coaching services ensure effective skills are applied immediately.

Our Vision:

We want people to feel happy, engaged, and connected at work.

Our Mission:

To provide high-quality EmC programs and sessions to educate leaders, managers, teams, and organizations on the power of emotional connection.

Our Values:

- We value the human potential to elevate the human experience.
- We value research and practice as partners in informing our thoughts and actions.
- We value and respect the emotional state of every person.
- We value the independence of each person we work with and their individual journey.
- We value what we teach and do what we say.

We are committed to:

- Make EmC available at all levels of the organization: easy to understand, easy to use, and easy to implement.
- Respond to your needs and collaborate with you, creating safety and connection.
- Involve you in the process, so you feel confident and comfortable.
- Empower you to build strong relationships and team engagement so you can reach your goals and objectives.



Taking care of the *teams* you care about



CONNECTING & EMPOWERING YOUR TEAMS

