



LEARNING KARMA
ENLIGHTEN YOUR BUSINESS

2025 Course Catalog

Learning Karma Workshop Series

2025 Course Offerings

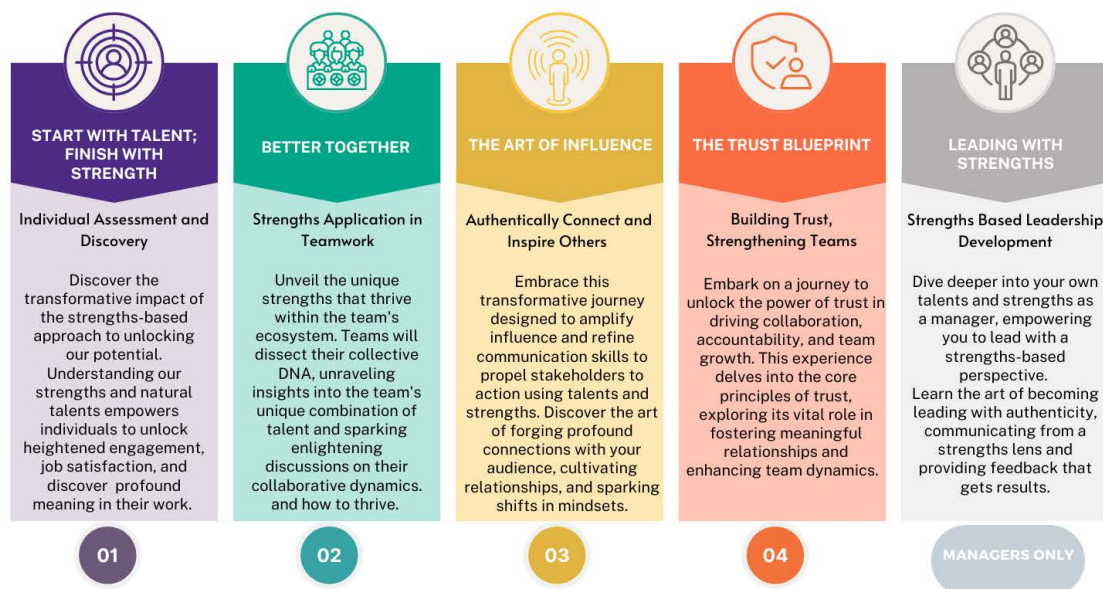
At Learning Karma, we create dynamic, high-impact learning experiences that transform the way leaders and teams connect, communicate, and collaborate. Our 2025 courses are designed to tap into the power of strengths, build trust, and spark the kind of engagement that drives real results.

Through interactive workshops and tailored coaching, we help organizations cultivate emotional intelligence, foster resilience, and create cultures where people thrive. Our mission? To unlock the unique potential of every individual—so they can lead with confidence, build stronger teams, and make a lasting impact.

Ready to fuel growth, connection, and success? Let's make it happen together!

EMPOWER EMPLOYEES TO UNLOCK THEIR GREATEST POTENTIAL

A STRENGTHS-BASED LEARNING JOURNEY FOR MAXIMIZING GROWTH



All workshops are customized to your needs. Coaching packages available upon request



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Start with Talent, Finish with Strength Workshop

Individual Strengths Assessment and Discovery

Why introduce a Gallup strengths-based development approach?

People who focus on using their strengths are **three times** more likely to report having an excellent quality of life and are **six times** more likely to be engaged in their jobs.

WORKSHOP OVERVIEW:

Discover the transformative impact of the Gallup strengths-based development approach, which empowers individuals to unlock heightened engagement, job satisfaction, and profound meaning in their work. By establishing a shared strengths vocabulary, participants harness their individual talents, align them with goals, and recognize the futility of fixating on weaknesses. Bolstered by intentionality, attendees are poised to harness their strengths, unleashing their untapped potential with newfound purpose.

WORKSHOP OBJECTIVES:

- **Develop a Strong Understanding of Strengths:** Equip participants with a comprehensive grasp of strengths-based development principles, enabling them to articulate and apply their individual strengths effectively while fostering a shared language for strengths within the group.
- **Shift Perspective from Weaknesses to Talents:** Guide participants in recognizing the counterproductive nature of fixating on weaknesses, facilitating a paradigm shift towards leveraging strengths as a foundation for engagement and success. Through real-life examples and interactive discussions, empower attendees to channel their talents toward meaningful goals
- **Empower Actionable Application:** Offer practical strategies for aligning strengths with professional goals to enable participants to embrace their strengths as transformative assets. Through reflection group exercises, empower attendees with the tools needed to initiate intentional actions that unlock their fullest potential and drive engagement and fulfillment in their work.

TARGET AUDIENCE: All

NUMBER OF PARTICIPANTS: 20 maximum

PREREQUISITES: Gallup CliftonStrengths® assessment

DURATION: 4 hours

Better Together Team Strengths Workshop

Strengths Application in Teamwork

Organizations using a strengths-based approach have proven increases in performance and engagement:

- *Employee engagement increases by 9-15% when managers encourage them to use their strengths and talents to achieve goals.*
- *When employees use strengths, Gallup Studies found **8-18% performance improvement***
- *Teams That Focus on Strengths Every Day...have **12.5% greater productivity**.*

WORKSHOP OVERVIEW:

This workshop will engage participants in immersive activities crafted to unveil the unique strengths that thrive within the team's ecosystem. Guided by a sequence of hands-on exercises, attendees will embark on self-discovery, unlocking the power of collaborative partnerships and realizing their individual talents' profound impact on the team's success. Through the team grid, teams will dissect their collective DNA, unraveling insights into the team's unique combination of talent and sparking enlightening discussions on their collaborative dynamics. By the end of the workshop, the team will craft a vision that encompasses the team's values, strengths, and aspirations for success.

WORKSHOP OBJECTIVES:

- **Strengthen Collaborative Partnerships:** Attendees recognize and appreciate the potential of collaborative partnerships driven by their distinct talents, enhancing team efficiency and effectiveness.
- **Leverage Team Talents:** Empower participants to utilize the custom team grid to identify the collective strengths that shape the team's dynamics. This allows for strategic deployment of strengths to enhance overall team performance.
- **Forge a Strengths-Based Vision:** Assist teams in crafting a robust strengths-based vision that integrates team values, strengths, and aspirations. This vision provides a clear roadmap for success while fostering a cohesive and empowered team culture.

TARGET AUDIENCE: Intact teams

NUMBER OF PARTICIPANTS: 16 maximum

PREREQUISITES: Gallup CliftonStrengths® Assessment

DURATION: 4 hours



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Leading with Strengths Coaching Workshop

Strengths-Based Leadership Development

WORKSHOP OVERVIEW:

Join our coaching workshop and embark on a journey of self-discovery tailored for leaders. Dive deeper into your own talents and strengths, empowering you to lead with a strengths-based perspective. Learn the art of becoming a strengths-seeker within your team, honing your ability to recognize talents and skills while strategically positioning your employees for success based on their strengths. Gain the expertise to ask the pivotal questions that reveal your team members' strengths and aspirations and master the art of fostering job satisfaction and fulfillment. Unearth the emotional link between individuals and their roles, equipping yourself with the skills to create a harmonious and thriving workplace.

WORKSHOP OBJECTIVES:

- **Enhanced Self-Awareness:** People leaders develop heightened self-awareness regarding their unique talents and strengths, enabling them to lead authentically and effectively from a position of self-understanding.
- **Effective Strengths-Based Leadership:** Equip people leaders with the skills to lead through a strengths-based lens, fostering an environment where team members' individual strengths are maximized for collective success.
- **Talent Recognition and Utilization:** Train people leaders to adeptly identify and leverage their team member's talents and skills, enabling targeted role assignments that optimize team performance and satisfaction.
- **Empowered Communication and Engagement:** Enable managers to initiate meaningful conversations that unveil team members' strengths, goals, and aspirations, leading to empowered coaching, increased job satisfaction, and a more productive workplace.

TARGET AUDIENCE: People Leaders

NUMBER OF PARTICIPANTS: 12 maximum

PREREQUISITES: Gallup CliftonStrengths® Assessment

DURATION: One day

The Art of Influence Workshop

Authentically Connect and Inspire Others into Action through Strengths

WORKSHOP OVERVIEW:

Participants embark on a transformative journey in this workshop to amplify professional influence and refine communication skills to propel stakeholders to action. While embracing the power each person brings through their unique talents and strengths, we will explore the art of active listening, deep understanding, and creating engaging audience interaction. As participants learn to unlock insights and weave captivating narratives, they will begin to nurture profound trust, cement credibility, and add meaningful value within their organizations. Discover the art of forging profound connections with your audience, cultivating robust relationships, and sparking transformative shifts in mindsets.

WORKSHOP OBJECTIVES:

- **Discover the Impact of Strengths-Based Communication:** Understand how leveraging individual strengths and talents can elevate communication effectiveness, foster engagement, and influence stakeholders toward meaningful action.
- **Master Active Listening and Audience Engagement:** Develop active listening skills and learn techniques to create captivating audience interactions, enhancing understanding and connection.
- **Craft Compelling Narratives and Unlock Insights:** Learn to weave narratives that resonate deeply, use storytelling to convey insights effectively, nurture trust, and solidify credibility.
- **Distinguish Between Persuasion and Authentic Influence:** Differentiate between the mechanics of persuasion and the art of genuine influence, emphasizing the role of curiosity and authentic connection in fostering sustainable stakeholder relationships.

TARGET AUDIENCE: All

NUMBER OF PARTICIPANTS: 20 maximum

DURATION: 1-2 days



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The Trust Blueprint Workshop

Building Trust, Strengthening Teams, Inspiring Success

WORKSHOP OVERVIEW:

Participants in this workshop will embark on an immersive experience to explore the essential principles of trust and their role in fostering collaboration, accountability, and growth within teams. Through engaging activities and reflective discussions, participants will discover how trust is the foundation for building meaningful relationships, enhancing team dynamics, and driving sustained success. By practicing active listening, aligning personal values, and embracing a growth mindset, participants will gain the tools to nurture trust, strengthen connections, and create a culture of integrity and accountability within their organizations.

WORKSHOP OBJECTIVES:

- **Understand the Foundations of Trust:** Explore the core elements of trust and their practical application in building stronger, more cohesive teams.
- **Develop Active Listening and Curiosity:** Practice active listening and curious questioning techniques to foster deeper understanding and meaningful communication.
- **Align Values for Trust-Building:** Identify and share personal and team values to create a foundation for collaboration and mutual respect.
- **Embrace a Growth Mindset:** Learn to shift from a fixed mindset to a growth-oriented approach, encouraging continuous learning and adaptability.
- **Strengthen Team Accountability and Connection:** Cultivate genuine relationships and shared responsibility through exercises emphasizing gratitude, collaboration, and commitment.
- **Apply Key Takeaways:** Reflect on workshop concepts and identify actionable steps to build and sustain a culture of trust within teams and organizations.

TARGET AUDIENCE: All

NUMBER OF PARTICIPANTS: 20 maximum

DURATION: ½ day to Full day