



LEARNING KARMA
ENLIGHTEN YOUR BUSINESS



LEADERSHIP · TEAMS · SALES

Workshop Catalog

Strengths-based programs that help people
lead with confidence, build stronger teams,
and sell with purpose.



learningkarma.com

Greater Richmond Area, VA

WHY LEARNING KARMA

Talent alone doesn't create high-performing teams. Intention does.

We unlock the unique potential of every individual — so they can lead confidently, build stronger teams, and make a lasting impact.

NO.	PROGRAM	AUDIENCE	LENGTH
01	Start with Talent, Finish with Strength Strengths · Individuals	All	4 hours
02	Better Together Strengths · Teams	Intact teams	4 hours
03	Leading with Strengths Strengths · Leaders	People leaders	One day
04	The Art of Influence Communication & influence	All	1–2 days
05	The Trust Blueprint Trust & teamwork	All	½ to full day
06	Consultative Selling NEW Sales	Sales teams & leaders	1–2 days

WORKSHOP 01 · STRENGTHS FOR INDIVIDUALS

Start with Talent, Finish with Strength

Individual strengths assessment and discovery



AUDIENCE
All

GROUP SIZE
20 maximum

PREREQUISITE
CliftonStrengths®

DURATION
4 hours

Gallup's strengths-based approach helps people find more engagement, satisfaction and meaning at work. Participants build a shared strengths vocabulary, connect their talents to their goals, and leave with an intentional plan to put their strengths to work.

Why strengths?

People who focus on using their strengths are...

3x

more likely to report an excellent quality of life

6x

more likely to be engaged in their jobs

WHAT PARTICIPANTS GAIN

01 Understand strengths-based development

Grasp the core principles, articulate your own strengths, and build a shared strengths language across the group.

02 Shift from weaknesses to talents

See why fixating on weaknesses holds people back, and use real examples to channel talent toward meaningful goals.

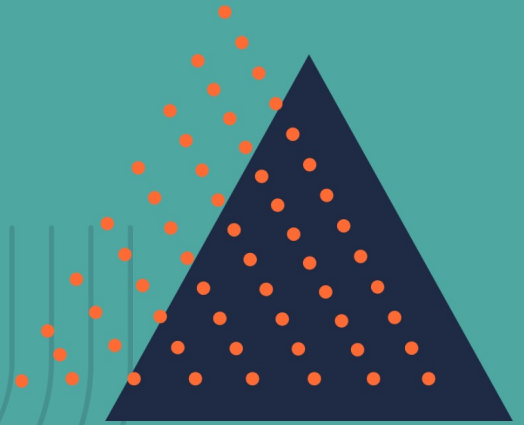
03 Put strengths into action

Align strengths with professional goals through reflection and group exercises, and leave with intentional next steps.

WORKSHOP 02 · STRENGTHS FOR TEAMS

Better Together

Team strengths workshop: putting strengths to work in teamwork



AUDIENCE

Intact teams

GROUP SIZE

16 maximum

PREREQUISITE

CliftonStrengths®

DURATION

4 hours

Hands-on activities reveal the strengths that thrive within your team. Using a custom team grid, participants map their collective talent, explore how they partner best, and craft a shared vision built on the team's values and strengths.

The strengths advantage

Source: Gallup studies

9–15%

higher engagement when managers encourage strengths use

8–18%

performance improvement when employees use strengths

12.5%

greater productivity for teams focused on strengths daily

WHAT TEAMS GAIN

01 Strengthen collaborative partnerships

Recognize how each person's distinct talents create stronger partnerships and a more effective team.

02 Leverage team talents

Use the custom team grid to see the collective strengths shaping team dynamics, and deploy them deliberately.

03 Forge a strengths-based vision

Craft a team vision that brings values, strengths and aspirations together into a clear roadmap for success.

WORKSHOP 03 · STRENGTHS FOR LEADERS

Leading with Strengths

A coaching workshop for strengths-based leadership development

AUDIENCE

People leaders

GROUP SIZE

12 maximum

PREREQUISITE

CliftonStrengths®

DURATION

One day

Go deeper into your own talents, then learn to become a strengths-seeker for your team — spotting talent, asking the questions that surface strengths and aspirations, and positioning each person where they'll thrive. The result is a more engaged, fulfilled and productive workplace.

WHAT LEADERS GAIN

01 Enhanced self-awareness

Understand your unique talents so you can lead authentically and effectively, from a place of self-knowledge.

02 Strengths-based leadership

Lead through a strengths lens so every team member's strengths contribute to collective success.

03 Talent recognition and utilization

Identify and leverage team members' talents, with role assignments that lift both performance and satisfaction.

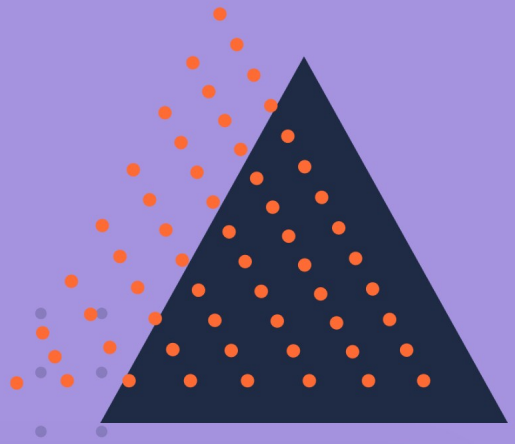
04 Empowered conversations

Ask the questions that reveal strengths, goals and aspirations — leading to stronger coaching and higher job satisfaction.

WORKSHOP 04 · COMMUNICATION & INFLUENCE

The Art of Influence

Authentically connect and inspire others into action through strengths



AUDIENCE
All

GROUP SIZE
20 maximum

DURATION
1–2 days

Amplify your influence and sharpen the communication skills that move stakeholders to action. Building on each person's unique strengths, participants practice active listening, audience engagement and storytelling — earning trust, cementing credibility and sparking real shifts in mindset.

WHAT PARTICIPANTS GAIN

01 Strengths-based communication

Discover how your strengths elevate communication, build engagement and move stakeholders toward meaningful action.

02 Active listening and audience engagement

Build listening skills and techniques for interactions that deepen understanding and connection.

03 Compelling narratives

Craft stories that resonate, convey insight clearly, nurture trust and solidify credibility.

04 Persuasion vs. authentic influence

Distinguish the mechanics of persuasion from genuine influence rooted in curiosity and connection.

WORKSHOP 05 · TRUST & TEAMWORK

The Trust Blueprint

Building trust, strengthening teams, inspiring success



AUDIENCE
All

GROUP SIZE
20 maximum

DURATION
½ day to full day

Explore the essential principles of trust and how they drive collaboration, accountability and growth. Through engaging activities and reflective discussion, participants practice active listening, align their values and embrace a growth mindset — building a culture of integrity and accountability within their teams.

WHAT PARTICIPANTS GAIN

01 Foundations of trust

Explore the core elements of trust and apply them to build stronger, more cohesive teams.

02 Active listening and curiosity

Practice active listening and curious questioning for deeper understanding and meaningful communication.

03 Values alignment

Identify and share personal and team values as a foundation for collaboration and mutual respect.

04 A growth mindset

Shift from fixed to growth-oriented thinking that encourages continuous learning and adaptability.

05 Accountability and connection

Build genuine relationships and shared responsibility through gratitude, collaboration and commitment.

06 Key takeaways, applied

Identify actionable steps to build and sustain a culture of trust across teams and the organization.

WORKSHOP 06 · SALES TEAMS **NEW**

Consultative Selling

From pitch to partnership: sales training built on curiosity, value and story

AUDIENCE Sales teams & leaders	GROUP SIZE [Max #]	DURATION 1–2 days	FORMAT Customized to your industry
-----------------------------------	-----------------------	----------------------	---------------------------------------

Great salespeople don't push products — they solve problems. This hands-on program trains sales teams to lead with curiosity, understand what their customers value most, and recommend solutions worth saying yes to.

THE FOUR-STAGE FRAMEWORK

- Discover**
Ask sharper questions that uncover the customer's goals, challenges and priorities.
- Connect**
Link every recommendation to what the customer values most — including their bottom line — and handle objections with confidence.
- Build**
Move beyond single products to a complete solution the customer can picture.
- Sell**
Turn the pitch into a story: a clear, conversational recommendation that earns commitment.

Practice—first

Role plays, real customer scenarios and field-ready tools.

Built for your business

Tailored to your products, customers and market.



CUSTOM PROGRAMS

Don't see what you're looking for?

We offer fully customizable, bespoke programs tailored to your needs.



Schedule a free consultation

Let's discuss your needs and design the right program for your team.

Let's talk →

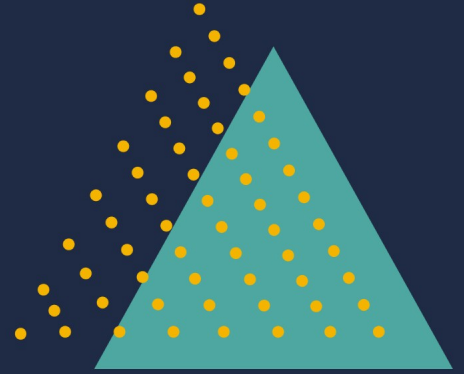
615-975-5610
lee@learningkarma.com



SCAN TO BOOK



LEARNING KARMA
ENLIGHTEN YOUR BUSINESS



Ready to bring a workshop to your team?

Let's talk about your team's goals and find the right fit.

 615-975-5610

 lee@learningkarma.com

 learningkarma.com

 Greater Richmond Area, VA



SCAN TO BOOK A
FREE CONSULTATION

CREDENTIALS

ICF Certified Coach

Gallup Global Strengths Coach

DiSC® Certified Practitioner

Certified Positive Psychology Coach

Also from Learning Karma: **1:1 Coaching** · **Workplace Consulting**

