



NORMA HOLLIS

SPEAKING PROGRAMS





THE P.O.W.E.R. OF AUTHENTICITY

FORMAT: 60-90-MINUTE KEYNOTE

This program is perfect for organizations that want to:

- Set the stage for upcoming organizational change.
- Encourage their employees to be more purposeful about their work and intentions.
- Inspire their employees to embrace change.

Overview

This engaging presentation begins with interesting perspectives on Authenticity from the Industrial age to the upcoming Empowerment age.

In this program, the acronym for the word P.O.W.E.R. refers to the importance of:

- **Purpose** – How organizational purpose has changed over the centuries and how it impacts Authenticity in Today's world.
- **Openness** – Being open to change and allowing it to impact growth.
- **Wisdom** – Using the wisdom of the past to create a future of success.
- **Energy** – Maintaining the energy needed for the job and for long-term commitment.
- **Rest and refuel** – Taking care of oneself.

By the end of the presentation, audiences will leave with:

- An understanding of the role “work satisfaction” plays in their personal and work life.
- Greater purpose for their work.
- A more open-minded attitude.
- Increased inspiration and energy.
- Awareness of the value of rest and refuel.
- The necessary steps to increase commitment, communication and camaraderie.



JUST TWEAK ONE THING

FORMAT: 60-90-MINUTE KEYNOTE

This program is perfect for organizations that want to increase:

- Engagement – Team building, leadership and communication.
- Productivity – Attendance, loyalty, bottom-line.
- Profits – Engagement and productivity.

Overview

Norma's primary advice to people and organizations who want to improve is to "just tweak one thing". In this presentation, she explains what this means and offers ways to identify what to tweak.

This presentation can focus on the individuals of the organization and/or the organization as a whole.

When the focus is on the individuals, the presentation addresses performance and work/life balance.

When the focus is on the organization, the presentation addresses the organization's current objectives.

Longer presentations focus on both the individual and organization and are valuable for leaders who want to create a strategy for organizational transformation.

All presentations impact leadership, team building and communication, and can be presented with or without an assessment.



THE GIFTS GAME

FORMAT: 60-90-MINUTE INSPIRATIONAL TRAINING KEYNOTE/BREAKOUT

This program is perfect for organizations that want to:

- Make team members more thoughtful about their interactions with others.
- Build respect and engagement among team members.
- Create a highly interactive, relationship building, team experience.

Overview

In this interactive program, participants take the Gifts and Talents inventory to discover the order of their nine wisdom gifts (based on the Multiple Gifts of Intelligence theory of Dr. Howard Gardner).

Once completed, participants roam the room to find others with the same primary gift. They form nine groups, then seek to discover if anyone in their group has gifts in the same order.

In addition, they are instructed to do two more things, such as count the number of people in their group and identify two things about themselves to share with others.

These two questions can be modified based on the organization's needs.

The groups return to their seats, then stand to report by gift. Where appropriate, teachable moments are leveraged, and coaching is offered as dictated from the dialogue.

The message of the exercise is that:

- We are all different.
- Each of us has a unique set of gifts and talents.
- We all should be respected for what we bring to the table.
- We are the happiest when we allow our gifts and talents to flourish.

This program is a foundation for increasing engagement among team members. It is easily customizable and depending on the time and goals, the dialogue can be expanded to illustrate the relationship of gifts and talents to the achievement of organizational goals.



BLUEPRINT FOR ENGAGEMENT

FORMAT: 60-90-MINUTE INSPIRATIONAL TRAINING KEYNOTE | OR 90-120 MINUTE WORKSHOP | OR 1-3 DAY TRAINING

This program is perfect for:

- Organizations who want to increase engagement and seek Internal Trainers.
- Leaders who want to engage their teams.
- Team members who want work to be more meaningful.

Overview

What happens when leaders increase self-awareness and lead from a place of Authenticity? It's called "engagement" and authentic leadership is the "secret sauce" that builds engagement.

In this thought-provoking and inspirational program, participants take the Authenticity assessment to identify strengths and vulnerabilities in the nine dimensions of self-awareness on the Authenticity grid.

The Authenticity grid is taught as a self-coaching tool to aid personal, professional and corporate growth.

This session is wonderfully engaging. It combines storytelling and poetry with research and case studies. Leaders gain a deeper understanding of who they are and a method to better understand and accept their team members.

Participants walk away with at least one action item they can apply immediately to inspire change in themselves and their organization.

Optional addition

When the assessment is completed, scores are tallied and shared with the group. Areas of perceived organizational strengths and vulnerabilities are identified and discussed. The session can continue with a focus on solutions, or the team can accept the results as the foundation for a strategic conversation on the next steps.



PERSONAL BLUEPRINT FOR LIVING AN AUTHENTIC LIFE

**FORMAT: 60-90-MINUTE INSPIRATIONAL
TRAINING KEYNOTE | OR 90-120 MINUTE
WORKSHOP | OR 1-3 DAY TRAINING**

This Program is perfect for:

- College students and their parents.
- People who are making decisions about career transitions or retirement.
- People who feel compelled to do something with their life but are not sure what to do.
- People who want more peace, joy and productivity in their life.

Overview

Has anyone ever told you to “just be authentic”, as if it is as easy as snapping your fingers?

It is not.

Becoming authentic can be quite a challenge. To find your true self, you have to search through numerous masks you found over the years of being the person the world expected you to be. Many people have so many layers that they have forgotten who they truly are.

In this session, you will rediscover yourself and understand the deeper implications of what it means to be authentic. You will learn how you lost your true identity, and you will be encouraged to adapt an “authenticity framework” that exposes your true self.

This session also includes taking the Authenticity assessment and using those results as the foundation to building your blueprint for increased success and joy in life. Whether you are in the middle of a major transition or just deciding what to do next week, we will help you know who you are, so you can make decisions with greater confidence and trust.

You will leave this session with clarity on what Authenticity means to you, confirmation of your next steps, and the courage to do what needs to be done. With a deeper understanding of the depth, complexity and content of Authenticity, you can be transformed!



SPEAK WITH EASE AND CONFIDENCE

FORMAT: 60-MINUTE INTERACTIVE KEYNOTE

This program is perfect for organizations that want to:

- Improve communication and/or presentation skills.
- Increase their relationship interaction.
- Increase engagement.

Overview

As the former owner of a speaker's bureau and a coach for Professional speakers, Norma provides several programs under the topic of Speak with Ease and Confidence. These include:

Speak with Ease and Confidence

A basic introductory program to strengthen personal confidence about speaking in public and sharing a message in a professional way. This includes the opportunity to practice speaking in front of an audience using the techniques that are taught.

Self-Promoting Your Role Through Communication

This presentation will help you become more comfortable with who you are. In this process, you will learn about your natural gifts and talents and how to use them as the foundation to promote yourself, your thoughts and ideas to others.

This includes an assessment for deeper self-awareness and dialogue on applying the findings.

Presentation skills

When it is time to make a presentation, make sure you know your goals and understand who will be receiving your message. When the presentation is aligned to the people who will receive it, your chances of success increase dramatically! This includes one-on-one coaching as time permits.

Customized programs

Share your organization's engagement, speaking and communication needs, and let Norma customize a program for you. As the former owner of a speaker bureau and a popular coach for speakers, Norma can customize a program based on your needs and your audience, which will exceed your expectations!



Whether you are discovering your Authenticity personally or professionally, Norma has a range of programs that are ideal for your specific needs.

Book Now using the details below!

SUSAN GUZZUTTA
P.O. BOX 1675, LA JOLLA, CA 92038
858-270-7675
858-270-2825 FAX