



Workplace Learning and Coaching Catalog

Empower Your Teams | Transform Your Leaders | Elevate Your Organization



2025

The Role of Professional Development

In today's dynamic workplace, leadership isn't just a skill - it's a competitive advantage.
As an L&D leader, you're tasked with equipping your teams to innovate, adapt, and connect in an evolving landscape.
The stakes are high, but so are the potential rewards.

Collaboration

Flexibility and adaptability can increase team productivity by up to 25%, according to McKinsey research.

Psychological Safety

Organizations with strong conflict management skills see 30% higher employee engagement (CPP Global).

Effective Communication

Harvard Business Review reports that public speaking skills improve leadership credibility by 34%.

What Clients Are Saying



Exceptional Training

*"You are so AWESOME!
Your content and "flare" were perfect for what I wanted to accomplish, and our leadership greatly benefitted."*

- Matt Ryan, CEO, S&ME



Improved Skills

"I have found your approach and frameworks to conflict management very helpful!"

- G. McDay, The Wharton School



Highly Recommend

"I loved the way you facilitated the session. Your enthusiasm is infectious and while the other facilitators are great, you are spectacular."

- D. Gayle, CPC, ACC



Our Unique Approach

Tailored Solutions

We recognize that every organization faces unique challenges. That's why our workshops and coaching sessions are meticulously customized to address your specific goals and pain points. No cookie-cutter solutions - just targeted strategies that work for you.

Engaging and Practical

Say goodbye to dull PowerPoints and theoretical lectures. Our sessions are designed to be interactive, hands-on experiences that deliver actionable takeaways. Participants will gain tools and strategies they can implement immediately.

Proven Results

With over twenty years of experience, we've helped organizations like yours achieve tangible outcomes. From reducing turnover to improving collaboration and building high-performing teams, our track record speaks for itself.

The ROI of Professional Development

Investing in professional development isn't just a cost - it's a strategic investment that can significantly impact your bottom line. Research consistently shows that companies prioritizing leadership training outperform their peers in multiple areas:

24%

Higher Profit Margins

Companies investing in training see 24% higher profit margins compared to those that don't (ATD Research).

70%

Improved Retention

Organizations experience a 70% improvement in employee retention after implementing robust training programs (LinkedIn Learning).

76%

Job Satisfaction

76% of employees report increased job satisfaction in companies that offer leadership development (SHRM).

Signature Workshops

Highest-rated programs in 2024

1

Mastering Leadership Communication

Equip your leaders with the skills to inspire, motivate, and connect with their teams. Participants will develop a personalized communication framework, enhance active listening skills, and learn strategies to align messaging with organizational goals.

2

Navigating Conflict with Confidence

Transform workplace tensions into opportunities for growth and innovation. Leaders will gain a step-by-step guide for managing difficult conversations, techniques to address root causes of conflict, and participate in role-playing exercises to build conflict resolution confidence.

3

Command the Room: Public Speaking for Leaders

Help your leaders articulate their vision and captivate any audience. This workshop provides a tailored speech template, techniques to overcome stage fright, and video feedback to refine delivery and style.

4

The Collaborative Edge

Foster trust, accountability, and synergy within teams to achieve extraordinary results. Participants will receive a roadmap for building high-performing teams, tools to enhance trust and accountability, and engage in interactive activities to boost collaboration and innovation.

5

SheSpeaks: Business is Better When Women Speak

As one client described it, “The meetings are dominated by male voices.” This program focuses on the crucial combination of silencing the inner critic while learning essential communication skills to help women have a greater impact.

Partner With Us

Your leaders are the heartbeat of your organization, and their development is crucial to your success in 2025 and beyond. By partnering with us, you're not just investing in workshops - you're creating a culture of excellence that permeates every level of your organization.

"I strongly recommend working with Barbara. It has been a powerful experience."

- Upma Sharma, CEO, Arsenal Media

Take the first step towards a more empowered, effective, and engaged workforce. Contact us today to schedule a free consultation and discover how we can tailor our programs to meet your organization's specific needs. Let's create a future of leadership excellence, one workshop at a time.

"As a result of your coaching, there was a notable improvement in the leader's ability to articulate and synthesize the key message and expand the discussion around opportunities for growth. I was very impressed by how much improvement was made from first review to final presentation."

- Martin Cotter, SVP, Analog Devices

We know what works: Relevant content, real-time practice and discussion, and fun. That's the winning formula, and that's what you get when you partner with us.

"This was the first workshop where I didn't reach for my phone or laptop. It was not only engaging but delivered on the learning promise."

- Participant, SEI Investments

Additional Programs

Enhancing Your Personal Brand

Planned or unplanned, we all have a personal brand. As one boss put it, "I don't feel confident sending him out in the field to meet with customers." This session focuses on the important aspects of building a powerful brand that can lead to better results now and a successful career later.

Managing Your Career for Individual Contributors

When people are uncertain about where they stand, or simply treading water, it can be hard to perform at a high level. This program helps people discover and achieve what they want from their careers while delivering results for the organization. We walk through values, strengths, fit, and planning.

Fostering Inclusion

This course introduces the neuroscience of implicit bias and the ways in which successful teams own their biases and navigate their way toward inclusion. Learn to speak in more authentic and honest ways so that every voice is heard, and everyone enjoys a high level of belonging.

Executive Presence

Have you ever heard a senior leader say, "S/he is not leadership material."? It's code for executive presence. Some aspect of EP is missing and therefore the prospect of promoting or hiring that person is suddenly in doubt. This program walks participants through the essential elements of being fully present. Each element is paired with meaningful practice.

Conducting Career Development Conversations for People Managers

The #1 way to increase engagement is to take an interest in and help manage the career advancement of direct reports. This program enables managers to conduct relevant, satisfying, and actionable conversations with their team members.

Leading Change

Research shows that change efforts fail 70% of the time. One reason is the heavy focus on process and the lack of focus on the people who determine success. This workshop provides methods and practices to lead people through change, overcome resistance, manage stress, and communicate effectively. Change is constant. Growth is optional.

Influence and Persuasion

Based on the work of Richard Shell and Mario Moussa at The Wharton School, "WOO" is the ability to win people over to your ideas without coercion, using relationship-based, emotionally intelligent persuasion. In this workshop you will learn the core skills of WOOing others.

Speaker Bootcamp

Whether you are a pro behind the podium or would rather have root canal than stand up and speak in public, every professional has some bad habits that inhibit their ability to grab and keep an audience's attention. Practice, performance, feedback, and discussion are the tools used to strengthen speaking skills. Strongly encouraged: videotaped feedback.

Fearless Feedback

Wouldn't it be great if all managers could give and receive constructive feedback? The kind that doesn't sting or sound fake, but really helps individuals improve? Whether it's the annual performance review or quarterly check-ins, this workshop will equip participants with the techniques to be better feedback providers.

Presenting to Your Boss

Many companies wisely invest in improving external presentations but tend to neglect the internal ones. Countless managers complain that the presentations delivered by direct reports are long-winded and often require a secret code to find the critical information. This program focuses on clarity, brevity, and connection.

High-Stakes Team Presentations

When the stakes are high, such as trying to outperform competitors to win the contract or convince the FDA to approve your plan, presenters need more than the basics. This workshop is designed to equip teams with the tools and techniques to deliver excellent presentations and sway their audience.

Psychological Safety

Imagine working in an organization where everyone feels free to speak their mind. When you share a mistake, you receive support and appreciation. Psychological safety at work enables innovation, collaboration, and healthy disagreement. Based on Amy Edmonson's book *The Fearless Organization*, this program helps participants develop the skillset and mindset of inclusion.

Strategic Influence I & II

Organizations have become increasingly complex and the landscape in which they operate is often ambiguous and ephemeral. Leaders must be able to manage these challenges and make good decisions. What separates strategic leaders from others is their ability to think creatively, experiment, speak with authority, and move change initiatives forward.

Say it Smooth: Ditch the Fillers, Keep the Flow

Discover the benefits of clear, confident communication by eliminating word fillers from your speech. Stop undermining your expertise with "um," "like," "ya know" and other fillers that make you sound hesitant and unprepared.

Emotionally Intelligent Leaders

The #1 reason why people leave their jobs is ineffective leadership - a bad boss. The #1 reason why people get fired is an inability to get along with others. That's why every organization needs to help their people develop emotional intelligence to improve our ability to self-regulate, empathize and collaborate.

Executive Coaching

WHAT

Coaching is all about developing the best thinking and performance of the coachee. It is based on a belief that each client has a potential that is higher than current performance. It involves a continuous cycle of the three As: Awareness (of strengths, weaknesses and blind spots), Acceptance, and Action.

WHY

Coaching is a proven method for increasing the bottom line. When all leaders are fully engaged, productive, and can get peak performance from their team, everyone wins. Moreover, we can't see what's in our blind spot. And it doesn't always feel good to have our boss or direct reports point out our weaknesses. A neutral third party can have greater impact on a leader's development.

WHEN

First, it's time to hire a coach when you create a leadership development program. A key component should be executive coaching to embed the learning from the LDP. Second, it's time to hire a coach as soon as you see a valuable leader/team member hit a plateau or start to struggle. Timing is essential. When is it not a good time to hire a coach? When the leader is actively searching for other opportunities.

Coaching Options

Leadership	Skill-based	Drop-in	Public Speaking
This type of coaching is part of a talent management program or to address a leadership challenge. The engagement is structured around the client's specific needs, includes a 360° assessment, and lasts approximately six to nine months.	This type of coaching is focused on a particular skill set or behavior. Examples include assertive communication, delegation, effective meetings, and managing change. The engagement runs from six to ten sessions.	In certain situations, career professionals can find themselves in need of a quick hit skill-building or mindset-shifting session. Enter drop-in coaching. Session length can range from 60 minutes to four hours.	Whether it's a Global Kick-off, Board meeting, conference keynote, or monthly business meeting, working with a coach to nail down content, flow, key messaging, and stage presence can make all the difference.



Barbara provides invaluable guidance to help you achieve your personal and professional goals. Her dedication to your success is evident in every session, and her personalized approach ensures that you make progress toward your goals. It is a worthy investment in your professional growth.

- Lauren Vella, Chief of Staff, University of Delaware

About Barbara (and associates)



There she was, back in the mid-90s, raising her hand to volunteer to lead a new-employee training. Suddenly, Barbara found herself in front of the room, facilitating an interactive activity for 30 professionals, and just like that, her plan to become a clinical psychologist went out the window.

Fast forward to the early 2000s when a successful CEO said, "Thanks for the coaching. I am a better leader because of it." What? Coaching? Better take this seriously. Barbara immediately signed up for Corporate Coach U's coaching certification and Right Management's coach training. She has been offering executive coaching services ever since.

Barbara earned an M.S. in Psychology from Northeastern University while simultaneously gaining entrance into Red Sox Nation (a 10-minute walk to Fenway Park). She earned a certification from the NeuroLeadership Institute and was one of the first moderators for the World Business Executive Coaching Summit.

As for the "Associates" in the company name: Barbara benefits from a robust network of skilled coaches and facilitators who join her for large programs and consultations.



"Everyone walked away feeling inspired and determined to create positive change in challenging situations."

Satisfied Clients



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