Training Catalog
September 2025

Dr Tina Talks Work™

Dr. Tina Talks Work™ (DTTW™) is a suite of IACET-accredited workshops built for growth-stage STEM, tech, and biopharma teams—as well as government-aligned contractors and federal/DOD clients.

Why Choose
DrTinaTalksWork™

We're not just training—we build leadership infrastructure. Grounded in the OS5™ Leadership Operating System, our catalog of 195 workshops delivers scalable systems instead of ad-hoc sessions. Every program is IACET-accredited, designed to accelerate clarity, capability, and composure under pressure for high-growth STEM, tech, biopharma, and federal/DOD organizations.

Who We Serve

➢ **Commercial Clients: Founders, COOs, Heads of Talent, VCs, Growth Architects**

➢ **Government Clients: GovCon-Aligned, Federal/DOD**

Why Choose Dr. Tina Talks Work

- Engagement & Satisfaction
- Readiness for Change
- Adaptability Under Pressure
- Retention & Culture Resilience
- Enhanced Performance & Accountability
- Scalability & Leadership Pipeline

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Dr. Tina Talks Work™	Traditional Training Vendors
IACET-accredited + CEUs	Often no accreditation or CEUs
OS5™ Leadership Operating System – all workshop topics are standalone yet integrated into the reality of contemporary organizational ecosystems.	One-off workshops
Sponsor Reports + LNA Recommendations available	No follow-up
Psychometric assessments + 360 reviews and follow-up coaching available	Rare / separate vendor
Designed for purpose/mission driven organizations (STEM, Biopharma, GovCon focus, Federal/DOD)	Generic training
Credit-card workshop purchases	Contract-heavy

Training That Delivers Results

Dr. Tina Talks Work™ delivers **IACET-accredited, high-impact leadership development** designed to create real, lasting change. We don't believe in "off-the-shelf" programs; our approach ensures the **right leadership** system **at the right time**—to close capability gaps, accelerate growth, and enhance performance under pressure. It's not "training" — it's infrastructure for scale, culture, and investor readiness.

Through **virtual and on-site workshops**, we help organizations build stronger, more capable teams without the overhead of a full training department. Our programs span leadership development, coaching, communication, team alignment, productivity, and culture architecture—all backed by OS5™, a proven leadership operating system.

At Dr. Tina Talks Work™, we believe workforce development isn't just beneficial—it's **essential infrastructure** for growth-stage STEM, tech, biopharma, and government-aligned teams. With a deep understanding of business operations, federal culture, and human systems, we deliver solutions that empower **frontline managers, senior leaders, and executives** to excel.

Invest in your leaders. Strengthen your culture. Build the operating system that scales with you.

Pricing & Packages

DDTW™ is more than a training provider. We build partnerships with our clients by delivering leading L&D solutions to fit your business.

- ➢ **Pricing with No Surprises**
- ➢ **Every virtual workshop is $5,500 flat — simple, transparent, credit-card ready**
- ➢ Each hotlink includes a brief overview with learning objectives and outcomes, so you can make an informed decision before you buy.
- ➢ On-site sessions are available by separate agreement, customized for travel, attendee size, and context.
- ➢ Discount Advantage: Workshops topics repeated within 5 business days (same week) are automatically discounted 50% via voucher.

"$5,500 buys more than a session—it buys a repeatable system embedded in your culture"

Discount Advantages

Program Investment	Discount	Price per Workshop
Workshop Topic	0	$5,500
Repeat Workshop Topic (same topic, within 5 business days)	50% off subsequent run	$2,750
Total for 2 workshops – same topic in the same week		**$8,250**

The SCALE™ Learning Methodology

The SCALE Learning Methodology

Situate	Start with the business context
Coach	Model what good looks like
Apply	Practice in real time
Lock-In	Reinforce through feedback and reflection
Embed	Carry forward with systems and rituals

The SCALE™ Learning Methodology

At DrTinaTalksWork, training is never one-off—it's designed to scale. Our proprietary SCALE™ learning methodology ensures every learning moment translates into business/mission impact:

- **Situate** – Start with the business context. Ground every concept in the reality of your organization so learning feels urgent and relevant.

- **Coach** – Model what good looks like. Use examples, stories, and demonstrations that clarify expectations.

- **Apply** – Practice in real time. Participants test skills against real-world scenarios to build immediate confidence.

- **Lock-In** – Reinforce through feedback and reflection. Lessons are internalized and tailored to individual leadership styles.

- **Embed** – Carry forward with systems and rituals. Tools and frameworks ensure learning sticks long after the session ends.

SCALE™ turns training into infrastructure—so clarity, capability, and composure don't just show up in the workshop, they show up at work.

Customization & Implementation

Start Simple. Scale Smart.

- **Standalone Access:** All standard VILT workshops are purchasable as standalone two-hour sessions directly on our website.
- **Experience First:** Organizations often begin here to experience impact before engaging in larger strategy.
- **Bespoke Pathways:** Once trust is built, we offer **learning needs assessments** and **custom learning journeys**, with the option to integrate into the OS5™ Leadership Operating System.

Program Delivery Details

Virtual Instructor-Led Training (VILT)

- Organization-specific (not open enrollment).
- Registration is managed internally by the client.
- Delivered on **MS Teams or Zoom** based on your preference, engaging teams across time zones without the cost and downtime of travel.

Formats & Length

- Standard: **two-hour virtual workshops**.
- Enhanced: two-hour virtual workshops, with read-ahead, post-workshop quiz (for CEUs, and client debrief) available by agreement.
- On-site half- or full-day engagements: available by agreement.
- Group size: Up to 30 participants per workshop

Flexible Delivery Options; All instructor-led courses can be delivered:

- On-site at your premises, at a venue of your choice, and because your teams learn together, they can discuss and apply concepts directly to your organization's context, making the training more relevant and impactful. We can also tailor elements of the curriculum to align with your specific needs.

Accreditation & CEU Details

- All workshops are **IACET-accredited**.
- Should CEUs be required then participants complete a **read-ahead** and **short quiz** to earn credit.
    - o **i.e. Two-hour virtual workshop = 0.3 CEUs.**
    - o CEUs support individual credentialing and organizational compliance.

Post-Workshop Support

- **Follow-Up Coaching:** Available for individuals and teams to reinforce learning.
- **Sponsor Reports:** Each sponsoring client receives a report summarizing training observations + recommendations for next steps.

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Training Curriculum

The Dr. Tina Talks Work™ (DTTW™) curriculum spans 11 categories of contemporary leadership and organizational effectiveness. Each area is designed to address the most common pain points in growth-stage organizations—turning friction into capability and culture drift into systems that scale.

Grounded in the OS5™ Leadership Operating System, every workshop helps leaders move past fire-fighting into repeatable rhythms of clarity, accountability, and execution.

1. Communication – Misunderstandings that stall projects, erode trust, and create costly rework.
2. Conflict Resolution – Unresolved tension that undermines productivity, morale, and retention.
3. Culture & DEI – Growth outpacing belonging, fairness, and inclusion, leading to talent flight.
4. Emotional Intelligence – Leaders with technical skills but no tools to manage stress, emotions, or relationships.
5. GovCon Leadership – Compliance pressure, cleared-team risk, and stakeholder complexity in federal/DOD settings.
6. Leadership Development – New managers promoted without training, leaving teams unsupported.
7. Operations & Strategy – Chaos from unclear processes, misaligned priorities, and execution bottlenecks.
8. Productivity & Wellness – Burnout, fatigue, and declining performance under relentless growth pressure.
9. Stakeholder Engagement – Broken trust with investors, partners, and regulators when communication falters.
10. Team Management – Managers who can deliver work but struggle to motivate, delegate, and retain people.
11. Technical Skills – Leaders who lack digital/data literacy or systems thinking, weakening credibility and decisions.

1. Communication (18 workshops)

In high-growth technical organizations, clarity isn't optional—misunderstandings stall projects, erode trust, and slow innovation. This suite builds leaders' ability to communicate confidently, strategically, and with influence across all audiences and settings, ensuring every message moves the business forward.

Check out the hotlink to each sub-category on the DTTW website

Core Communication Skills

CO001 – Building Trust in Virtual and Hybrid Teams

CO002 – Command the Room: Confident Presenting for Real Impact

CO003 – Communicating with Precision: Strategic Messaging for STEM Leaders

CO004 – Executive Presence and Influence Across Functions and Cultures

CO005 – Strategic Communication Skills: Speak Clearly, Lead Confidently

Influence & Persuasion

CO006 – Influence & Impact: Strategic Communication and Negotiation for Leaders

CO007 – Investor-Ready Leadership: Executive Presence for Funding Conversations

CO008 – Leading Remotely with Emotional Intelligence: Connection, Communication & Culture

CO009 – Navigating Power & Politics: Strategic Relationship Skills for Managers

CO010 – Negotiation Mastery: Strategy, Influence, and Win-Win Outcomes

Strategic Storytelling & Messaging

CO011 – Power, Politics, and Influence: Navigating Organizational Dynamics in STEM

CO012 – Reading the Room: Nonverbal Intelligence for Influence

CO013 – Soft Skills for Hard Science: Communication and Influence for STEM Experts

CO014 – Strategic Storytelling: Communicate Vision, Drive Alignment, and Inspire Action

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Dialogue, Feedback & Listening

CO015 – Speak with Impact: Public Speaking Confidence for Real-World Influence

CO016 – The Listening Edge: Elevate Influence, Connection, and Clarity at Work

CO017 – Virtual Communication Mastery: Speak, Listen, Lead in the Digital Space

CO018 – Webinars That Work: Design, Deliver, and Drive Engagement

2. Conflict Resolution (15 workshops)

Unresolved tension undermines team dynamics, productivity, and employee retention—especially in environments running at full speed. These programs equip managers to navigate difficult conversations, transform friction into alignment, and prevent high-stakes conflict from derailing progress.

Foundations of Conflict Management

CR001 – Conflict to Collaboration: Turning Tension into Teamwork

CR002 – Navigating Difficult Conversations: Lead with Clarity, Courage, and Compassion

CR003 – Feedback That Fuels Growth: Constructive Conversations That Stick

CR004 – Mediation Skills for Managers: Resolving Disputes with Neutrality and Respect

Constructive Conversations & Feedback

CR005 – Negotiating Under Pressure: Strategies for High-Stakes Environments

CR006 – The Conflict-to-Connection Ladder: Transforming Friction into Alignment

CR007 – Handling High-Stakes Emotions in STEM Teams

CR008 – Conflict Coaching for Managers

Check out the hotlink to each workshop on the DTTW website

Mediation & Negotiation Skills

CR009 – De-Escalation Skills for Leaders in Technical Environments

CR010 – Productive Disagreement: Harnessing Conflict for Innovation

CR011 – Resolving Multi-Party Disputes in Matrixed Organizations

Leading Through High-Stakes Conflict

CR012 – Team Resets: Repairing Relationships and Rebuilding Trust

CR013 – Crucial Conversations for Technical Leaders

CR014 – High-Stakes Feedback: Delivering Truth with Tact

CR015 – Preventing Team Fractures Before They Happen

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3. Culture & DEI (17 workshops)

Growth outpaces culture when belonging, fairness, and inclusion lag. Build systems that foster psychological safety, break bias cycles, and create workspaces where all talents thrive. These offerings empower leaders to embed DEI into core operations and decision-making for max. impact.

Inclusive Leadership Foundations

CU001 – Beyond Compliance: Building a Respectful, Harassment-Free Culture

CU002 – Bias Interrupted: Building Inclusive Thinking for Inclusive Workplaces

CU003 – Inclusive Leadership in Technical Teams

CU004 – Psychological Safety at Scale: Building Environments Where Innovation Thrives

Embedding DEI into Strategy

CU005 – Unconscious Bias in Decision-Making: Tools for Leaders

CU006 – Values-Driven Leadership: Embedding Culture in Daily Actions

CU007 – Allyship at Work: Building Bridges Across Teams

Bias Awareness & Mitigation

CU008 – Cultural Competence for Global STEM Leaders

CU009 – Leading Multicultural Teams with Empathy and Effectiveness

CU010 – Equity in Action: From Policy to Practice

Culture-Building & Belonging

CU011 – Women in Leadership: Removing Barriers, Building Influence

CU012 – Inclusive Hiring and Promotion Practices

CU013 – Measuring What Matters: DEI Metrics for Leaders

CU014 – Storytelling for Inclusion: Shaping Culture Through Narratives

CU015 – Sustaining Inclusion During Rapid Growth

Expanding Inclusion Practices

CU016 – Neurodiversity in Leadership

CU017 – Trauma-Informed Leadership

4. Emotional Intelligence (18 workshops)

Technical aptitude means little without emotional insight—especially when pressure mounts. This track addresses self-awareness, stress, and resilience, helping leaders build trust, navigate emotions, and sustain performance under continuous change.

Self-Awareness & Presence

EM001 – Connection & Presence: Mastering Modern Interpersonal Influence

EM002 – Deepening Self-Awareness: Unlock Clarity, Emotional Insight, and Authentic Leadership

EM003 – The Self-Aware Leader: Know Your Impact, Expand Your Insight

EQ in Leadership

EM004 – Emotionally Intelligent Leadership: Managing Tension Under Pressure

EM005 – Lead with Emotional Intelligence: Build Trust, Navigate Conflict, and Communicate with Impact

EM006 – Leading with Emotional Intelligence: Communicate to Coach, Connect, and Influence

EM007 – Lead Yourself First: The Science and Practice of Self-Leadership

EM008 – EQ at Work: Mastering Emotions to Lead, Communicate, and Connect

Resilience & Stress Management

EM009 – Failing Smart: Psychological Safety and Resilience in Innovation Teams

EM010 – From Tension to Focus: Navigating Workplace Anxiety with Resilience

EM011 – Resilient Leadership: Thriving Under Pressure and Uncertainty

EM012 – Thrive Under Pressure: Strategies to Minimize Workplace Stress and Build Resilience

Mindful & Innovative Practice

EM013 – Mindful Leadership: Reclaiming Focus, Energy, and Clarity in the Chaos

EM014 – Mindful Leadership: Sharpen Focus, Regulate Emotions, and Lead with Presence

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5. GOVCON Leadership (15 workshops)

Federal and defense contracting brings unique pressures: regulatory risk, complex stakeholders, and high-stakes deliverables. Specialized for GovCon leaders, these workshops develop skills for ethical leadership, compliance, and mission success in regulated environments.

GovCon Leadership Foundations

GC001 – Ethical Leadership in Regulated and High-Stakes Environments

GC002 – Compliance and Accountability in Government Teams

GC003 – Leadership in Federal Contracting: Balancing Innovation and Oversight

GC004 – Managing Cleared Teams: Building Trust and Accountability

Compliance & Ethics in Government Work

GC005 – Navigating DOD Stakeholders: Influence, Alignment, and Execution

GC006 – Scaling Leadership in GovCon: From Project Delivery to Strategic Growth

GC007 – Program Management in Defense Environments

GC008 – Risk and Compliance in Federal Contracting

Strategic Partnerships & Stakeholder Alignment

GC009 – Leading Teams Through Audits and Inspections

GC010 – Strategic Growth Pathways for GovCon Leaders

GC011 – Working with Contracting Officers Effectively

GC012 – Leadership During Proposal and Bid Cycles

Leading GovCon Teams Through Change

GC013 – GovCon Financial Management for Leaders

GC014 – Mentoring Emerging GovCon Leaders

GC015 – Sustaining Culture in Cleared Environments

6. Leadership Development (29 workshops)

Scaling organizations demand more than promotion—they require leaders ready to coach, innovate, and drive transformation. This portfolio accelerates the readiness of new managers, technical experts, and executives alike, providing a launchpad for both immediate and long-term impact.

Foundations for New Leaders

LE001 – Confident Leadership for First-Time Managers in Tech & Biopharma

LE002 – From Technical Expert to People Leader: Transition Toolkit

LE003 – Supervising with Confidence: Core Skills for Leading Others Effectively

LE004 – Leadership Sprint for New Managers in Biopharma and Tech

LE005 – Next-Level Leaders: Developing New Managers for Impact and Retention

Strategic Leadership & Influence

LE006 – Think Like a Leader: Strategic Thinking and Decision-Making Skills

LE007 – Trusted Leadership: Build Influence, Connection, and Team Loyalty

LE008 – Your Leadership Brand: Crafting a Reputation That Opens Doors

LE009 – Lead from Any Level: Taking Initiative & Managing Up with Impact

LE010 – Lead with Influence: Everyday Leadership for Growth, Trust, and Impact

LE011 – Innovation Leadership: Fostering Creativity in Scaling Organizations

Coaching & Performance

LE012 –Clarity & Coaching: Unlocking Growth with Life Coaching Skills

LE013 – Coaching for Accountability: Tools to Unlock Employee Performance

LE014 – Performance Conversations That Drive Growth: Coaching with Clarity and Confidence

LE015 – Performance That Scales: Coaching, Feedback & Results for Growing Teams

LE016 – Executive Coaching Unlocked: Tools to Elevate Performance, Clarity, and Impact

7. Operations & Strategy (17 workshops)

Operational chaos, misalignment, and unclear priorities stall breakthrough results. These pragmatic modules teach leaders to design processes, set clear objectives, and execute strategy with agility—enabling the business to sustain fast, profitable growth.

Strategic Planning Foundations

OS001 – Budgeting to Scale: Smarter Planning for Tech and STEM Leaders

OS002 – Process Clarity for Growth: Operational Systems That Scale

OS003 – Strategic Execution: Moving from Plan to Impact

OS004 – The 90-Day Roadmap: Translating Strategy into Action

Execution & Alignment

OS005 – Turning Data into Decisions: Analytics for Non-Analysts

OS006 – Vision to Action: Strategic Planning for Leaders

OS007 – Operational Risk Management for Biopharma and Tech

Systems Thinking & Process Optimization

OS008 – Scenario Planning for Uncertain Times

OS009 – Systems Thinking: Tools for Complex Problem-Solving

OS010 – Decision Rights: Structuring Authority for Speed and Clarity

Leading Organizational Change

OS011 – Cross-Functional Alignment for Scale

OS012 – OKRs that Work: Objectives and Key Results for Leaders

OS013 – Strategic Agility: Pivoting Without Losing Focus

OS014 – M&A Readiness: Preparing Teams for Integration

Agility & Transformation

OS016 – Adaptive Leadership in Fast-Moving Markets

OS017 – Change Management with Behavioral Science

8. Productivity & Wellness (15 workshops)

Intense environments can breed burnout and erode performance if well-being is ignored. These workshops provide tools for managing energy, preventing burnout, and sustaining peak output—so leaders and teams remain energized no matter the pace.

Personal Productivity & Time Mastery

PW001 – Focus in Fast Growth: Executive Attention Management

PW002 – Stress Management Essentials: Tools to Regain Calm, Clarity, and Control

PW003 – Time Mastery for Managers: Balancing Priorities and People

PW004 – Work-Life Integration Strategies for High-Impact Leaders

Stress & Energy Management

PW005 – Resilience at Work: Tools for Sustainable Performance

PW006 – Wellness Leadership: Creating a Culture That Retains Talent

PW007 – Managing Energy, Not Just Time

PW008 – Managing Remote Work Fatigue

Workplace Wellness & Balance

PW009 – Preventing Burnout in Fast-Growth Environments

PW010 – The Science of Recovery: Rest and Renewal for Leaders

PW011 – Productivity Hacks for STEM Professionals

PW012 – Leader as Coach: Supporting Employee Well-Being

Burnout Prevention & Recovery

PW013 – Healthy Habits for High-Performance Leaders

PW014 – Mind-Body Strategies for Stress Relief

PW015 – Sustainable Peak Performance Practices

9. Stakeholder Engagement (15 workshops)

Growth depends on trust—both internally and externally. This category explores how to build and maintain relationships with customers, partners, investors, and regulators, expanding leaders' influence and reputation across crucial networks.

Building Trust & Relationships

SE001 – Customer Experience Mastery: Skills for Service, Loyalty, and Impact

SE002 – Professional Phone Presence: Mastering Telephone Etiquette for Workplace Success

SE003 – Engaging Stakeholders in High-Stakes Projects

SE004 – Building Long-Term Trust with External Partners

Influencing Without Authority

SE005 – Influencing Without Authority: Cross-Functional Alignment for Impact

SE006 – Service Excellence in STEM and Biopharma Teams

SE007 – Stakeholder Mapping and Engagement Strategy

SE008 – Building External Partnerships That Last

Customer & Partner Alignment

SE009 – Client Management Skills for Technical Leaders

SE010 – Diplomacy in Action: Navigating Complex Power Dynamics

SE011 – Engaging Investors and Advisors with Clarity and Confidence

SE012 – Stakeholder Risk Management

Service Excellence & Reputation

SE013 – Winning Stakeholder Buy-In for Innovation

SE014 – Adapting Communication for Technical vs Non-Technical Stakeholders

SE015 – Delivering Bad News with Integrity

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10. Team Management (15 workshops)

Managing diverse, hybrid, or rapidly scaling teams is challenging—even for experienced leaders. These programs tackle the real-world issues of motivation, delegation, cross-functional collaboration, and driving high performance as teams grow and change.

Team Dynamics & Motivation

TM001 – Bridging Generational Differences: Leading Across Age, Experience, and Expectations

TM002 – High-Performance Teams: Leading for Engagement, Resilience, and Results

TM003 – Managing Hybrid Teams: Tools for Productivity and Trust

TM004 – Performance Management Essentials for New Leaders

Delegation & Accountability

TM005 – Situational Leadership in Practice

TM006 – Team Coaching Lab: Developing Collective Capability

TM007 – Delegating with Confidence and Clarity

Cross-Functional Collaboration

TM008 – Motivating Teams Through Change

TM009 – Peer Leadership: Managing Former Colleagues

TM010 – Retention Strategies: Keeping Top Talent Engaged

TM011 – Managing Technical and Non-Technical Talent Together

Leading High-Performance Teams

TM012 – Creating Team Norms That Stick

TM013 – Recognition That Resonates: Modern Reward Practices

TM014 – Facilitating Team Decision-Making

TM015 – Turning Around Low-Performing Teams

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11. Technical Skills (21 workshops)

Today's leaders can't afford digital or data illiteracy. This evolving set covers everything from AI fluency to risk management, arming leaders with technical credibility, a systems mindset, and the confidence to navigate emerging technologies with skill.

From Technical Expert to Leader

TS001 – AI Essentials for Leaders: Understand, Apply, and Adapt

TS002 – Project Management Essentials: Mastering the PMBOK® Framework

TS003 – STEM Leader's Guide to Risk Management

TS004 – Systems Thinking for Complex Environments

STEM-Specific Leadership Practice

TS005 – Technical Writing for Clarity and Impact

TS006 – Translating Science to Strategy: Communication for Technical Leaders

TS007 – Cybersecurity Awareness for Non-Technical Leaders

Data & Systems Thinking

TS008 – Data Literacy for Managers

TS009 – Innovation Methods: Design Thinking in STEM Contexts

TS010 – Operational Analytics for Leaders

TS011 – Evaluating Emerging Technologies

Technical Communication & Collaboration

TS012 – Agile Leadership in STEM Contexts

TS013 – IT Project Oversight for Non-Technical Executives

TS014 – Change Control in Regulated Environments

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TS015 – Digital Transformation for Leaders

AI & Digital Leadership

TS016 – Digital Transformation for Non-Tech Executives

TS017 – HR Technology for Managers

TS018 – AI Literacy for Executives

TS019 – Leading Hybrid, Distributed, and Digital Teams

Future Skills & Innovation

TS020 – Parallel Intelligence

TS021 – Creativity and Design Thinking Sprints

Discovery & Contact Pathways

➢ Every workshop category, sub-category and individual title is hotlinked to the website for further details and easy credit card program Investment. Every hotlink title includes a brief workshop overview, and the associated learning objectives and outcomes to help you make an informed decision.

➢ For conducting a thorough learning needs assessment, custom quotes or learning pathways: info@drtinatalkswork.com | www.DrTinaTalksWork.com

➢ Book a QuickScan Discovery Call: In 20 minutes, we'll identify your leadership challenges, recommend the right workshops, and map your next steps. https://calendly.com/carrollgarrison/discovery-call

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Meet The Dr Tina Talks Work™ Advisory Team

Dr. Tina Carroll-Garrison

From Systems Engineer to Leadership Architect

Dr. Tina Carroll-Garrison is the creator of the OS5™ Leadership Operating System — a proven framework that helps high-growth companies and federal organizations build scalable leadership infrastructure before growth turns into chaos.

As a trainer and strategic advisor, Dr. Tina draws on more than 30 years of experience in senior leadership roles with the U.S. Army and FBI, alongside deep academic study and executive education. But her work is far from a "team of one."

Dr. Tina Talks Work™ is strengthened by an advisory panel of experts in leadership, psychology, learning design, and systems thinking. This collaborative bench ensures that every OS5™ training program and individual workshop is not just one person's perspective, but is informed by:

- Agile program delivery and regulated innovation (Carmel Carroll)
- Healthcare practice growth and team leadership (Anne O'Donnell)
- Large-scale operations leadership and service excellence (Maura Bhatti)
- Human development and learning design (Ashley Rose Garrison)

This means that when organizations work with Dr. Tina, they gain access to more than a single trainer. They engage with a **research-informed, real-world-tested system** enriched by cross-industry expertise.

Through this networked approach, Dr. Tina delivers training and advisory services that are:

- **Grounded in systems engineering rigor**
- **Shaped by multi-disciplinary insight**
- **Built to scale with both people and performance**

Her promise: **You're not hiring just a trainer—you're gaining an ecosystem of clarity, capacity, and culture-building expertise.**

Carmel Carroll, MSc, PSM - Strategic Advisor, Agile Delivery & Regulated Innovation

Carmel is a seasoned program leader and certified Scrum Master with a strong track record of driving software and systems delivery across pharma, MedTech, and SaaS environments. With expertise in ISO/GxP compliance, agile transformation, and cross-functional team performance, she brings a rare blend of technical rigor and human-centered execution. As an advisor to Dr. Tina Talks Work, Carmel offers insight into how leadership systems must support innovation at scale—especially in regulated, remote, and high-stakes settings.

Anne O'Donnell - Strategic Advisor, Practice Growth & Healthcare Leadership

Anne built and led a thriving dental practice before shifting into strategic advising for healthcare-aligned businesses. She now supports dental entrepreneurs and product innovators in scaling operations, teams, and systems. As an advisor to Dr. Tina Talks Work, Anne brings deep insight into clinical leadership, team development, and the real-world pressures of service-based healthcare—informing how OS5™ supports practice growth with people systems that scale.

Maura Bhatti - Strategic Advisor, Operations Leadership & Service Excellence

Maura is a veteran operations leader with extensive experience at USAA, where she led large-scale teams in regulated, member-focused environments. With deep fluency in process optimization, compliance, and customer experience, she brings a systems-minded lens to leadership development. As an advisor to Dr. Tina Talks Work, Maura helps shape OS5™ strategies that reflect the realities of complex team dynamics, accountability at scale, and building cultures that serve with clarity and consistency.

Ashley Rose Garrison - Strategic Advisor, Learning Design & Human Development

Ashley is a seasoned Montessori educator with a Master's in Education and a deep grounding in developmental psychology, learner-centered environments, and values-driven teaching. Her expertise in designing growth-minded, autonomy-supportive systems brings a unique lens to organizational leadership. As an advisor to Dr. Tina Talks Work, Ashley offers insight into how people actually grow—helping shape OS5™ learning journeys that prioritize clarity, agency, and sustainable leadership from the inside out.

Frequently Asked Questions

Q: What if our organization is too small for leadership training?
A: That's exactly who we serve. Our workshops are designed for **growth-stage STEM, tech, biopharma, and GovCon organizations** that don't yet have a full training department – and federal/DOD organizations addressing leadership/supervisor performance gaps. You can start small—invest in a single workshop online—and scale up as your needs grow.

Q: Do you offer pilot programs?
A: Yes. Many clients begin with a **single two-hour virtual (VILT) workshop** as a pilot. This lets you experience our approach before committing to a larger series or an OS5™ Leadership Operating System engagement.

Q: How do we know the training will stick?
A: Because we build for results, not events. As an IACET-accredited provider, every workshop is engineered around clear learning objectives and measurable outcomes—so you know exactly what you're investing in. Our proprietary SCALE™ Learning System (Situate, Coach, Apply, Lock-In, Embed) follows the science of adult learning, ensuring concepts don't just land in the workshop but transfer into daily behavior. And for organizations ready to embed leadership at scale, OS5™ provides the infrastructure layer that hardwires these practices into your culture and systems.

Q: Can workshops be customized for our context?
A: Absolutely. Every workshop can be tailored with examples, case studies, or focus areas relevant to your organization. For larger engagements, we offer **diagnostics and bespoke learning journeys** that align with your business stage and goals.

Q: Do you serve federal and DOD clients?
A: Yes. With 20+ years of leadership experience in the U.S. Army and FBI, Dr. Tina brings unique expertise in federal, DOD and GovCon environments. Our **GovCon Leadership track** is specifically designed for mission-driven, compliance-heavy settings.

Q: What platforms do you use for delivery?
A: Virtual Instructor-Led Training is delivered on **MS Teams or Zoom**, depending on your organizational preference. On-site engagements are also available by agreement.

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Q: What Continuing Education Units (CEUs) are awarded?
A: All workshops are IACET-accredited. A **two-hour virtual workshop can earn 0.3 CEUs** should the sponsor require/choose this option, and the participants complete a short quiz. CEUs help professionals maintain certifications, meet compliance requirements, and demonstrate measurable development.

Q: How do we get started?
A: Simply select a standard VILT workshop directly on our website – easy investment with your company credit card. If you'd like further guidance, schedule a **QuickScan Discovery Call (https://calendly.com/carrollgarrison/discovery-call)** —a short consultation to help identify your priorities and recommend the right starting point.

Buy now with a credit card or book a QuickScan to explore the right fit.

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