
Welcome to the OS5™ Leadership Workshop Brochure That Speaks Your Language.

Soft Skills. Hard Impact.

Build Leaders Before You Break Growth.

Designed to Support Strategic Leadership Systems for STEM, Tech & Biopharma Companies

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**The OS5™ Framework Provides Operational Discipline,
Leadership Maturity, and Exit-Ready Systems.**



Wondering Where to Start?

Don't invest in training for training's sake.

Start with a fast, focused diagnostic that tells you where the gaps are—and what to do next.

In just 20 minutes, the **OS5™ QuickScan** gives founders, operators, and investors clear insight across five critical domains that determine whether your leadership system is built to scale—or on the verge of strain.

Each domain uncovers where friction hides, alignment slips, or capacity silently burns out:

- **Organizational Clarity** – Are roles, expectations, and authority lines clearly defined—or dangerously assumed?
- **Systems Readiness** – Can your structure support what's next—or will it buckle under Series B pressure?
- **Role Capacity** – Who's quietly stretched beyond reason, risking delivery or morale?
- **Leadership Alignment** – Are decisions timely, strategic, and coherent—or fragmented and reactive?
- **Cultural Traction** – Is your culture reinforcing growth—or quietly eroding it from the inside out?

This is where we begin.

The OS5™ QuickScan helps you diagnose before you prescribe—so every next step builds the right system, at the right time, for the right people.

[Start with the OS5™ Intake Form](#)

Let's uncover what's working, what's missing, and what's next—together.

A Comprehensive Framework for Continuous Learning and Growth

The STEM Professional Development Ecosystem is a structured, scalable framework designed to support the full lifecycle of leadership development in science, technology, engineering, and biopharma environments.

More than just training, this ecosystem integrates **role-specific skill-building**, **OS5™ systems thinking**, and **adaptive learning strategies**—ensuring your technical talent doesn't just survive high-growth environments but thrives in them.

What It Includes:

- **Foundational Leadership Workshops**
Equip rising managers and high-potential contributors with the mindset, tools, and confidence to lead from day one.
 - **Targeted Learning Paths**
Customizable tracks aligned to technical, operational, or executive roles—delivering the right development at the right time.
 - **OS5™-Informed Interventions**
Workshops and coaching that directly address organizational gaps revealed during the OS5™ Diagnostic and QuickScan.
 - **Microlearning & Reinforcement Tools**
Bite-sized, science-backed strategies to build habits, deepen retention, and shift culture—without disrupting delivery.
 - **Evaluation & Iteration Loops**
Continuous feedback, metrics, and refinements to ensure learning drives measurable performance, retention, and engagement.
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Why It Matters:

In innovation-driven fields, technical excellence alone isn't enough. Your ability to scale depends on how quickly your people grow as leaders. The STEM PD Ecosystem ensures no one gets left behind—and your culture doesn't crack under pressure.

Each workshop is a tailored standalone, CEU-earning VILT designed to create awareness and reinforce learning—aligned with your organization's mission, vision, goals, and objectives—toward building a scalable leadership infrastructure and enhancing the long-term value of your team.

The 10 Core Categories Powering Leadership in STEM

These 10 categories form the foundation of comprehensive **leadership development architecture**—ensuring your talent evolves in both technical expertise and human capability. Each one targets a critical domain of performance, helping leaders at every level grow with the business.

□ The 10 Core Categories Powering Leadership in STEM

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1. Leadership Development

Vision-setting, coaching, strategic thinking

2. Emotional Intelligence

Self-awareness, empathy, resilience

3. Communication

Persuasion, storytelling, active listening

4. Conflict Resolution

Mediation, feedback, negotiation

5. Stakeholder Engagement

Relationship-building, service excellence

6. Culture & DEI

Inclusion, belonging, cultural awareness

7. Team Management

Delegation, motivation, performance

8. Operations & Strategy

Planning, execution, optimization

9. Technical Skills

Expertise, problem-solving, innovation

10. Productivity & Wellness

Work-life balance, efficiency, health

The 10 Categories

#1. Leadership Development

Vision-setting, coaching, strategic thinking

- Builds capacity for direction, influence, and systems-level thinking.

#2. Emotional Intelligence

Self-awareness, empathy, resilience

- Enhances interpersonal dynamics, self-regulation, and team cohesion.

#3. Communication

Persuasion, storytelling, active listening

- Equips leaders to translate complexity, build trust, and drive clarity.

#4. Conflict Resolution

Mediation, feedback, negotiation

- Develops tools for handling tension productively and constructively.

#5. Stakeholder Engagement

Relationship-building, service excellence

- Supports influence and alignment across functions, levels, and external partners.

#6. Culture & DEI

Inclusion, belonging, cultural awareness

- Builds values-based, inclusive environments where innovation thrives.

#7. Team Management

Delegation, motivation, performance

- Prepares technical managers to lead others—not just do the work themselves.

#8. Operations & Strategy

Planning, execution, optimization

- Connects leadership development to business performance and strategic outcomes.

#9. Technical Skills

Expertise, problem-solving, innovation

- Recognizes that technical mastery must evolve alongside human leadership.

#10. Productivity & Wellness

Work-life balance, efficiency, health

- Encourages sustainable performance, resilience, and retention.

1. Leadership Development: Vision-setting, coaching, strategic thinking

- Builds capacity for direction, influence, and systems-level thinking.

Effective leadership requires more than managing tasks—it demands the ability to chart a clear vision, influence others toward shared goals, and see how decisions ripple across teams, timelines, and strategic priorities. This capability empowers leaders to think beyond their function, anticipate downstream effects, and align day-to-day actions with long-term business outcomes. It's how tactical managers evolve into strategic leaders who can steer the organization through complexity, growth, and change.

1. Bridge to Impact: Elevating the Role of Middle Managers in Fast-Growth Teams
2. Clarity & Coaching: Unlocking Growth with Life Coaching Skills
3. Coaching for Accountability: Tools to Unlock Employee Performance
4. Comprehensive Leadership Development Program
5. Confident Leadership for First-Time Managers in Tech & Biopharma
6. Empowered to Serve: The Science of Servant Leadership
7. Ethical Leadership in Regulated and High-Stakes Environments
8. Executive Coaching Unlocked: Tools to Elevate Performance, Clarity, and Impact
9. From Technical Expert to People Leader: Transition Toolkit
10. High-Integrity Leadership: Ethics, Compliance, and Culture in Regulated Environments
11. Innovation Leadership: Fostering Creativity in Scaling Organizations
12. Lead From Any Level: Taking Initiative & Managing Up with Impact
13. Lead with Influence: Everyday Leadership for Growth, Trust, and Impact
14. Leadership Sprint for New Managers in Biopharma and Tech
15. Leading Through Change: Building Buy-In and Stability During Growth
16. Managing Managers: Coaching the Next Tier of Leadership
17. Next-Level Leaders: Developing New Managers for Impact and Retention
18. Performance Conversations That Drive Growth: Coaching with Clarity and Confidence
19. Performance That Scales: Coaching, Feedback & Results for Growing Teams
20. Scaling Leadership: Building a Bench Without Burning Out Your Team
21. Scaling Leadership: Using the Six Levels of Delegation to Build a Stronger Team
22. Supervising with Confidence: Core Skills for Leading Others Effectively
23. Technical Leadership Lab: Coaching Skills for Engineering and Biotech Managers
24. The Leadership Challenge® Foundations: Five Practices for Purposeful, High-Impact Leadership

- 25. The Leadership Practices Inventory (LPI®): Turning Insight into Action
- 26. Think Like a Leader: Strategic Thinking and Decision-Making Skills
- 27. Trusted Leadership: Build Influence, Connection, and Team Loyalty
- 28. Your Leadership Brand: Crafting a Reputation That Opens Doors

2. Emotional Intelligence: Self-awareness, empathy, resilience

► Enhances interpersonal dynamics, self-regulation, and team cohesion.

Emotional intelligence is the backbone of effective leadership. It enables individuals to understand their own triggers, manage stress responses, and lead with grounded composure—even under pressure. Leaders with high emotional intelligence can read the room, respond empathetically, and build trust across diverse personalities and perspectives. This strengthens relationships, reduces friction, and fosters psychological safety—creating teams that collaborate more effectively, navigate conflict constructively, and stay resilient through change.

1. Connection & Presence: Mastering Modern Interpersonal Influence
2. Deepening Self-Awareness: Unlock Clarity, Emotional Insight, and Authentic Leadership
3. Emotionally Intelligent Leadership: Managing Tension Under Pressure
4. EQ at Work: Mastering Emotions to Lead, Communicate, and Connect
5. Failing Smart: Psychological Safety and Resilience in Innovation Teams
6. From Tension to Focus: Navigating Workplace Anxiety with Resilience
7. Lead Like a Woman: Power, Presence, and Purpose
8. Lead with Emotional Intelligence: Build Trust, Navigate Conflict, and Communicate with Impact
9. Lead Yourself First: The Science and Practice of Self-Leadership
10. Leading with Emotional Intelligence: Communicate to Coach, Connect, and Influence
11. MBTI® Foundations: Insight, Interpretation & Impact for Leaders and Teams
12. MBTI® Insights for Impact: Leading Self, Others, and the Organization
13. Mindful Leadership: Reclaiming Focus, Energy, and Clarity in the Chaos
14. Mindful Leadership: Sharpen Focus, Regulate Emotions, and Lead with Presence
15. People Power: Mastering the Human Side of Work
16. Proactive Power: Developing the Habit of Initiative at Work
17. Reignite Creative Confidence: Tools to Think Differently and Lead Boldly
18. Relate & Respond™: Mastering Social and Emotional Intelligence
19. Resilient Leadership: Thriving Under Pressure and Uncertainty
20. The Essential Soft Skills for Career Success
21. The Science of Satisfaction: Creating Positive Momentum at Work
22. The Self-Aware Leader: Know Your Impact, Expand Your Insight
23. Thrive Under Pressure: Strategies to Minimize Workplace Stress and Build Resilience
24. Unlocking Innovation: Everyday Creativity for Breakthrough Thinking

25. Workplace Dynamics with DiSC®: Strengthen Teams Through Self-Awareness and Connection

3. Communication: Persuasion, storytelling, active listening

► Equips leaders to translate complexity, build trust, and drive clarity.

Clear, confident communication is one of the most undervalued leadership superpowers. In high-stakes environments, leaders must distill complexity into actionable insight—whether they're aligning a team, pitching a strategy, or navigating conflict. This capability helps leaders communicate with purpose, adjust their message for different audiences, and listen deeply to what's said—and unsaid. By fostering transparency and psychological safety, strong communicators create alignment, reduce ambiguity, and earn the trust that drives performance.

1. Building Trust in Virtual and Hybrid Teams
2. Command the Room: Confident Presenting for Real Impact
3. Communicating with Precision: Strategic Messaging for STEM Leaders
4. Executive Presence and Influence Across Functions and Cultures
5. Influence & Impact: Strategic Communication and Negotiation for Leaders
6. Investor-Ready Leadership: Executive Presence for Funding Conversations
7. Leading Remotely with Emotional Intelligence: Connection, Communication & Culture
8. Navigating Power & Politics: Strategic Relationship Skills for Managers
9. Negotiation Mastery: Strategy, Influence, and Win-Win Outcomes
10. Post Wisely: Managing Social Media at Work
11. Power, Politics, and Influence: Navigating Organizational Dynamics in STEM
12. Reading the Room: Nonverbal Intelligence for Influence
13. Soft Skills for Hard Science: Communication and Influence for STEM Experts
14. Speak with Impact: Public Speaking Confidence for Real-World Influence
15. Strategic Communication & Brand Presence: Media Skills for Modern Leaders
16. Strategic Communication Skills: Speak Clearly, Lead Confidently
17. Strategic Networking for Technical Professionals
18. Strategic Storytelling: Communicate Vision, Drive Alignment, and Inspire Action
19. Strategic Writing for Technical and Executive Audiences
20. The Listening Edge: Elevate Influence, Connection, and Clarity at Work
21. The Power of Internal Networking: Building Influence Within Your Organization
22. Virtual Communication Mastery: Speak, Listen, Lead in the Digital Space
23. Webinars That Work: Design, Deliver, and Drive Engagement

4. Conflict Resolution: Mediation, feedback, negotiation

► Develops tools for handling tension productively and constructively.

Conflict is inevitable—but when managed well, it becomes a catalyst for growth, innovation, and deeper collaboration. Leaders who are equipped with the skills to navigate tension can transform friction into forward movement. This capability includes the ability to give and receive feedback, mediate disagreements, and approach high-stakes conversations with clarity and composure. It empowers teams to surface issues early, address root causes, and maintain momentum—rather than letting unresolved conflict quietly erode trust and performance.

1. Conflict to Collaboration: Turning Tension into Teamwork
2. Culture Clinic™: Facilitated Conversations to Unblock Team Friction
3. Feedback That Fuels Growth: Delivering Constructive Input with Clarity and Care
4. From Conflict to Clarity: A Practical Framework for Resolving Tension at Work
5. From Conflict to Collaboration: The Five Behaviors® for Managers and Teams
6. From Conflict to Connection: Mastering Challenging Customer Interactions
7. Leading Through Crisis: Risk Response Strategies for Modern Workplaces
8. Navigating Conflict with Confidence: Mastering the TKI® Framework for Team Success
9. Navigating Difficult Conversations: Lead with Clarity, Courage, and Compassion
10. Navigating Difficult People: De-escalation and Crisis Communication Tools

5. Stakeholder Engagement: Relationship-building, service excellence

- Supports influence and alignment across functions, levels, and external partners.

In today's cross-functional, matrixed organizations, success depends on a leader's ability to engage and align a wide range of stakeholders—many of whom they don't directly manage. This capability develops the relational intelligence needed to build credibility, navigate competing priorities, and foster collaboration across silos. Whether coordinating across departments, gaining buy-in from executives, or managing client and partner expectations, effective stakeholder engagement ensures that efforts are cohesive, momentum is shared, and results are sustainable.

1. Customer Experience Mastery: Skills for Service, Loyalty, and Impact
2. Click Connect Support: Mastering Digital Customer Experience
3. Customer-Facing Excellence for Biopharma and Tech Teams
4. Frontline Excellence: Contact Center Skills that Build Brand Loyalty
5. Professional Phone Presence: Mastering Telephone Etiquette for Workplace Success

6. Culture & DEI: Inclusion, belonging, cultural awareness

► Builds values-based, inclusive environments where innovation thrives.

Culture is more than perks—it's the operating environment that determines whether people feel safe, seen, and supported. Leaders who prioritize DEI (diversity, equity, and inclusion) cultivate workplaces where diverse perspectives aren't just welcomed—they're essential to innovation. This capability fosters belonging by encouraging equitable decision-making, disrupting bias, and modeling inclusive behaviors. When leaders embed cultural awareness into daily practices, teams become more creative, adaptive, and committed—because they know their voices matter and their contributions are valued.

1. Beyond Compliance: Building a Respectful, Harassment-Free Culture
2. Bias Interrupted: Building Inclusive Thinking for Inclusive Workplaces
3. Building a Culture of Ownership: Accountability Strategies for Scaling Teams
4. Building Inclusive Teams: Beyond Sensitivity Training
5. Civility First: Preventing Incivility Before It Becomes Toxic
6. Culture as Strategy: Aligning Values, Behavior, and Performance
7. Culture by Design: Leveraging Strengths to Shape High-Trust Teams
8. Culture of Respect: Building Civility into Everyday Leadership
9. Culture Shift in Action: Leading Behavior Change at Work
10. Learning in Action™: Building Culture Through Social Learning
11. Motivate to Elevate: Building a Culture of Performance and Purpose
12. Recognition that Drives Results: Building a Culture of Appreciation and Performance
13. Respect-Driven Culture: Building Civility, Inclusion, and Accountability at Work
14. Stopping the Spiral: Harassment, Violence, and the Role of Leadership
15. Understanding the Roots of Unconscious Bias: A Path to Empathy, Inclusion, and Belonging
16. Workplace Bullying Awareness & Prevention: Creating a Culture of Respect

7. Team Management: Delegation, motivation, performance

► Prepares technical managers to lead others—not just do the work themselves.

Many high-performing individual contributors are promoted into leadership without the tools to succeed in that role. This capability helps bridge that critical gap by shifting mindset from “doing the work” to “enabling others to do their best work.” It equips managers with the skills to delegate effectively, coach for growth, manage performance, and foster accountability—without micromanaging or over-functioning. When technical experts learn to lead with clarity and support, they unlock team potential, improve outcomes, and free themselves to think strategically.

1. Bridging Generational Differences: Leading Across Age, Experience, and Expectations
2. Bridging Generations: Leading Multigenerational Teams with Impact
3. Cross-Functional Collaboration: Breaking Silos in Technical Organizations
4. Facilitate Like a Pro: The Ultimate Train-the-Trainer Workshop
5. Facilitate with Impact: Guide Groups, Drive Clarity, and Lead with Confidence
6. High-Performance Teams Onsite: Elevate Collaboration, Culture, and Results
7. High-Performance Teams: Leading for Engagement, Resilience, and Results
8. Ignite Engagement: Motivating Yourself and Your Team to Thrive
9. Leading with Trust™: Strategies to Strengthen Culture and Team Cohesion
10. Meeting Mastery: Strategic Facilitation for Alignment, Accountability, and Action
11. Onboarding Next-Gen Talent: Engaging and Equipping Millennial Hires for Impact
12. Performance Reviews That Work: Driving Engagement, Growth & Retention
13. Remote and Ready: Building High-Performance Teams Across Distance
14. Remote Team Leadership in Technical Organizations
15. Strategic Feedback Loops: Building Continuous Learning into Team Culture
16. Strategic Onboarding for Retention in High-Turnover Teams
17. Team Building for Managers: Leading Teams That Work, Win, and Thrive
18. Team Chemistry: The Hidden Catalyst for High-Performance Collaboration
19. Teamwork in Action: Building High-Performing, Collaborative Teams
20. The Remote Leadership Playbook: Managing Virtual Teams with Impact
21. The Trust Factor: Building Safe, Strong, and Adaptable Teams
22. Virtual Accountability: Managing Goals, Growth, and Feedback Remotely
23. Working Smart Together: High-Performance Team Foundations

8. Operations & Strategy: Planning, execution, optimization

► Connects leadership development to business performance and strategic outcomes.

Leadership isn't just about managing people—it's about driving results that matter. This capability helps leaders translate day-to-day decisions into long-term impact by linking individual behavior to organizational strategy. It cultivates systems thinking, prioritization, and execution skills so leaders understand how their actions influence performance metrics, customer experience, and bottom-line growth. When leadership development is aligned with business objectives, it stops being a “nice to have” and becomes a competitive advantage—fueling smarter decisions, faster execution, and sustainable scale.

1. Budgeting to Scale: Smarter Planning for Tech and STEM Leaders
2. Crisis-Ready Culture: Preparing Leaders for the Unexpected
3. Financial Fluency for Non-Financial Leaders
4. Knowledge as Capital: Building Smarter Systems for Scalable Success
5. L&D by Design: Building a Remote-Ready Learning Strategy That Works
6. Leadership Bench Strategy: Planning for Scale and Continuity
7. Learn Over Lunch: Designing Engaging Microlearning Moments
8. Marketing Mindset for Growth: Foundations for Leaders and Innovators
9. Operational Hygiene: Smarter Records Systems for Growing Orgs
10. Operational Risk Readiness: Anticipate, Act, and Adapt
11. Own the Chaos: Organizational Mastery for Leaders and Teams
12. Plan with Purpose: Event Strategy and Execution for Impactful
13. Proactive Safety Leadership: Building Safer, Smarter Workplaces
14. Process Clarity for Growth: Operational Systems That Scale
15. Smart Contracting: Managing Risk, Value, and Relationships with Confidence
16. Startup Ready: From Idea to Action with Entrepreneurial Strategy
17. Strategic Planning Fundamentals: Building Bold Visions and Roadmaps for Impact
18. Strategic Talent Management: Attract, Develop, Retain
19. Support Systems That Enable Leadership Focus
20. The First People Strategy: Aligning Talent Development with Product Growth
21. Training ROI: Measuring What Matters to People and Profit
22. Universal Safety Practices: Building a Safer Workplace for All
23. Workshop Implementation Guide

9. Technical Skills: Expertise, problem-solving, innovation

► Recognizes that technical mastery must evolve alongside human leadership.

In fast-moving STEM and innovation-driven industries, deep technical expertise is critical—but it's not enough. As roles expand and stakes rise, leaders must complement their subject-matter knowledge with the ability to influence, communicate, and guide others. This capability emphasizes the dual path of growth: continuing to build technical proficiency *while* developing the human leadership skills that make innovation scalable. Leaders who evolve in both domains are better equipped to manage complexity, mentor rising talent, and contribute meaningfully to strategic direction—not just technical delivery.

1. AI Essentials for Leaders: Understand, Apply, and Adapt
2. Business Acumen for Scientists, Engineers, and Innovators
3. Cognitive Agility for STEM Leaders: Mental Models for Decision Making
4. Data-Driven Decision Making for Technical Leaders
5. Data-Driven Decision Making: From Information to Insight
6. Mastering Supply Chain Dynamics: Efficiency, Innovation, and Customer Impact
7. Project Management Essentials: Mastering the PMBOK® Framework
8. Project Management Foundations: Tools, Tactics, and Everyday Execution
9. Project Management Workshop
10. Solve Smarter: Creative Problem Solving with the DMAIC Framework
11. Productivity & Wellness

10. Work-life balance, efficiency, health

- Encourages sustainable performance, resilience, and retention.


Burnout doesn't just hurt people—it undermines performance, culture, and continuity. This capability focuses on helping leaders—and their teams—sustain high output *without* sacrificing well-being. It equips them with strategies for energy management, boundary-setting, and prioritization, reinforcing the message that healthy teams perform better over time. By normalizing wellness as a strategic advantage, organizations retain top talent, reduce friction, and build a culture of resilience where people don't just survive high-pressure environments—they thrive within them.


1. Financial Fitness for Emerging Leaders: Personal Budgeting & Smart Money Habits
2. Focus in Fast Growth: Executive Attention Management
3. From Goals to Results: Practical Strategies for Focus, Follow-Through, and Momentum
4. Healthy Workplace, Resilient Teams: Office Wellness & Safety Essentials
5. Remote Rhythm: Productivity Habits for the Virtual Workplace
6. Stress Management Essentials: Tools to Regain Calm, Clarity, and Control

Ready to Close Your Leadership Gaps?

Start with the **OS5™ Intake Form**. Once submitted, you'll be invited to a 20-minute **QuickScan Diagnostic**.

If there's a fit, we proceed to **Step 1: The Full OS5™ Diagnostic Engagement**.

 Start with the OS5™ Intake Form – [Start Here](#)

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Let's uncover what's working, what's missing, and what's next.