

## PROFESSIONAL DEVELOPMENT PROGRAMS for SUSTAINABLE CAREERS

Judith's programs are designed for high-achieving professionals and teams, so that they excel and thrive without burnout. Grounded in emotional intelligence, behavioral science and neurobiology, participants gain immediately applicable tools, skills and strategies that increase energy, engagement, and enjoyment, driving success, retention and sustainability in high-demand, high-intensity work environments. Sessions are interactive and fun for deep learning. Content is customized to meet each client's goals. For more in-depth program details, email [judith@judith-gordon.com](mailto:judith@judith-gordon.com).

### TALENT RETENTION and WORKPLACE CULTURE SERIES

"A team is not a group of people who work together. A team is a group of people who trust each other."  
Simon Sinek

Talent retention and workplace programs focus on team and practice group engagement and collaboration, known to increase work quality, create better outcomes, and substantially increase the bottom line. These multi-module programs embed and extend learning by including interim engagement among participants and working groups.

- **Embracing Excellence: The Power of Trust and Psychological Safety in Teams**
  - Why do teams of equal talent not perform equally, with one team outperforming the other? Learn the principles of high-performing teams how to apply them to your department or practice group
- **Assertive Communication**
  - Phase I: Noncognitive influencers, mindset, assertive communication
  - Phase II: Authentic voice, self-efficacy, leveling-up
- **What Are You Broadcasting? The (Not So) Hidden Language of Nonverbal Communication**
  - When our body language and our words are out of sync, our nonverbals govern. To ensure that the message we intend to send is the one received, awareness of our nonverbals is as important as the words we choose
- **Meaningful Feedback and Career Conversations**
  - This program offers a deeper understanding of the purpose of feedback conversations, how to make them meaningful for both the giver and the recipient, and provides models for engaging in these conversations effectively, so that they improve workplace transparency and retention.
- **Collaborate, Connect, Accomplish**
  - Collaboration goes beyond synchronous work. In addition to increasing engagement, quality of work, *and* the bottom line, developing a collaborative culture supports talent retention, a healthy workplace culture, and space for diverse thinking.

## PRODUCTIVITY SERIES

These programs provide participants with tools and strategies for optimizing time, performance, creating a clear path to productivity, and overcoming elements that get in the way, so that work gets done with energy to spare.

- **Attention Training**
  - None of us are immune to distraction. Distraction is now so ubiquitous that our brains have learned to self-interrupt. Additionally, work demands have increased, while our cognitive capacity for meeting those demands has been compromised. Learning to focus has never been more urgent.
- **High-Performance Mindset Training**
  - Gain mental fitness tools for thriving in high-demand environments with proven steps for engaging with adversity and challenge.
- **The Science of Befriending Stress**
  - Stress is not the enemy. Participants learn to befriend their nervous system, identify and minimize self-generated stress, as well as to utilize physiological stress in a supportive way.
- **The Resilience Zone**
  - Life is challenging. Learn the four types of resilience and how to continually strengthen the ability to engage with challenge in an enduring way.

## EMOTIONAL INTELLIGENCE AND LEADERSHIP SERIES

“Leadership is a choice, not a rank.” Simon Sinek

Beyond intellect, emotional and social intelligence are key determinants of success and leadership. The good news is that social and emotional intelligence competencies can be learned and developed. These programs introduce those competencies, delve into how to effectively engage and express them, and use them to become the leader that others want to follow.

- **Emotional and Social Intelligence: The Science of Success with Less Stress**
  - We hear a lot about emotional and social intelligence being the key to success, but what do these competencies actually look like in practice, and how do we apply them to our day-to-day decision-making and interactions? In this program, participants learn EQ fundamentals and how to engage them.
- **Success Drivers: The Role of Values in Creating Success**
  - What are the drivers that keep us going over time, through unforeseen challenges and difficulties in high-demand work environments? Homing in on our intrinsic motivation fuels our work, increases self-efficacy, and prevents burnout.

## WOMEN'S INITIATIVES

Women have long comprised important and ever-growing roles in the workplace. While they find their professional lives to be intellectually engaging and fulfilling, many are also uncertain as to how to integrate their professional and personal lives in a sustainable way. Women's initiatives focus on creating congruence and self-efficacy, so that their lives feel authentic, fully expressed and manageable.

- **Imposter No More!**
  - This program pulls back the curtain on imposter syndrome, providing tools that override imposter narratives and that build self-efficacy.
- **Confident Communication**
  - What we say, how we say it, what we don't say, and what we think we're saying all contribute to our communication effectiveness and impact. Participants learn which nonverbal cues undermine confidence as well as how to use verbal and nonverbal communication to be assertive, approachable and heard.
- **Executive Presence**
  - How do others feel in our presence? Many factors influence this. When we are rising in our careers, being in charge of our impact and reputation are powerful tools.

## ALL-ACCESS COACHING

This unique program offers coaching across your firm or company, so that individuals without an individual coaching engagement have access to coaching for situations in which guidance is helpful, such as a client development strategy, productivity coaching, difficult conversations, presentation skills, feedback and career conversations (giving or receiving), and beyond.

## OFF-SITES and RETREATS

Values drive every business, yet as we scale, values often become diluted, forgotten, or left by the wayside. Judith's retreat programs are tailored to your firm or organization, so that your people—your most valuable asset—and your business, align. Her presentations are engaging, motivating, and designed to imbue lasting knowledge that keeps the drive alive, essential to a thriving business.



## ABOUT JUDITH

Judith is a high-performance and leadership coach and facilitator who works with executives, service professionals, and teams so that they excel without burnout. Judith's programming guides professionals and their organizations toward creating more effective, lucrative and satisfying careers and environments. Her customized programs and coaching focus on equipping clients with immediately usable skills, tools and strategies that optimize mental fitness, productivity and high-performance, and build confidence and resilience. She also teaches clients how to exploit stress, elevate satisfaction and innovate, so that they thrive in the workplace. All of these elements increase retention and positively impact the bottom line.

Judith has worked with senior executives, partners, and teams at corporations and professional services firms in law, accounting, and architecture. They include Netflix, Service Titan, Kathy Ireland Worldwide, Fox Legal Global, LA Metro, Stifel, Goodwin, McDermott Will and Emery, Buchalter, Greenberg Glusker, and ZGF Architects. She has also facilitated programs and retreats for numerous mid-sized and small firms and nonprofits. Judith has written over 200 articles on improving work and life, and she is on faculty at UCLA School of Law where she's been teaching emotional intelligence, stress management, resilience, and high-performance skills for the past decade.

Judith has degrees in biology and law, and certification in conflict resolution and mediation, emotional intelligence coaching, and systemic coaching. She continues to engage in on ongoing education and training in behavioral science to best serve her clients.