

Ryan Bauers Coaching & Consulting LLC

Menu of Trainings & Facilitated Engagements

Growing Your Impact: Core Practices of Self-Leadership for Personal and Professional Growth

This workshop helps staff strengthen the everyday habits that shape how they work, communicate, respond to stress, and contribute to the workplace around them. Built around the idea of self-leadership, the session invites participants to see themselves as everyday leaders who can bring clarity, professionalism, ownership, and steadiness into their roles, regardless of title. For county staff working in complex, high-volume, public service environments, this session offers practical tools for staying grounded, communicating well, navigating tension, and continuing to grow.

Participants will leave with:

- A practical understanding of self-leadership and professionalism
- Tools for communicating with more clarity and less defensiveness
- A simple approach to navigating tension or conflict constructively
- Encouragement to take ownership and lead from any seat

Co-Creating a Work Environment Where We All Thrive

This workshop focuses on how each person contributes to a healthier, more respectful, and more effective workplace culture. Using psychological safety as a practical backdrop, participants will explore the everyday behaviors that build trust, strengthen collaboration, support learning, and help people do good work together under pressure. The session is especially relevant for county teams who rely on accuracy, communication, teamwork, and mutual trust to serve residents and support one another across roles and departments.

Participants will leave with:

- A clear understanding of what psychological safety is and is not
- Greater awareness of what builds or erodes trust at work
- Concrete behaviors that support collaboration, learning, and engagement
- A stronger sense of shared responsibility for workplace culture

The Art of Clear, Compassionate, and Effective Communication

This workshop gives staff practical tools for communicating with more clarity, empathy, and confidence, especially when conversations are difficult. Drawing from the principles of Nonviolent Communication, participants will learn how to reduce misunderstanding, express concerns without blame, listen for what matters beneath the surface, and make clearer requests. For county staff who communicate daily with coworkers, supervisors, community partners, and members of the public, this session offers immediately usable skills for strengthening relationships and reducing unnecessary conflict.

Participants will leave with:

- A simple framework for clearer and more respectful communication
- Awareness of common communication patterns that create conflict
- Tools for expressing needs, concerns, and requests without blame
- Practical ways to listen and respond with both empathy and clarity

Know Your Why: Reconnecting Purpose, Impact, and Meaning in the Work

This workshop creates space for staff to reconnect with the deeper purpose behind their work. In busy systems, it is easy for meaningful public service to become reduced to tasks, deadlines, processes, and pressure. This session invites participants to pause and reflect on what motivates them, what they value, the kind of impact they want to have, and how their daily work connects to something larger. The tone is reflective, energizing, and encouraging, helping staff reconnect with meaning, purpose, and intentionality in the work they already do.

Participants will leave with:

- Renewed connection to their personal and professional why
- Reflection on the values and strengths they bring to their work
- A stronger sense of meaning within everyday responsibilities
- Practical prompts for living and working with more intention

Creating a Culture of Belonging

This workshop helps participants understand belonging as a core workplace need that strengthens culture, trust, engagement, retention, and service. Grounded in research on psychological safety and workplace inclusion, the session explores what builds or undermines belonging in everyday interactions, team habits, meeting dynamics, and organizational practices. Participants will reflect on their own role in creating a workplace where people feel seen, respected, included, and able to contribute fully, while identifying practical behaviors that strengthen belonging across roles and teams.

Participants will leave with:

- A practical understanding of belonging and why it matters for workplace culture, engagement, and team effectiveness
- Awareness of behaviors and patterns that can undermine belonging, including exclusion, bias, silence, and inconsistent follow-through
- Concrete individual and team-level practices for building trust, inclusion, psychological safety, and connection
- A personal commitment to one small behavior that strengthens belonging in everyday work

Hardwiring Happiness

This workshop introduces practical, research-informed tools for experiencing more happiness, gratitude, and satisfaction in daily life. Drawing from Rick Hanson's Hardwiring Happiness and related ideas about negativity bias and neuroplasticity, participants learn why the brain tends to hold onto stress and negative experiences and how to intentionally take in positive moments so they become more lasting inner resources. The session is simple, encouraging, and immediately usable, offering small practices that can be used throughout the day to cultivate greater safety, satisfaction, connection, and resilience.

Participants will leave with:

- A clear understanding of the brain's negativity bias and how it affects stress, mood, and outlook
- A practical framework for noticing, enriching, absorbing, and internalizing positive experiences

- Simple daily practices for increasing gratitude, satisfaction, connection, and emotional steadiness
- Encouragement to build small habits that support greater happiness and wellbeing over time

Building Personal Resilience: Tools for Growing Personal Fortitude

This workshop helps participants strengthen their ability to move through change, stress, and adversity with greater steadiness, courage, and perspective. Built around the idea that resilience can be developed like a muscle, the session introduces practical philosophies and tools such as curiosity, reframing, focusing on what can be controlled, pressing into difficulty with courage and gentleness, monitoring the nervous system, and engaging wellbeing practices. Participants will reflect on how they respond to hard moments and identify concrete ways to grow personal fortitude, adaptability, and self-leadership.

Participants will leave with:

- A practical understanding of resilience as a developable capacity rather than a fixed trait
- Tools for reframing difficulty, staying curious, and focusing on what is within their control
- Strategies for engaging hard moments with courage, vulnerability, and steadiness instead of avoidance
- Personal wellbeing practices that support recovery, emotional regulation, and long-term resilience

Group Norms Facilitation

This facilitated workshop helps teams intentionally define the shared expectations that shape how they work, communicate, make decisions, navigate conflict, and meet together. Before the session, participants complete reflection pre-work so each person arrives prepared to name what they need from themselves and one another in order to thrive as a team. During the facilitation, responses are harvested in the room, synthesized into draft group norms and meeting expectations, returned to the team for review, and then finalized through a follow-up process that helps the group implement the norms in day-to-day practice.

Participants will leave with:

- A shared understanding of why group norms matter for trust, safety, accountability, and productive team culture
- Individual voice and participation in naming the expectations, values, and behaviors the team wants to practice
- Draft group norms and meeting expectations synthesized from the team's own input
- A practical foundation for implementing, revisiting, and holding one another accountable to the norms over time

SPECIFIC TO ORGANIZATIONAL LEADERS

Are You Solving the Right Problems? A Systems Approach to Organizational Health

This workshop offers participants a practical, systems-based way to diagnose what feels “off” in a team, department, or organization so they can stop chasing symptoms and focus on the highest-leverage constraints first. Using a seven-domain Organizational Health framework, participants will learn how trust, accountability, engagement, wellbeing, values alignment, communication, and learning all interact to shape culture and performance. The session is especially useful for county leaders and staff navigating workload pressure, change, silos, morale challenges, or recurring problems that have not been solved by surface-level fixes. Participants will leave with:

- A systems lens for understanding team and organizational health
- Shared language for naming root causes rather than only symptoms
- A simple diagnostic process for identifying where the real constraint may be
- A practical 30-day experiment approach for moving from insight to action

Leading Well: 10 Essential Practices for Supervisors and Managers

This workshop introduces supervisors and managers to ten essential leadership behaviors that strongly influence trust, engagement, communication, performance, retention, and culture. The session translates leadership research into practical, plain-language behaviors that can be used immediately in one-on-ones, team meetings, workload decisions, feedback conversations, and moments of conflict. Designed for new and experienced leaders alike, the workshop helps participants lead with greater clarity, confidence, fairness, steadiness, and intention in the day-to-day realities of county work.

Participants will leave with:

- A clear overview of ten practical leadership practices that strengthen team health
- Tools for clarifying expectations, communicating consistently, coaching staff, and giving useful feedback
- Approaches for addressing conflict early, supporting wellbeing, and developing people
- A 30-day commitment structure for applying one or two practices immediately

Intentionally Building Healthy Organizations

This workshop introduces leaders to ten essential conditions that help organizations become healthier, more trustworthy, more productive, and more sustainable over time. Grounded in research on employee engagement, psychological safety, organizational learning, communication, accountability, wellbeing, and leadership effectiveness, the session helps boards, executive leaders, supervisors, and managers understand that healthy organizations do not happen accidentally; they are intentionally built through deliberate leadership practices, shared norms, clear systems, trust, purpose, learning, and care for people. Participants will explore practical ways to strengthen mission alignment, role clarity, decision-making, communication, conflict repair, self-leadership, employee engagement, sustainable performance, and a culture of learning and adaptation.

Participants will leave with:

- A practical framework for understanding the ten core conditions of a healthy organization
- Shared language for strengthening trust, clarity, accountability, communication, and mission alignment
- Reflection prompts for identifying where their organization is strong and where health may need more intentional attention
- Concrete leadership practices for building healthier norms, repairing trust, supporting wellbeing, and improving organizational learning

Board Governance That Strengthens Mission, Accountability, and Executive Leadership

This board development training helps board members understand their core governance responsibilities and strengthen their ability to support a healthy, mission-driven organization. Designed for nonprofit, public-sector, and workforce development boards, the session clarifies the difference between governance and management, reviews key legal and ethical duties, and helps board members ask better questions, maintain appropriate oversight, support the Executive Director, and serve as thoughtful ambassadors for the organization. The training is practical, discussion-based, and especially useful for boards navigating complex funding environments, role confusion, public accountability, or evolving relationships between board, executive leadership, staff, and community partners.

Participants will leave with:

- A clearer understanding of core board responsibilities, including duty of care, duty of loyalty, duty of obedience, confidentiality, public trust, and mission stewardship
- Practical language for distinguishing board governance, Executive Director leadership, and staff management so roles remain clear and effective
- Tools for strengthening financial oversight, conflict-of-interest practices, meeting structure, documentation, advocacy, and board accountability
- Reflection prompts and next-step commitments for supporting the Executive Director well while maintaining appropriate oversight, strategic focus, and healthy checks and balances

Customization

Each workshop can be customized for the tone and goals of the organization and the needs of the staff, with an emphasis on energy, interaction, practical takeaways, and encouragement for the important being accomplished.