

ARUBA

February 25-27, 2025

LEADERSHIP | MINDSET | POWERFUL CONNECTIONS

COME ENJOY OUR THOUGHTFULLY CRAFTED 2ND ANNUAL EXECUTIVE RETREAT AT OUR OUTSIDE TRAINING FACILITY LOCATED IN ARUBA.



ARUBA EXECUTIVE REREAT

For all women looking to advance their career through mindset, responsibility and connections



Feb 25:

- Cocktail Hour & Dinner

Feb 26th:

- Yoga
- 9-3 Instruction
- Private Catamaran Sunset Cruise
- Dinner

Feb 27th:

- Yoga
- 9-12 Instruction
- Lunch 12- 2

ARUBA TOPICS

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EMBRACING AUTHENTIC LEADERSHIP: OVERCOMING IMPOSTER SYNDROME

Authenticity is crucial for effective leadership. This session will explore the concept of authentic leadership—how being genuine, transparent, and self-aware can drive better relationships and outcomes within teams.

Additionally, we will address the dreaded “imposter syndrome”.

Participants will learn strategies to recognize and overcome feelings of self-doubt, ensuring they lead with confidence and authenticity. By embracing their unique strengths and values, leaders will be better equipped to inspire trust, foster innovation, and drive sustainable growth.

- Understanding the principles of authentic leadership
- Identifying personal leadership strengths and values
- Recognizing and overcoming imposter syndrome
- Building self-confidence to lead with clarity and purpose
- Practical tools for fostering authenticity within teams



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THE SILENT LANGUAGE: ENHANCING LEADERSHIP THROUGH BODY LANGUAGE AND SUBTLE CUES

Non-verbal communication plays a crucial role in leadership by conveying messages without spoken words. It includes a variety of cues such as body language, facial expressions, gestures, and tone of voice, which can strongly influence how leaders are perceived and how effectively they lead.

Being intentional about your body language, you can elevate your leadership presence, foster stronger connections with your team, and convey the confidence and authority necessary to lead effectively.

- Posture & Presence
- Eye Contact
- Gestures and Hand Movements
- Facial Expressions
- Space and Proximity
- Mirroring and Synchronizing
- Mastering Micro-Expressions
- Controlled Movements
- Body Language in Virtual Leadership



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GROWTH VS. FIXED MINDSET: BUSTING THROUGH FEAR/ BREAKING BARRIERS TO SUCCESS

This session delves into the transformative power of a growth mindset, a concept rooted in the belief that abilities and intelligence can be developed through effort and learning. Participants will explore the differences between a growth and fixed mindset, and how adopting a growth mindset can help executives overcome fear, embrace challenges, and break through barriers to personal and organizational success. We will also provide practical tools to shift from limiting beliefs to a mindset that fosters resilience, innovation, and continuous improvement. There will be a brief quiz to assess your flexibility to a growth mindset. All of our workshops will be interactive, this one is a very hands on and situational workshop to put real actions in motion.

- Understanding the key differences between growth and fixed mindsets
- Recognizing how fear and limiting beliefs hinder success
- Strategies for cultivating a growth mindset in leadership and teams
- Practical techniques for overcoming fear and embracing challenges
- Empowering executives to foster a culture of innovation and resilience



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UNDERSTAND THE IMPACT OF SELF-TALK ON MENTAL HEALTH AND LEADERSHIP EFFECTIVENESS. LEARN TECHNIQUES TO REFRAME NEGATIVE THOUGHTS INTO POSITIVE AFFIRMATIONS

Our inner dialogue, or self-talk, has a profound impact on both mental health and leadership effectiveness. This session will explore how negative self-talk can undermine confidence, decision-making, and emotional well-being, while positive affirmations and reframing techniques can foster resilience and effective leadership. Participants will gain insight into the science behind self-talk, learn how to recognize and interrupt negative patterns, and practice reframing thoughts to cultivate a mindset of optimism and strength. By mastering these techniques, leaders can boost their mental health, improve focus, and lead with greater emotional intelligence and clarity. Rebecca and Dawn will co-facilitate this workshop.

- Understanding the impact of self-talk on mental health and leadership performance
- Identifying and breaking negative thought patterns
- Techniques for reframing negative thoughts into positive, constructive ones
- The power of positive affirmations in enhancing confidence and resilience
- Tools for incorporating positive self-talk into daily leadership practices

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CREATING POWERFUL CONNECTIONS: THE ROLE OF NETWORKING AND MENTORSHIP

Building strong professional connections through networking and mentorship plays a crucial role in personal and career development. Both processes open doors to opportunities, foster knowledge sharing, and create supportive relationships that help individuals achieve their goals. Let's explore how networking and mentorship can be leveraged to create powerful connections and accelerate personal and professional growth.

For this lesson we will be working together to actively building our networking skills by:

- Being Proactive
- Leveraging existing contacts/ friends
- Asking for an introduction
- Attending key events
- On-line connections: Meetings, webinars
- Building your personal brand.
- Be Intentional in Your Interactions
- Network Across Levels and Industries



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BALANCING ACT: STRATEGIES FOR WORK-LIFE INTEGRATION

Work-life integration acknowledges that life is not neatly divided into work and personal time. Instead of striving for a perfect balance between the two, integration encourages people to blend them in ways that suit their personal and professional goals. It involves finding a flow where both work and life can support each other, whether that means shifting your schedule, merging tasks, or adapting to changing priorities throughout the day.

- Flexible schedules
- Custom work hours: Schedules are not what they use to be.
- Prioritization and Time Management
- Time Blocking
- Blurring of Boundaries
- Non-Negotiables



Measuring Success in Work-Life Integration

Success in work-life integration isn't about perfect balance; it's about creating a lifestyle where you feel fulfilled in both your professional and personal life. Ask yourself:

- Am I feeling fulfilled in both work and life?
- Am I able to adjust my schedule when personal or work needs arise?
- Am I avoiding burnout and maintaining energy for both work and personal commitments?
- Do I feel in control of how I allocate my time and energy?

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EFT: EMOTIONAL FREEDOM TECHNIQUE. POWERFUL BRAIN REWIRING TECHNIQUE

In this “hands on” workshop, participants will be introduced to the Emotional Freedom Technique (EFT). It is a powerful tool for reducing stress, anxiety, and emotional blockages that can limit leadership effectiveness. Often referred to as "tapping," EFT combines cognitive reframing with acupressure to rewire the brain and release negative emotional patterns. Executives will learn how to apply this technique to manage stress, boost emotional resilience, and create a more balanced and empowered mindset. By mastering EFT, leaders can enhance their emotional intelligence, improve decision-making under pressure, and lead with greater clarity and calm.

- Understanding the principles of Emotional Freedom Technique (EFT)
- How EFT rewires the brain to reduce stress and emotional blockages
- Practical tapping techniques for stress relief and emotional regulation
- Using EFT to improve focus, resilience, and leadership performance
- Tools for integrating emotional well-being into executive leadership

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COLLABORATIVE SOLUTIONS: NAVIGATING CONFLICT WITH CONFIDENCE

Conflict is an inevitable part of leadership, yet many leaders unknowingly create or avoid it, leading to bigger challenges down the road. In this workshop, executives will explore strategies for confidently navigating conflict and transforming it into a catalyst for collaboration and innovation. By focusing on clear communication, empathy, and trust-building, participants will learn practical tools for fostering a culture where conflict leads to growth rather than division. This workshop equips leaders with actionable strategies to address conflicts constructively, ensuring stronger relationships, team dynamics, and organizational alignment.

- Discussion on “words we use” to unknowingly create or fuel conflict and how to replace those words in our conversations.
- Learn proven techniques for resolving conflict with confidence.
- Build trust and foster open communication during difficult conversations.
- Turn conflict into an opportunity for collaboration and innovative solutions.
- Gain tools to cultivate a culture of constructive conflict within teams.



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LEADERSHIP IS LANGUAGE

In today's fast-paced, dynamic work environments, emotional intelligence (EQ) is increasingly recognized as a vital leadership skill. This 90-minute talk will explore the role of EQ in enhancing leadership effectiveness, team collaboration, and overall organizational success. Participants will gain a deeper understanding of the key components of EQ, including self-awareness, self-regulation, empathy, and social skills, and how these traits can be leveraged to lead with clarity and compassion.

The talk will cover how emotionally intelligent leaders create healthier work cultures, improve employee engagement, and foster innovation by tapping into the emotional and social dynamics of their teams. By exploring real-world case studies and engaging in interactive discussions, attendees will learn practical strategies for improving their own emotional intelligence, from handling stress and conflict to inspiring and motivating teams through empathy and strong interpersonal relationships.

Key Takeaways:

- Understanding the five core components of emotional intelligence and their impact on leadership.
- How EQ influences decision-making, team dynamics, and organizational success.
- Practical strategies to develop emotional intelligence for more effective leadership.
- Techniques to improve communication, resolve conflicts, and drive engagement in the workplace.
- The link between emotionally intelligent leadership and employee well-being, retention, and productivity.

This session will provide actionable insights into how developing EQ can transform leadership, enhancing both personal and professional success.



Hosts

DAWN WHITNEY



Dawn Whitney, Founder of ElevateX Leadership Collective, brings 30 years of entrepreneurial experience in executive search/executive coaching focused on technology-centric organizations/leaders. As a former CEO of two nationwide businesses (that she started and sold), she brings valuable learnings as a seasoned business strategist and transformative coach. Dawn empowers individuals to transcend limiting beliefs and achieve personal and professional fulfillment through intentionality, grounding and a shift in mindset. In sharing her own personal journey with mental health, she successfully launched a 5-star rated podcast on Apple that reached 1.3M subscribers between 2020-2022.

REBECCA WOODS



Rebecca is known for her expertise in helping hospitals and ambulatory health systems implement their electronic health records (EHR). Throughout her career, she has used her change management skills, extensive operational knowledge and strength in building teams to achieve her career success. Previously, she was the chief information officer for the University of Vermont's Porter Medical Center. Woods received a master's degree in Healthcare Administration from the University of Phoenix after obtaining a Bachelor of Science in communications from Plymouth State University in New Hampshire. Rebecca is currently the founder of: Bluebird Tech Solutions, Bluebird Leader 501c3 & the co-founder of Propel Health Advisors.

SHAWN WALSH



Shawn Walsh is the former CEO of an MSP business that he grew to locations in four states. He exited after being acquired by a national IT services company. Now as a Partner and Senior Consultant at Encore Strategic Shawn teaches business owners how to increase profitability, grow, and exit their businesses.

Shawn holds a BS in Management from Franklin Pierce University, and an MBA in International Business from Louisiana State University. He is married a father of 3. Who splits his time between NH and Aruba, working also as a PADI Dive Instructor. When he's not working, he loves riding and working on motorcycles, golfing, boating, and fishing