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## Unlock Your Team's Full Potential with Etienne Consulting

At Etienne Consulting, our programs are rooted in the practice of *fearless inclusion*: the freedom to be yourself and the art of creating space for others to do the same. True intention isn't passive. It is the combination of intention and consistent action that break down unseen barriers and create environments where people feel safe, valued and empowered.

We believe leadership begins with self-awareness and mindful action. That's why we invite leaders to acknowledge the elephant in the room, learn from discomfort, and turn everyday interactions into habits of fearless inclusion. Our approach helps teams drive innovation, improve efficiency, and foster growth by building the core skills that drive meaningful change.

At its core, our training teaches the most daring and necessary act of leadership:

✦ Show up as you are - and empower others to do the same

When leaders create psychologically safe spaces, teams thrive. People build authentic relationships, feel connected, and show up more bravely, confidently, and openly - fueling stronger collaboration, trust, and engagement

### **Our Core Competencies**

Our trainings programs are structured around five key competencies:

- ◆ Inclusive Leadership - Equipping leaders with the skills to foster diversity, inclusivity, and psychological safety to unlock team potential.
- ◆ Understanding Difference - Expanding awareness of internal and external differences across people with diverse backgrounds and lived experiences.
- ◆ Crafting Culture - Building environments of trust, intentionality, and deep interpersonal connection to strengthen team culture.
- ◆ Authenticity & Awareness - Empowering leaders to show up bravely and confidently, while fostering authenticity in how they support and uplift others.
- ◆ Conscious Communication - Helping teams align words with intention, ensuring clarity, trust, and stronger workplace relationships.

### Ascend Leadership© Programs

Ascend Leadership© is a comprehensive, tiered leadership development program designed to guide professionals from emerging managers to high-impact executives. Rooted in a progressive learning model, ASCEND equips leaders with the skills, confidence, and strategic insight needed for long-term success.

In addition to the full programs, we offer stand-alone courses, each inspired by core ASCEND content and designed to focus on specific leadership competencies.

- Ascend Foundations©: The Leadership Journey for Emerging Managers
- Ascend Mastery©: Advanced Strategies for Aspiring Executives

## Training Programs

Although we have a training library, no two sessions are alike. Each program starts with our core content and is then customized to meet the unique learning outcomes for the client, conference, or team. Customizations include group interaction, multimedia elements, handouts or additional resources, and varying session lengths and formats.

### The Language of DEIB

When it comes to the work of diversity, equity, inclusion, and belonging, words matter. Understanding the terminology is foundational for facilitating open conversations and further DEIB work across organizations. Understanding its nuances is particularly important as the terminology continues to evolve. In this session, we will unpack the language, clarify terms and their usage, and explore how linguistic fluency can minimize miscommunication and ensure productive discussions.

### The Diversity Spectrum

Diversity discussions frequently focus on underrepresented groups, such as race, gender, disability, and age. However, our conversations can be influenced by assumptions, misconceptions, or media portrayals. There is also a hesitancy to use specific terms for fear of misusing or misappropriation, which can hinder open conversation. In this session, we will provide definitions, terminology and context, as well as debunk common myths and stereotypes. Our goal is to empower participants with the fluency to discuss these specific groups confidently and accurately.

### Hidden Diversity

As the saying goes, there's more to us than meets the eye. When it comes to diversity, visible differences only make up a fraction of how we see ourselves. In this session, we will explore hidden dimensions of diversity and take a deeper look at how they relate to identity. While some of these differences can be challenging, others can boost abilities and bring specialized skills and abilities to the workplace. Understanding the nuances and complexities of invisible dimensions of diversity can strengthen workplace relationships, as well as build self-awareness and boost self-confidence.

### The Inclusive Leader

Inclusive leadership goes beyond acknowledging diversity; it's about leveraging the unique backgrounds, experiences, and perspectives of all team members to drive organizational success. As our workforce diversifies, mastering this leadership style is crucial to fostering innovation, ensuring every voice is valued, and promoting seamless collaboration. In this session, we will uncover the core attributes of inclusive leaders and identify actionable strategies to cultivate an inclusive team environment.

### Leveraging Diversity to Power the Bottom Line

In the modern business landscape, the value of diversity extends beyond mere representation; it has a direct impact on an organization's bottom line. Understanding the intricate relationship between diversity and enhanced performance can drive innovation, adaptability, and resilience, giving businesses a competitive edge. In this session, we will look at the ways diversity influences group dynamics, challenges established cultural norms and fosters a culture of continuous learning and growth.

### Strengthening Workplace Communications

Communicating clearly is a fundamental workplace skill. Misunderstandings can result in delays, mistakes, and inefficiencies and undermine trust. As the workforce becomes more diverse, the risk of miscommunications increases. Differences in background, experience, culture, and more can widen the gap between what is said (intention) and how it is received/perceived (impact). In this session, we will look at some of the causes of misunderstandings and strategies to address them.

### The Trust Toolkit: Creating Long-Lasting Trust in Teams & Organizations

Trust is the foundation of successful, effective communication. As the workforce becomes more diverse, virtual interactions become more prevalent, and teams are often dispersed across geographies, establishing and maintaining trust has become even more vital. Without it, teams can find themselves mired in miscommunication, misunderstandings, and missed opportunities. In this session, we will walk through the core components of trust and identify strategies to establish, restore, and continuously strengthen and reinforce trust among colleagues, within teams, and across organizations.

### The Power of Storytelling

In an era where leaders must navigate an ever-changing landscape of business challenges and opportunities, storytelling emerges as an indispensable skill. Leaders of all levels will gain invaluable insights into the psychological underpinnings of storytelling, practical techniques for crafting compelling narratives, and tangible strategies for applying storytelling in a multitude of leadership scenarios. In this program, we will explore the connection between effective leadership and storytelling. We will examine the structure of a well-crafted story and the art of weaving personal experiences into engaging narratives.

### Distinctly You: Building an Authentic Personal Brand

Individuality is a competitive advantage. A strong, authentic personal brand is indispensable for standing out in today's competitive environment and creating meaningful connections. Your personal brand signals your style, values, approach, perspective, and so much more. In this session, we will explore ways to feel more comfortable revealing more of yourself as part of your professional identity, and techniques to identify and communicate your genuine strengths, values, and passions in a way that aligns with your professional goals.

### Flying on Autopilot: Impact of Unconscious Bias at Work

In this program, we break down bias and look more closely at how these automatic patterns of thinking are formed and impact the decisions we make day to day. We will discuss how this autopilot thinking drives the assumptions, beliefs, and attitudes that unconsciously influence our actions and decisions. We will walk through a process framework for identifying and then disrupting our autopilot thinking so that we can be more aware and intentional in our workplace interactions and decision-making.

### Building Confidence & Agency at Work

A perceived gap between our performance and self-imposed expectations can erode not only confidence but diminish a sense of agency. This can lead to miscommunication, reduced productivity, and our overall effectiveness at work. There are some who don't believe this "confidence gap" exists, and others who attribute it to external biases rather than internalized beliefs. In this session, we will take a closer look at this gap and the perceptions behind it. We will look at factors that can undermine confidence and agency, explore societal and workplace norms that may reinforce these gaps, and identify strategies to bolster confidence and a proactive sense of control within professional settings.

### Investing in Self-Care and Personal Well-Being at Work

Prioritizing personal mental health is essential for individuals to maintain focus, creativity, and job satisfaction, and it is equally crucial for organizations aiming to foster a positive and productive work environment. Ensuring mental well-being is imperative for cultivating a workplace that is not only healthy and supportive but also conducive to high levels of productivity. In this session, we will explore strategies to promote mental health, identify signs of stress and burnout, and implement wellness initiatives that benefit both employees and the organization.

### Importance of Self-Awareness: Aligning Intention with Impact

How we see ourselves directly impacts how we show up every day. While our intentions may be clear to us, the impact we have on others might not always align with the impact they create in others' perceptions. Recognizing this distinction and cultivating self-awareness can bridge this gap, enabling

us to foster trust, facilitate better collaboration, and promote team cohesion. In this session, we'll look at the dynamics of intention vs impact, identify strategies that amplify self-awareness, and utilize them for ongoing personal and professional growth.

### Caring Conversations: Navigating Sensitive Situations & Topics

Engaging in clear and effective workplace conversations on sensitive topics is crucial for strengthening trust and fostering inclusion. While many acknowledge the importance of these uncomfortable discussions, the fear of using the wrong terminology, offending someone, or delving into personal feelings can be daunting. Addressing and understanding these concerns is essential, as it allows us to identify the root of our discomfort. In this session, we will discuss strategies to anticipate and plan for difficult conversations to help reduce anxiety, minimize avoidance, and feel more confident in sensitive situations and conversations at work.

### Unintended Impact: Decoding Microaggressions

Understanding the complexities of microaggressions is essential for fostering inclusive and effective communication. Using relatable workplace examples, we will uncover nuances, underlying dynamics, and unconscious biases that perpetuate these subtle (and often unintentional) acts of discrimination and marginalization. In this session, we will look at the impact of microaggressions and explore practical strategies to navigate these challenges successfully.

### Wired Differently: Understanding Neurodiversity in the Workplace

Neurodiversity refers to the natural variation in our brain's wiring, resulting in different ways of thinking, processing information, learning, and behaving. Understanding neurodiversity is key to overcoming bias and negative perceptions that these differences are impairments or deficits. While some of these differences may pose challenges, others can significantly boost abilities, introducing specialized skills to the workplace. In this session, we will explain what neurodiversity is and the different ways it can affect how we think, learn, communicate, and work.

### From Busy to Balanced: Mindfulness Techniques for Professionals

The modern workplace is demanding and moves at a rapid, sometimes relentless, pace. This can lead to hasty decision-making, compromised work quality, and burnout. Embracing mindfulness not only enhances decision-making and communication but also fortifies relationships and overall well-being. In this session, we will explore how mindfulness techniques can be integrated into daily work routines to boost productivity, collaboration, and personal fulfillment.

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## ASCEND Leadership© - A Progressive Approach to Leadership Excellence

ASCEND Leadership© is a dynamic leadership development program designed to cultivate and empower leaders at every stage of their journey. Built on a progressive learning model, ASCEND guides participants through a continuum of growth, ensuring leadership skills evolve alongside career progression. The program is structured in two parts: ASCEND Foundations©, tailored for emerging managers to strengthen essential leadership competencies, and ASCEND Mastery©, designed for experienced managers preparing to transition into executive roles. Both programs emphasize core leadership principles such as emotional intelligence, trust-building, strategic decision-making, and stakeholder influence, equipping participants with the confidence, resilience, and executive presence necessary for long-term success.

Each program follows an 8-month structured curriculum blending in-person and virtual sessions with self-directed intersession work. For those seeking an accelerated experience, Express versions are available in 3-month or 5-month formats. Additionally, organizations can

access stand-alone courses, each focusing on a distinct leadership theme or competency derived from ASCEND's core framework.

### ASCEND Foundations©: The Leadership Journey for Emerging Managers

ASCEND Foundations© is a comprehensive 8-month leadership development program designed for emerging managers seeking to strengthen their leadership skills and establish a solid foundation for growth. Through a combination of interactive sessions, real-world applications, and self-reflection, participants gain the tools and strategies necessary to lead teams effectively, manage conflict, communicate persuasively, and drive performance.

By the end of ASCEND Foundations©, participants will be able to:

- Master key leadership principles and their practical applications.
- Develop a leadership brand that aligns with their professional aspirations.
- Build trust, foster team collaboration, and navigate difficult conversations.
- Enhance their ability to influence stakeholders and lead organizational change.
- Create a personalized leadership action plan to guide their career development.

### ASCEND Mastery©: Advanced Strategies for Aspiring Executives

ASCEND Mastery© elevates leadership capabilities, equipping experienced managers with the strategic acumen, executive presence, and high-level decision-making skills required for senior leadership roles. This 8-month program is designed to refine leadership effectiveness, focusing on strategic influence, organizational change, executive communication, and high-level negotiation.

By the end of the ASCEND Mastery© program, participants will be able to:

- Implement advanced leadership strategies to drive vision and organizational success.
- Navigate complex change with confidence, leveraging effective decision-making and risk management.
- Enhance emotional intelligence to foster a culture of trust and ethical leadership.
- Master executive-level negotiation and conflict resolution to lead at a strategic level.
- Formulate and execute a tailored executive development plan aligned with career aspirations.

ASCEND Leadership© is more than a training program—it's an immersive leadership journey designed to equip professionals with the tools to lead with clarity, confidence, and impact.

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## ASCEND Leadership© Stand-Alone Courses

The content for these programs is drawn from our ASCEND Leadership© curriculum. All programs can be customized to meet the unique learning outcomes for the client, conference, or team.

### Leadership Foundations: Start Your Journey

This session provides an essential foundation for your leadership journey. It covers the basic elements of leadership, explores different leadership and management styles, and helps you craft your leadership brand. Perfect for newly promoted leaders to help reinforce their understanding of leadership basics, identify core competencies and leadership skills, and self-assess their current level as a foundation to build a professional development plan to achieve their long-term goals.

### Building Blocks of Leadership

Ideal for those at the beginning of their leadership journey or seeking a refresher on essential principles, this session offers a comprehensive overview of leadership basics. It focuses on understanding leadership styles and the importance of a professional brand.

### Emotional Intelligence & Trust: Powering Teams

This session delves into the importance of emotional intelligence and trust in a successful team. Participants will gain an understanding of emotional intelligence, explore strategies for building trust within their teams, and learn to leverage these skills to enhance team performance and cohesion.

### Critical Decision-Making: Lead with Confidence

A program designed to help leaders make decisions with certainty and confidence. It equips participants with crucial critical thinking skills, offers techniques to increase their leadership confidence, and provides strategies for effective decision-making.

### Conflict Resolution & Mindful Leadership: Navigating Challenges

A unique session that combines conflict resolution techniques and mindful leadership practices. Learn how to navigate team conflicts effectively, create an environment of respect and understanding, and incorporate mindfulness into your leadership approach for better outcomes.

### Coaching for Success: Enhance Your Feedback Skills

This course explores the power of coaching and effective feedback in a professional setting. Participants learn practical coaching skills, understand how to provide and receive constructive feedback and create an environment of continuous learning and improvement.

### Empowering Teams: Unlocking Potential

This session focuses on techniques for empowering your team and driving performance. Learn how to inspire your team to take ownership, foster a collaborative environment, and implement strategies that encourage innovation and improvement.

### Leading Through Change: Strategies for Effective Transition

This session provides practical strategies for leading through organizational changes. Focusing on conflict resolution and confidence building, it equips leaders with the tools needed to guide their teams through change effectively.

### Mindful Leadership: From Stress to Success

This course integrates mindfulness principles with leadership training. Participants will learn how to manage stress, enhance emotional intelligence, and incorporate mindfulness practices into their leadership approach to drive success.

### Empowering Growth: Coaching and Personal Development

Focusing on personal and team growth, this course equips participants with coaching skills, strategies for building relationships with stakeholders, and tools for personal and career development planning.

### Communicating with Impact: Persuasion and Feedback

This session delves into the key communication skills required in leadership. Learn how to communicate effectively, persuade with impact, provide and receive feedback constructively, and empower your team through clear communication.

### Networking for Leaders: Building Influential Relationships

This course focuses on the power of networking in leadership roles. Participants will learn strategies for effective networking, building trust in teams, and enhancing their critical thinking skills to form influential relationships.



*Certified Women-Owned Business  
Certified Minority Business Enterprise (MBE)  
Small Business Enterprise (SBE)  
Certified Disadvantaged Business Enterprise (DBE)*

*NAISC Codes:  
541611: Administrative Management and General  
Management Consulting Services  
541612: Human Resources Consulting Services  
611430: Professional and Management Development Training*

*Certification No. 22-621*

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