



VAUGHN MEDIA, LLC

Lead. Grow. Retain.

Training Catalog 2026–2027

Heart-Forward Leadership · Emotional Intelligence · Workplace Wellness
Trusted by Google · Comcast · Aetna · CVS Health · DuPont · Entergy
www.vaughnmediallc.com
Houston, Texas



Table of Contents

Lead. Grow. Retain. Training Catalog 2026–2027

Front Matter

Welcome to Vaughn Media, LLC — Our Story, Delivery Formats & How to Request Training

Frequently Asked Questions

The Books Behind the Training — Being Heart Forward | Dreams Unleashed

Professional Development for Managers

7

- VM-MGR001 — Heart-Forward Leadership — Signature Program ★ VM Signature
- VM-MGR002 — Leadership Launchpad — New Manager Onboarding ★ VM Signature
- VM-MGR003 — Lead the Whole Person — Mental Wellbeing as a Leadership Strategy
- VM-MGR004 — Lead Through It — How Strong Leaders Show Up When Everything Is Hard
- VM-MGR005 — The Motivation Multiplier — How Leaders Inspire Teams to Give Their Best

Professional Development Sessions

9

- VM-PD001 — From Conflict to Collaboration ★ VM Signature
- VM-PD002 — Leading Through Change ★ VM Signature
- VM-PD003 — Better Together — The Art and Science of True Collaboration
- VM-PD004 — Communication Skills for a Connected Workplace
- VM-PD005 — The Framework for Sustainable Team Success
- VM-PD006 — Wired Differently, Working Brilliantly — A Guide to Neurodiversity at Work
- VM-PD007 — Real Talk — Navigating Workplace Conversations with Clarity and Respect
- VM-PD008 — Conflict Decoded — Know Your Style, Change Your Outcome ★ VM Signature
- VM-PD009 — The Customer Experience Edge — Service Skills That Set You Apart
- VM-PD010 — The Relationship Factor — Why Strong Teams Start with Strong Connections

Own Your Growth — Personal Development Sessions

13

- VM-PI001 — The EQ Edge — Emotional Intelligence for the Workplace ★ VM Signature
- VM-PI002 — Communicate for Success ★ VM Signature
- VM-PI003 — Pressure Proof — Managing Your Emotions When It Matters Most
- VM-PI004 — Change Doesn't Have to Break You — Navigating Transitions with Confidence
- VM-PI005 — Setting Goals That Align with the Life You Want
- VM-PI006 — Shift Your Lens — How Gratitude Changes Everything
- VM-PI007 — Fail Forward — Why Your Setbacks Are Setting You Up
- VM-PI008 — Get Motivated Now — Stop Waiting, Start Moving
- VM-PI009 — Self-Care Is Not Selfish — The Art of Putting Yourself First
- VM-PI010 — The Art of Small Talk — Big Connections Start with Small Conversations

Well-Being & Resilience Sessions

16

- VM-WBR001 — Resilience & Wellbeing at Work ★ VM Signature
- VM-WBR002 — Mastering the Art of Calm — The CALM Method ★ VM Signature
- VM-WBR003 — The Burnout Breakthrough — Recognize It, Reset It, Reclaim It
- VM-WBR004 — Busy Is Not a Badge — Building Wellness Into Your Everyday
- VM-WBR005 — Calm the Noise — Understanding and Managing Workplace Anxiety
- VM-WBR006 — Breathe Like You Mean It — Stress Relief Through the Power of Breath
- VM-WBR007 — Why Your Best Work Starts the Night Before: The Power of Rest
- VM-WBR008 — Feed Your Focus — Practical Nutrition for Everyday Energy

VM-WBR009 — Protecting and Powering Your Brain for the Long Game

Daily Life Sessions

19

VM-DL001 — Work-Life Synergy ★ VM Signature

VM-DL002 — Present. Focused. Powerful. — Mindfulness for Leaders ★ VM Signature

VM-DL003 — Everyday Mindfulness for Busy Professionals

VM-DL004 — Power Down to Power Up — Reclaiming Your Energy in a Digital World

Training Series

21

VM-SRS001 — Heart-Forward Leadership Journey — Full Day or 3-Part Series ★ VM Signature

VM-SRS002 — Lead Well, Live Well — A 3-Part Wellness and Leadership Series ★ VM Signature

VM-SRS003 — New Manager Launchpad — A 3-Part Leadership Onboarding Series ★ VM Signature

VM-SRS004 — Communication Series — A 4-Part Communication Skills Journey

VM-SRS005 — Reset & Recharge — A Well-Being Series for Busy Professionals

VM-SRS006 — Fuel Your Performance — A Whole-Body Wellness Series

★ VM Signature — Denotes a Vaughn Media Signature Program



Welcome to Vaughn Media, LLC

Vaughn Media, LLC is a leadership development and emotional intelligence training company built on one belief: when leaders grow, organizations thrive. Founded in 2016 by Chaun Vaughn, author and facilitator, Vaughn Media delivers transformational training for Fortune 500 companies, nonprofits, government agencies, and educational institutions.

Our programs are grounded in the Heart-Forward Leadership Model, a research-backed framework built on four core pillars: Transparency, Awareness, Accountability, and Empathy. Every training is customized to the culture and goals of your organization and available live, virtually, and on demand.

- Live, In-Person — Full engagement, team building, and facilitated discussion
- Virtual Facilitation — Interactive Zoom-based sessions with live Q&A and breakout rooms
- Half-Day & Full-Day — Intensive programs for deep skill development
- On Demand — Self-paced modules available through the Vaughn Media training portal
- Custom Series — Curated multi-session programs tailored to your learning objectives

Scheduling a training with Vaughn Media is simple. Visit www.vaughnmediallc.com to book a free 30-minute consultation, or contact us directly at admin@vaughnmediallc.com. Please have the following ready when you reach out:

- Topic(s) requested
- Number of sessions and preferred dates/times
- Delivery format preference (in-person, virtual, hybrid)
- Expected number of participants and any group demographics
- Any organizational context, changes, or goals that would help customize the training

We request a minimum of 14 business days' notice for standard programs and 21 days for custom-series requests. For on-demand content licensing or large-scale rollouts, please contact us.

Our trainings are designed for any size participant group and are highly interactive. Expect scenario-based learning, group discussion, reflection exercises, and practical takeaways your team can apply immediately. Each session includes a digital resource guide for continued growth.

Frequently Asked Questions

What are the most requested training topics?

- Heart-Forward Leadership (Signature Program)
- Emotional Intelligence — The EQ Edge
- Managing Difficult Conversations
- Resilience & Wellbeing at Work
- Mastering the Art of Calm (CALM Method)

Can a full-day training be shortened?

We do not recommend simply shortening a full-day program. Instead, we can split the content across multiple half-day sessions or select a 60-minute module that covers core concepts. Contact us to discuss the best fit for your schedule. admin@vaughnmediallc.com or 346-539-3731

Can we schedule back-to-back sessions?

Yes. We recommend scheduling a 15-minute break between sessions and a 30-minute break for programs running more than three consecutive hours.

What is the ideal group size?

Our trainings are optimized, in person, for 15–30 participants. For larger groups, we offer enterprise rollout packages with multiple facilitators. Any size number can be accommodated virtually. Please contact us to discuss logistics.

Do participants receive a certificate of completion?

Yes. All participants receive a digital certificate of completion following each session. For multi-session series completions, a program completion credential is issued through the Vaughn Media training portal.

What is the cancellation policy?

Cancellations must be submitted in writing at least 7 business days before the scheduled session. Cancellations within 7 days may incur a fee.

THE BOOKS BEHIND THE TRAINING

Vaughn Media's training programs aren't built on borrowed frameworks or generic content. They're grounded in the original research, lived experience, and published work of founder and lead facilitator Chaun Vaughn. These books form the intellectual backbone of every program in this catalog — and are available for individual and organizational purchase.

Being Heart Forward

A Transformative Guide to Others-Centered Leadership

Being Heart Forward is the book that started the movement. In it, Chaun Vaughn lays out the foundational philosophy behind the Heart-Forward Leadership model, a tried and true, people-first approach to leadership built on four core pillars: Transparency, Awareness, Accountability, and Empathy. This is not a book about managing people. It is a book about leading them, and about becoming the kind of leader that people actually want to follow.

For organizations that invest in the Heart-Forward Leadership training series, Being Heart Forward serves as the perfect pre-reading or companion resource, deepening participants' understanding of the framework before, during, and after the training experience.

Available on Amazon | www.vaughnmediallc.com



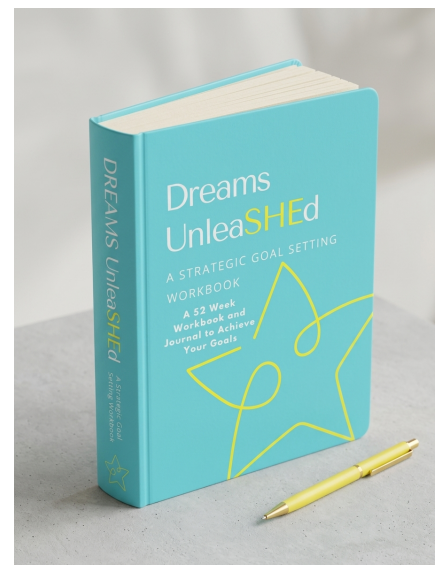
Dreams Unleashed

A Strategic Journal and Goal-Setting Workbook

Dreams Unleashed is more than a journal; it is a strategic roadmap for turning vision into action. Designed for professionals and leaders who are ready to stop dreaming and start doing, this workbook guides readers through a structured, intentional goal-setting process rooted in clarity, purpose, and personal accountability.

Organizations that incorporate the Setting Goals That Align with the Life You Want session (VM-PI005) or the Get Motivated Now training (VM-PI008) will find Dreams Unleashed to be a powerful take-home tool that extends the learning beyond the session and gives participants a concrete framework to act on what they've learned.

Available on Amazon | www.vaughnmediallc.com



Bulk and organizational pricing available for both titles.

Contact us at admin@vaughnmediallc.com to discuss volume orders for your team or event.



PROFESSIONAL DEVELOPMENT for MANAGERS

These programs are designed for people leaders at all levels, equipping managers, directors, and executives with the emotional intelligence, communication tools, and leadership frameworks to build teams that stay, grow, and perform at their best.

Heart-Forward Leadership — Signature Program ★ VM SIGNATURE

VM-MGR001

This is the program that started it all. Vaughn Media's flagship leadership training teaches the four pillars of the Heart-Forward model: Transparency, Awareness, Accountability, and Empathy, and shows leaders exactly how to apply them to real challenges: difficult conversations, disengaged teams, turnover, and a culture that feels broken.

- Understand and apply the four pillars of Heart-Forward Leadership
- Reduce employee turnover by leading with empathy and trust
- Build a culture where people genuinely want to show up
- Shift from task-focused management to people-centered leadership

Duration: Half-day or full day | Available in-person and virtually

Leadership Launchpad — New Manager Onboarding ★ VM SIGNATURE

VM-MGR002

The first 90 days define a manager's legacy with their team. **Leadership Launchpad gives new leaders the mindset, tools, and language to lead confidently from day one** without the costly trial-and-error that typically comes with first-time management.

- Navigate first-time leadership challenges with clarity and confidence
- Build team trust quickly through effective communication
- Develop a personal leadership identity rooted in your values
- Learn how to manage performance conversations constructively

Duration: Half-day | Available in-person and virtually

New Manager Launchpad — A 3-Part Leadership Onboarding Series ★ VM SIGNATURE

VM-SRS003

The transition into management is one of the most pivotal and most under-supported moments in a professional's career. The New Manager Launchpad series gives first-time and early-career leaders the mindset, communication skills, and conflict tools they need to lead with confidence from day one. This series reduces the costly trial-and-error of new management and accelerates team trust.

- Session 1 — Leadership Launchpad: New Manager Onboarding (VM-MGR002)
- Session 2 — Communicate for Success (VM-PI002)
- Session 3 — Conflict Decoded: Know Your Style, Change Your Outcome (VM-PD008)

Duration: 3 sessions | Available in-person and virtually

Communication Series — A 4-Part Communication Skills Journey

VM-SRS004

Strong communication is the foundation of every healthy workplace. This four-part series takes professionals from the basics of clear communication all the way through navigating difficult conversations, building professional connections, and communicating with intention across every format. Whether your team is in-person, hybrid, or remote, this series meets them where they are.

- Session 1 — Communicate for Success (VM-PI002)
- Session 2 — Communication Skills for a Connected Workplace (VM-PD004)
- Session 3 — Real Talk: Navigating Workplace Conversations with Clarity and Respect (VM-PD007)
- Session 4 — The Art of Small Talk: Big Connections Start with Small Conversations (VM-PI010)

Duration: 4 sessions | Available in-person and virtually

Reset & Recharge — A Well-Being Series for Busy Professionals

VM-SRS005

This three-part series is designed for professionals who are running on fumes and ready to do something about it. Reset & Recharge combines burnout recovery, stress mastery, and work-life integration into one cohesive wellness journey — giving participants the tools to protect their energy, restore their balance, and show up as their best selves at work and at home.

- Session 1 — The Burnout Breakthrough: Recognize It, Reset It, Reclaim It (VM-WBR003)
- Session 2 — Mastering the Art of Calm — The CALM Method (VM-WBR002)
- Session 3 — Work-Life Synergy (VM-DL001)

Duration: 3 sessions | Available in-person and virtually

Fuel Your Performance — A Whole-Body Wellness Series

VM-SRS006

Peak performance isn't just about skills and strategies; it's about taking care of the body and brain that make all of it possible. This three-part series helps professionals build the foundational wellness habits that sustain energy, sharpen focus, and support long-term health. Practical, evidence-based, and immediately applicable.

- Session 1 — Feed Your Focus: Practical Nutrition for Everyday Energy (VM-WBR008)
- Session 2 — Protecting and Powering Your Brain for the Long Game (VM-WBR009)
- Session 3 — Why Your Best Work Starts the Night Before: The Power of Rest (VM-WBR007)

Duration: 3 sessions | Available in-person and virtually

Request Your Custom Series

Not seeing exactly what your organization needs? We build custom series around your goals, your culture, and your timeline. Schedule a free consultation at www.vaughnmediallc.com.



PROFESSIONAL DEVELOPMENT SESSIONS

These programs strengthen the workplace skills that drive culture, connection, and productivity, helping individuals at every level communicate more effectively, collaborate with intention, and navigate the complexities of today's diverse workplace.

From Conflict to Collaboration ★ VM SIGNATURE

VM-PD001

Conflict isn't the problem; unresolved conflict is. This Vaughn Media program teaches teams to move from tension and avoidance to open, productive dialogue that strengthens rather than fractures relationships. Grounded in the Heart-Forward model's Transparency and Awareness pillars, this training creates lasting cultural shifts.

- Identify your personal conflict management style
- Resolve conflict before it escalates into disengagement or turnover
- Create a culture of open, constructive dialogue
- Turn disagreement into innovation and stronger team relationships

Duration: Half-day | Available in-person and virtually

Leading Through Change ★ VM SIGNATURE

VM-PD002

Change is constant, but resistance doesn't have to be. This program helps leaders and employees navigate uncertainty, transformation, and disruption with clarity and confidence. Using the Heart-Forward model's Transparency pillar, participants learn how to communicate change in ways that reduce fear and build trust.

- Understand why people resist change and how to address it
- Communicate change with transparency and empathy
- Maintain team morale and engagement during transitions
- Build personal and organizational change resilience

Duration: Half-day | Available in-person and virtually

Better Together — The Art and Science of True Collaboration

VM-PD003

Most teams don't struggle because they lack talent; they struggle because they haven't learned how to truly work together. Real collaboration is more than dividing tasks and attending the same meetings. It requires trust, communication, shared purpose, and the willingness to show up fully for each other. This training breaks down what genuine collaboration looks like and gives teams the tools to build it.

- Understand what separates true collaboration from mere coordination
- Identify the most common barriers that break down team collaboration
- Build communication and trust practices that make collaboration feel natural
- Leave with a concrete plan to make your team genuinely better together

Communication Skills for a Connected Workplace

VM-PD004

In today's hybrid, remote, and in-person environments, the ability to communicate with clarity and intention isn't optional; it's essential. Misunderstandings don't just waste time. They erode trust, stall projects, and disconnect teams. This training equips professionals with the communication fundamentals that keep workplaces connected, productive, and aligned.

- Master the core communication skills that work across every workplace format
- Understand how tone, intent, and delivery can make or break a message
- Navigate written, verbal, and digital communication with greater confidence
- Build communication habits that strengthen professional relationships and results

The Framework for Sustainable Team Success

VM-PD005

High-performing teams are built on purpose. This training gives leaders and team members a **practical, proven framework for understanding where their team is in its development** and what it takes to move from simply functioning to truly thriving. Because sustainable team success isn't about one great quarter. It's about building something that lasts.

- Understand the four stages of team development and where your team stands today
- Identify the ingredients that separate good teams from truly great ones
- Apply team-building strategies that create cohesion and shared commitment
- Build a team culture designed for long-term performance and retention

Wired Differently, Working Brilliantly — A Guide to Neurodiversity at Work

VM-PD006

Some of the most innovative, creative, and detail-oriented professionals in your organization may think, communicate, and process information differently than the majority. That's not a challenge to manage, it's a competitive advantage waiting to be unlocked. This **training helps teams understand neurodiversity**, challenge assumptions, and build environments where every kind of mind can do its best work.

- Understand what neurodiversity is and what it looks like in the workplace
- Recognize the unique strengths that neurodiverse professionals bring to teams
- Identify practical strategies to lead, communicate, and collaborate more inclusively
- Build a workplace culture where different kinds of minds are welcomed and valued

Real Talk — Navigating Workplace Conversations with Clarity and Respect

VM-PD007

Some of the most important conversations at work are also the hardest to have. Whether it's addressing a boundary that's been crossed, giving feedback that stings, or navigating a colleague whose communication style clashes with yours. This training gives professionals the language, the confidence, and the framework to handle those moments with clarity and respect.

- Develop the skills needed to navigate difficult workplace conversations effectively
- Learn how to set and maintain professional boundaries without burning bridges
- Build the confidence to speak up, and the wisdom to know how
- Create a communication culture where real talk leads to real trust

Conflict Decoded — Know Your Style, Change Your Outcome ★ VM SIGNATURE

VM-PD008

Most people handle conflict the same way every time, and most of the time, it doesn't work. Whether you charge in head-on, wait it out, or avoid it altogether, your conflict style has a signature impact on your relationships and your results. This Vaughn Media signature session helps participants decode their personal approach to conflict, understand the styles of the people around them, and use that knowledge to navigate disagreement in ways that actually move things forward.

- Identify your personal conflict management style and what drives it
- Understand the five conflict styles and when each is effective
- Recognize the conflict styles of your colleagues and how to meet them effectively
- Apply this self-knowledge to transform how you handle workplace disagreements

Duration: 90 minutes | Available in-person and virtually

The Customer Experience Edge — Service Skills That Set You Apart

VM-PD009

In a marketplace where products and prices are increasingly the same, **customer experience is the differentiator**. The way your team makes people feel is either your greatest competitive advantage or your most expensive liability. This training builds the service skills, emotional intelligence, and professional mindset that turn one-time customers into loyal advocates.

- Understand what a truly excellent customer experience looks and feels like
- Develop communication and listening skills that make every customer feel heard and valued
- Build strategies for turning difficult interactions into loyalty-building moments
- Cultivate a service mindset that becomes a defining part of your professional brand

The Relationship Factor — Why Strong Teams Start with Strong Connections

VM-PD010

You can have the best strategy, the strongest process, and the most talented people, and still fall short if your team relationships are weak. Connection is the invisible infrastructure of every high-performing workplace. This training helps professionals understand the relationship dynamics that drive team performance and gives them practical tools to build stronger, more intentional connections with the people they work with every day.

- Understand why workplace relationships are the foundation of team performance
- Identify how you show up in team relationships and where you can grow
- Learn the core principles that build trust, belonging, and genuine team cohesion
- Walk away with practical actions to strengthen your professional relationships starting today

Lead the Whole Person — Mental Wellbeing as a Leadership Strategy

VM-MGR003

The most effective leaders understand that their people don't leave their struggles at the door when they come to work. Mental health isn't just an HR issue, it's a leadership issue. This training equips managers, directors, and executives with the awareness, language, and practical tools to **create a workplace culture where mental well-being is prioritized**, stigma is reduced, and people feel genuinely safe bringing their whole selves to work.

- Understand how your behavior as a leader directly shapes your team's mental health culture
- Build the self-awareness and emotional intelligence needed to lead whole people
- Learn how to recognize signs of struggle in your team and respond with care and confidence
- Develop practical strategies to reduce stigma and model a mentally healthy workplace

Lead Through It — How Strong Leaders Show Up When Everything Is Hard

VM-MGR004

The true measure of leadership isn't how you perform when things are going well, it's how you show up when they aren't. Layoffs, restructuring, team conflict, and organizational uncertainty are the moments that define your legacy as a leader. This training gives managers the mindset, communication strategies, and emotional tools to lead with strength, clarity, and compassion even when the road ahead is unclear.

- Understand how your presence as a leader impacts your team during difficult seasons
- Develop communication strategies that build trust and reduce fear during uncertainty
- Learn how to manage your own emotions while holding space for your team's
- Walk away with a concrete action plan for leading through your organization's next hard moment

The Motivation Multiplier — How Leaders Inspire Teams to Give Their Best

VM-MGR005

Motivation isn't something you give people; it's something you help unlock in them. The best leaders know this. They understand what drives each person on their team and create the conditions that allow those individuals to bring their full energy, creativity, and commitment to their work every single day. This training helps managers stop guessing and start leading in ways that genuinely move people.

- Understand the science of motivation and what actually drives human performance
- Identify the unique motivators of the individuals on your team
- Learn strategies to recognize, energize, and retain your top performers
- Build a leadership approach that consistently brings out the best in every team member



OWN YOUR GROWTH — PERSONAL DEVELOPMENT SESSIONS

These programs focus on the internal skills that drive external results: emotional intelligence, self-awareness, effective communication, and the mindset shifts that unlock personal and professional growth.

The EQ Edge — Emotional Intelligence for the Workplace ★ VM SIGNATURE

VM-PI001

Emotional intelligence is the skill that separates good managers from great leaders. This Vaughn Media signature program helps participants build self-awareness and relational intelligence so they can navigate pressure, conflict, and change without losing people. This session is one of our most requested programs.

- Define emotional intelligence and its four core domains
- Deepen self-awareness and understanding of your emotional triggers
- Develop tools for emotional regulation under pressure
- Strengthen relational intelligence and empathy in professional settings

Duration: Half-day | Available in-person and virtually

Communicate for Success ★ VM SIGNATURE

VM-PI002

Sending a message and creating understanding are two very different things. This program closes the communication gap in hybrid, remote, and in-person environments. Participants learn how to communicate with clarity, intention, and emotional intelligence, especially in high-stakes moments.

- Communicate with clarity and intention across all formats
- Navigate difficult conversations with confidence and empathy
- Build stronger professional and client relationships
- Apply listening skills that lead to genuine understanding

Duration: Half-day | Available in-person and virtually

Pressure Proof — Managing Your Emotions When It Matters Most

VM-PI003

It's easy to manage your emotions when everything is going well. The real test is who you are when the pressure is on, in the difficult meeting, the hard conversation, the moment everything feels like it's unraveling. This training gives you the tools to stay grounded, think clearly, and respond with intention even when your emotions are telling you to react.

- Understand why we lose emotional control under pressure and how to interrupt the cycle
- Build self-regulation skills that keep you grounded in high-stakes moments
- Communicate with clarity and composure even when tensions are high
- Create a personalized pressure-management plan you can actually use in real time

Change Doesn't Have to Break You — Navigating Transitions with Confidence

VM-PI004

Change is one of the only guarantees in life and in leadership. Yet most of us were never taught how to actually navigate it. Whether you're facing a new role, a restructured team, or a complete organizational overhaul, this training gives you the mindset and the tools to move through change without losing your footing, your focus, or yourself.

- Understand why change feels threatening and how to shift your perspective
- Identify your personal response patterns when facing transitions
- Navigate the stages of change with greater clarity and confidence
- Build the change resilience that turns disruption into opportunity

Setting Goals That Align with the Life You Want

VM-PI005

Most people set goals based on what they think they should want and then wonder why they can't stay motivated. **Real goal achievement starts with radical clarity about what actually matters to you.** This training goes beyond SMART goals and productivity hacks to help you build a goal-setting practice rooted in your values, your vision, and the life you're actually trying to create.

- Get clear on what you truly want in work, in life, and in leadership
- Learn a goal-setting framework that connects ambition to purpose
- Identify and break through the barriers that have kept you stuck
- Build a realistic, values-driven action plan you'll actually follow through on

Shift Your Lens — How Gratitude Changes Everything

VM-PI006

What you focus on grows. And when you train yourself to focus on gratitude, everything, your relationships, your resilience, your leadership, your joy, begins to change. This training isn't about toxic positivity or pretending everything is fine. It's about developing a genuine gratitude practice that rewires how you see the world and elevates how you show up in it.

- Understand the science behind gratitude and why it works
- Discover how gratitude directly impacts your health, leadership, and relationships
- Learn practical gratitude exercises that go beyond keeping a journal
- Build a sustainable gratitude practice that shifts your perspective and your results

Fail Forward — Why Your Setbacks Are Setting You Up

VM-PI007

Every leader you admire has a failure story, probably several. The difference between people who quit and people who grow isn't talent or luck. It's how they relate to failure. This training flips the script on setbacks, mistakes, and missed goals and helps you see them for what they really are: the raw material of your next breakthrough.

- Understand the psychology of failure and why it hits so hard
- Reframe your setbacks as strategic data
- Learn how the most successful leaders use failure as a growth accelerator
- Build the emotional courage to take bold action even when the outcome isn't guaranteed

Get Motivated Now — Stop Waiting, Start Moving

VM-PI008

Feeling stuck? You're not alone, and you're not broken. Sometimes all it takes is the right spark and a practical plan to get moving again. This high-energy, action-focused training helps participants cut through the fog of procrastination and self-doubt and step into the motivated, goal-driven version of themselves they know is in there.

- Understand what motivation really is and why it may come and go
- Identify the personal barriers that are keeping you stuck
- Learn different types of motivation and how to activate yours
- Walk away with a concrete action plan to start and keep moving

Self-Care Is Not Selfish — The Art of Putting Yourself First

VM-PI009

You cannot pour from an empty cup, and yet most professionals are running on fumes trying to do exactly that. This training gives participants the permission, the framework, and the practical tools to make self-care a daily discipline rather than a guilty afterthought. Because taking care of yourself isn't indulgent, it's essential.

- Redefine self-care beyond bubble baths and vacations
- Understand why saying no is one of the most powerful leadership skills you have
- Identify the areas of your life most in need of care and attention
- Build a realistic, personalized self-care practice you can actually sustain

The Art of Small Talk — Big Connections Start with Small Conversations

VM-PI010

Small talk isn't small; it's the gateway to every meaningful professional relationship you'll ever build. Whether you dread networking events, go quiet in the break room, or struggle to connect before a big meeting, this training will give you the confidence and the conversational tools to walk into any room and make a genuine connection.

- Understand why small talk matters more than most people realize
- Learn conversation starters, builders, and graceful exits that feel natural
- Increase your comfort level in professional and social settings
- Turn casual conversations into lasting professional relationships



WELL-BEING & RESILIENCE SESSIONS

From burnout prevention to stress mastery, these programs help employees and leaders protect their mental and physical health, building the energy and resilience that sustainable performance requires.

Resilience & Wellbeing at Work ★ VM SIGNATURE

VM-WBR001

Burnout is the silent productivity killer. This program gives leaders and teams practical strategies to manage stress, sustain energy, and lead with consistency even under pressure. Drawing from emotional intelligence research and the Heart-Forward model, participants will leave with a personal well-being roadmap.

- Identify personal warning signs of burnout before they escalate
- Build individual resilience practices rooted in self-awareness
- Learn evidence-based strategies for sustained energy management
- Create a culture of wellbeing that supports the whole person

Duration: 60 minutes to half-day | Available in-person and virtually

Mastering the Art of Calm — The CALM Method ★ VM SIGNATURE

VM-WBR002

Stress is inevitable. Suffering through it isn't. This Vaughn Media signature program equips professionals with the proprietary CALM Method, a four-step framework for emotional regulation in high-pressure environments. Developed by Chaun Vaughn and grounded in emotional intelligence research, this training is especially effective for leaders in crisis-prone, fast-paced industries.

- Center: ground yourself in the present moment
- Acknowledge: name emotions without judgment
- Leverage: apply breathing and body-based regulation techniques
- Move forward: act with intentionality even under stress

Duration: 60 minutes to half-day | Available in-person and virtually

The Burnout Breakthrough — Recognize It, Reset It, Reclaim It

VM-WBR003

Burnout doesn't happen overnight. It sneaks up on you, one skipped lunch, one missed workout, and one late night at a time. By the time most people recognize it, they're already running on fumes. This training gives you the awareness, tools, and an action plan to catch burnout before it catches you, and to reclaim your energy, purpose, and joy at work when it does.

- Distinguish between burnout and everyday stress and understand why the difference matters
- Identify your personal warning signs and root causes of burnout
- Break the cycle with practical reset strategies that work in real life
- Build a sustainable rhythm that protects your fire for the long haul

Busy Is Not a Badge — Building Wellness Into Your Everyday

VM-WBR004

We wear 'busy' like a trophy. But when being busy becomes your identity, your health is always the first thing that gets cut. This training challenges the hustle culture narrative and gives professionals the permission and the practical tools to make wellness a non-negotiable part of their day, not just something they'll get to someday.

- Reframe your relationship with busyness and what it's really costing you
- Discover small, sustainable wellness habits that fit any schedule
- Learn practical strategies for eating well, moving more, and resting better
- Build a personal wellness plan that works with your life, not against it

Calm the Noise — Understanding and Managing Workplace Anxiety

VM-WBR005

Anxiety in the workplace is more common than most people admit and more costly than most organizations realize. This training creates a safe, honest space to understand what anxiety actually is, how it shows up at work, and what you can do about it. No clinical jargon, no judgment, just real tools for real people navigating a real challenge.

- Understand the difference between everyday stress and anxiety
- Recognize how anxiety shows up in workplace behaviors and performance
- Learn practical tools to manage anxious thoughts and feelings in the moment
- Know when and how to seek additional support for yourself or a colleague

Breathe Like You Mean It — Stress Relief Through the Power of Breath

VM-WBR006

You've been breathing your whole life, but probably not like this. The way you breathe is directly connected to how you feel, think, and lead. This training introduces professionals to the science of breath and practical breathing techniques that reduce stress, restore calm, and sharpen focus in minutes.

- Understand the powerful link between breath, stress, and the nervous system
- Learn breathing techniques you can use anywhere
- Practice deep breathing and relaxation exercises that actually deliver results
- Build a personal breathing practice to manage stress and stay grounded daily

Why Your Best Work Starts the Night Before: The Power of Rest

VM-WBR007

The most productive thing you can do for tomorrow might be what you do tonight. Sleep isn't a luxury, it's a leadership strategy. This training flips the script on hustle culture and makes a compelling, science-backed case for why rest is the foundation of focus, creativity, and peak performance. Because the leaders who sleep well, lead well.

- Understand what quality sleep actually looks like and how most of us are falling short
- Discover how sleep deprivation impacts decision-making, emotional regulation, and leadership
- Identify the lifestyle habits quietly sabotaging your sleep
- Build a sleep routine that sets you up to lead at your best every single day

Feed Your Focus — Practical Nutrition for Everyday Energy

VM-WBR008

What you eat is either fueling your best work or fighting against it. This practical, judgment-free training connects the dots between nutrition and performance, giving busy professionals the foundational knowledge to make smarter food choices without overhauling their entire lifestyle.

- Understand the nutritional basics that support sustained energy and mental clarity
- Learn how to build balanced eating habits that work in a busy, on-the-go lifestyle
- Make smarter food choices that fuel your focus, mood, and daily performance
- Discover the role key vitamins and nutrients play in how you think and feel

Protecting and Powering Your Brain for the Long Game

VM-WBR009

Your brain runs everything: your decisions, your relationships, your leadership. But most of us treat it like it's indestructible. The truth is, the habits you build today will determine how well you think, focus, and lead for decades to come. This eye-opening training unpacks the science of brain health and gives you practical strategies to protect and power your most important asset.

- Understand why brain health is essential to long-term leadership performance
- Identify everyday habits that support, or quietly undermine your cognitive health
- Explore evidence-based strategies to sharpen memory, focus, and mental clarity
- Build a sustainable brain health routine that fits your lifestyle and your goals



DAILY LIFE SESSIONS

These trainings help employees navigate the everyday challenges that show up in both personal and professional life, improving well-being, relationships, and resilience outside the office walls.

Work-Life Synergy ★ VM SIGNATURE

VM-DL001

Balance isn't a myth. It's a skill. This Vaughn Media signature training helps leaders and employees **integrate their professional and personal lives** in a sustainable way that **protects performance without sacrificing well-being**. Grounded in the Heart-Forward Leadership model, this session offers strategies that go beyond 'tips' to create real, lasting change.

- Set sustainable professional and personal boundaries
- Identify patterns contributing to overwhelm and disengagement
- Develop a personal synergy plan for home and work integration
- Improve overall team morale and reduce burnout indicators

Duration: 60 minutes to half-day | Available in-person and virtually

Present. Focused. Powerful. — Mindfulness for Leaders ★ VM SIGNATURE

VM-DL002

The most effective leaders aren't just busy, they're intentional. In a world of back-to-back meetings, competing priorities, and constant noise, **the ability to be fully present is your most underrated leadership skill**. This training helps leaders **quiet the mental clutter, sharpen their focus, and show up** with the kind of grounded presence that earns trust, commands respect, and drives real results.

- Discover why presence is the foundation of Heart-Forward Leadership
- Build mindfulness practices that fit into a packed leadership schedule
- Improve focus, decision-making, and emotional regulation under pressure

- Lead with greater intention in meetings, conversations, and high-stakes moments
- Leave with practical mindfulness tactics that are easily implemented

Duration: 60 minutes to half-day | Available in-person and virtually

Everyday Mindfulness for Busy Professionals

VM-DL003

You don't need a retreat, a meditation cushion, or an hour of silence to practice mindfulness. You just need the right tools. This practical, no-fluff training meets busy professionals exactly where they are, in the middle of deadlines, demands, and full inboxes, and gives simple, **science-backed mindfulness habits** they can actually use starting today.

- Understand what mindfulness is, and what it isn't
- Learn micro-mindfulness practices that take five minutes or less
- Reduce stress and reactivity without slowing down your productivity
- Build a sustainable daily mindfulness routine that works for your life

Power Down to Power Up — Reclaiming Your Energy in a Digital World

VM-DL004

You're always on. Always connected. Always available. And it's costing you more than you realize. This eye-opening training helps professionals **break the always-on cycle, reclaim their mental energy**, and discover what's possible when they put down the device and pick up their power. Because the most high-performing leaders and professionals know when to log off so they can truly lead on.

- Recognize the signs of digital overload and technology burnout
- Understand how constant connectivity impacts your focus, health, and leadership
- Learn how to set digital boundaries that protect your energy and performance
- Create a personalized power-down plan to recharge and show up at your best



Training Series

Looking for a deeper, more sustained impact? Vaughn Media's curated training series combines programs into a cohesive learning journey. Series can be delivered consecutively or spread across several weeks or months. Custom series are also available. Contact us to design a program specifically for your organization.

Heart-Forward Leadership Journey — Full Day or 3-Part Series ★ VM SIGNATURE

VM-SRS001

This is Vaughn Media's most comprehensive leadership development experience and the one that changes everything. The Heart-Forward Leadership Journey takes your leaders through the complete Heart-Forward model with increasing depth and real-world application. From the foundational pillars to emotional intelligence to conflict resolution, this series builds the kind of leaders your organization needs and your people deserve.

- Session 1 — Heart-Forward Leadership: The Four Pillars (VM-MGR001)
- Session 2 — The EQ Edge: Emotional Intelligence for the Workplace (VM-PI001)
- Session 3 — From Conflict to Collaboration (VM-PD001)

Duration: Full day or 3 sessions | Available in-person and virtually

Lead Well, Live Well — A 3-Part Wellness and Leadership Series ★ VM SIGNATURE

VM-SRS002

You cannot lead others well if you are running on empty. Lead Well, Live Well is a three-session series that integrates leadership effectiveness with personal wellness because sustainable high performance starts from the inside out. This series gives leaders and their teams the mindset, tools, and habits to show up fully for their work, their teams, and themselves.

- Session 1 — Resilience & Wellbeing at Work (VM-WBR001)
- Session 2 — Mastering the Art of Calm — The CALM Method (VM-WBR002)
- Session 3 — Work-Life Synergy (VM-DL001)

Duration: 3 sessions | Available in-person and virtually