Webinar Outlines and Quotes for 2023 MAT Grant Report  
  
**Breaking Down Stressful Situations**   
2-hour webinar

Many people believe all stress is bad, but a certain level of stress can help us grow. While examining stressful situations at work or in our personal lives we will:

* Define forms of stress
* Outline stress in the conscious and unconscious to clarify action
* Learn the four greatest personal fears and how they affect stress
* Practice uncovering deep personal judgments that often cause undue stress

*Participant quote on what they liked most: How people could relate to each other and be there to share support and advice to each other. Also, some really good homework to work on and digest.*

**Boundary Setting**2-hour webinar

For many, 2020 showed us the need for creating better boundaries between work and personal lives. Our “always on” culture had blurred the lines and new work from home orders amplified the need to communicate boundaries and expectations, which are what drives behavior. Clear boundaries and expectations improve personal and professional relationships, reduce stress, improve morale and provide a powerful framework to get work done efficiently and effectively.

In this webinar, we will:

* Determine personal values as the key to creating boundaries
* Discuss ways to develop team operating values and behaviors
* Identify what prevents us from setting boundaries both personally and professionally
* Make a commitment to setting at least one new boundary and discuss how to communicate it

*Participant quote on what they liked most: All the content was great- I appreciated the discussion of why we have a hard time with boundaries and where that originates from.*

**Conflict Resolution**2-hour Webinar

Conflict is inevitable and there is a simple process to guide you to shared understanding and compromise. During this webinar, we will use a personal conflict situation to help us:

* Identify different types of conflict
* Apply a conflict resolution model to resolve personal or professional conflict
* Explain a process to get “unstuck” from a stressful situation
* Illustrate similarities to two other popular conflict resolution models

*Participant quote on what they liked most: it gave me more tools for my limited toolbox.*

**Cooperative Language**2-hour Webinar

Progress requires cooperation. This webinar will help you identify and use language that inspires cooperation within your teams. We will practice iterative listening and will leverage reactions to statements and/or personal experiences to help us:

* Use shared meaning to reach shared goals
* Discuss assertive versus controlling language
* Learn the importance of ordinal process for everyone to be heard
* Cite at least three differences between resistant and non-resistant language

*Participant quote on what they liked most: the information provided seemed applicable in a work and personal setting.*

**Cultural Competency and Humility**2-hour webinar

Cultural competency and humility are required for all aspects of life and work when we care about diversity, inclusion and belonging. Our awareness, knowledge, and skills in understanding different cultures is key to engaging with more diverse audiences. We must understand our own lenses to the world and be clear on where our assumptions about others might affect our approaches to hiring, relevancy, working with constituents and partners, and improving internal work culture, just to name a few. In this webinar, we’ll touch on the differences between cultural competence and cultural humility and what it means for the work in conservation.

*Participant quote on what they liked most: the ability to ask questions and chat openly.*

**Difficult Conversations and Dealing with Difficult People**4-hour webinar

We all have co-workers, acquaintances, or stakeholders who seem to bring out the worst in us. And most of us find difficult conversations to be stressful and uncomfortable. Interacting with difficult people can often leave us feeling inadequate or, at the very least unsettled. The uncertainty of how difficult conversations will transpire can make us anxious or even fearful. The keys to being successful when dealing with stressful situations are (1) to better understand why we find these situations to be so stressful and (2) to be prepared for success before we engage in difficult conversations. This webinar will explore several strategies that reduce uncertainty while providing a sense control when we are interacting with challenging people or having to provide feedback that might be hard for someone to hear.

*Participant quote on what they liked most: Providing concrete steps toward identifying and addressing the problem and supporting that with lots of examples. Also, hearing from others in the field on what they're encountering and how they approach it.*

**Emotional Intelligence**  
4-hour webinar

How much of an impact does emotional intelligence have on your professional success? The short answer is: a lot! It’s a powerful way to focus your energy in one direction with a tremendous result. Your emotional intelligence is the foundation for a host of critical skills-it impacts most everything you say and do each day. Emotional intelligence is the single biggest predictor of performance in the workplace and the strongest driver of leadership and personal excellence.

What to expect:

* Understand the concept of emotional intelligence as it relates to being an effective leader.
* Understate and demonstrate the importance of empathy as a leadership trait.
* Build emotional intelligence through experiential learning and reflection.

**Great Presentations with PowerPoint**2, 2-hour webinars

This 2-part webinar series will help not only provide you with a skill set to create better PowerPoint slides, but also give you knowledge as to how people comprehend. This webinar series offers you the opportunity to improve both your PowerPoint and presentation skills.

*Participant quote on what they liked most: Ben was great, you could tell that this was a course he has taught before and that he was very knowledgeable on the subject.*

**Human Nature Connection: Building Ecowellness, Stewardship, and Inclusion**4, 2-hour webinars

Are you ready to open to people who have relationships with nature different from your own? Join us for a four-part series that will explore and challenge your beliefs about access and nature. We will consider an ecowellness model to examine our own relationship with nature and dig into environmental identity. We will contemplate ways to converse with and embrace the experiences of anyone we meet outdoors while minimizing harm. The end goal is to pursue ways to move people from tourists to explorers and advocates of our land, water, and wildlife.

This series evolved from 2020 workshops called Beyond #ResponsibleRecreation to Human-nature connection and an Ecowellness workshop held at the 2021 North American Wildlife and Natural Resources conference. Anonymous data from these past participants will be sprinkled throughout.

The first session will focus on homework reflection, self-awareness, and self-care regarding nature. We will acknowledge ways our environmental identities develop. The second session will uncover access and dive deeper into aspects of environmental identity. We will be claiming our own environmental identities in session three. We will also finish our discussion of the ecowellness model, including a gaze into transcendence and putting humans in perspective to nature. The final session will include an introduction to a nature relationship spectrum and a fishing program using the ecowellness model. It will conclude with breakouts to consider how to incorporate series concepts into agency relevancy.

What to expect:

* A pre-homework assignment and completion of a survey with your homework reflection is required for access to the series. We will provide modifications to anyone who cannot get outside.
* An environmental identity assignment between session 2 and 3.
* Engagement through a combination of breakouts, polls, and chat.
* Reflection on the previous workshop at the beginning of each new session.
* Small mindfulness and presence activities conducted throughout.
* A compiled list of ideas for agency relevancy discussed during the sessions.

*Participant quote on what they liked most: It was an opportunity for me to try to reach a new segment of stakeholders.*

**Inclusive Leadership: Creating Brave Spaces**3, 3-hour webinars

If you ever wondered, how might we have the most critical of conversations and keep moving forward? This is for you. If you ever felt not heard, not seen, and not valued for your story, who you are and not found meaning to collaborations; this is for you. If you are curious about handling difficult people in conversation; this is for you. If you want to invite diversity, inclusion and belonging to your workplace but not have found the means or ways to go all the way, this is for you.

The power of an inclusive space lies in first experiencing one. It also requires building up psychological muscle and learning what is required to create psychological safety. We invite you to join us in this three-part experiential learning lab for co-creating spaces where we all feel brave, including the hosted and the hosts. You will know what it feels like to experience “a holding container” or brave space, learn how to create the container, how to keep it energized, keep the conversation going and move toward actionable outcomes. You will leave with an action plan for an upcoming meeting feeling confident to have that critical conversation in a safe and courageous manner.

Objectives:

* Create safe to brave spaces for crucial conversations
* Design an action-based learning plan for your next critical conversation/meeting
* Navigate emotions and work toward possibilities
* Strengthen psychological muscle
* Build collaborative and meaningful conversations with teams (and stakeholders)

*Participant quote on what they liked most: One exercise where you listen to a problem, the client turns their back and the two advisors talk it out to themselves, client then has opportunity to ask for advice, feedback or thank them for their time.*

**Internal Dialogue**2-hour webinar

Internal dialogue gives us clues to our deepest thinking. Learning to capture and use this dialogue improves emotional intelligence and leads to better conversations. During this webinar, we will learn and practice techniques to uncover our internal dialogue. Using challenging statements and personal experiences we will:

* Practice iterative listening
* Capture primal thoughts and feelings
* Turn personal triggers into useful responses
* Explain feelings of inferiority common to all humans

*Participant quote on what they liked most: The program was intuitive and easy to follow.*

**Leadership Influence and Philosophy**  
4-hour webinar

In the ever-changing landscape of leadership, it is crucial to understand and embrace our own identities and aspirations as leaders, while also considering the impact we have on others under our care. This empowering workshop is designed to help you uncover the essence of your leadership influences, articulate your beliefs about leadership, and proactively shape your leadership approach for the future. Through thoughtful facilitation, you will craft a personalized leadership philosophy, intended to evolve with you, and be periodically reviewed and evaluated by both yourself and those you lead.

In this engaging and dynamic webinar, you will embark on the following transformative journey:

Self-Discovery: Reflect on the experiences, values, and individuals that have shaped your leadership journey thus far. Embrace your authentic self as a leader and identify key influences that drive your decision-making.

Leadership-Type Exploration: Gain insights into your unique leadership style and tendencies, allowing you to leverage your strengths and be mindful of potential blind spots.

Visionary Leadership: Envision the leader you aspire to become and begin to articulate a compelling vision that inspires and guides your leadership pathway.

Empathetic Leadership: Cultivate a balanced and empathetic leadership approach that considers both your individual growth and the well-being of your teams.

Adaptability and Growth: Embrace adaptive movements and behaviors as vital tools for effectively navigating the challenges and opportunities that arise in a dynamic leadership environment.

Philosophical Framework: Frame a solid philosophical foundation that aligns your beliefs and values with your leadership actions, ensuring consistency and authenticity.

By the end of this transformative webinar, you will have considered what you want for your well-defined leadership philosophy but also a deeper understanding of yourself as a leader and a clearer direction for leading others with purpose and impact. Remember, this is just the beginning of an ongoing journey, and your leadership philosophy will continue to evolve and flourish as you grow in your leadership capacity.

*Participant quote on what they liked most: The collaboration in the breakouts and learning what other folks’ approach to leadership topics were.*

**Leading with Empathy**3-hour webinar

Empathy is a biologically based skill that we are all born with, and empathy has been shown to be a strong predictor of effective leadership. However, the practice of empathy comes more easily for some of us than others. The under-use (or over-use of empathy) can work against us when we engage in leadership activities.

Would you like to learn about the biological underpinnings of empathy and implicit bias? Would you like to discover ways to be more empathetic and learn short-cuts you can use if empathy doesn’t come naturally to you? Do you feel like you are too empathetic, and your feelings get in the way of your leadership endeavors? If you answered yes to any of these questions, this webinar should be well worth your time.

*Participant quote on what they liked most: While the overall message emphasized the importance of empathy, the webinar also offered some tips and tools that I'll try to put to work. I appreciate coming away with more than just an understanding of principle, but also some new tools and skills.*

**Mindfulness and Compassion in Conservation**4-hour webinar

Mindfulness plays a role in our understanding of reality. If we are not present, parts of reality will be missing from our understanding. This webinar is grounded in the belief that conservation efforts benefit from a more compassionate approach to the large-scale and quickly changing resource issues of today. We will talk about the need to include staff resourcing and resilience practices as we face the growing challenges in our conservation work. We will also discuss human-nature relationship regarding issues dealing with the health of our people and planet. In this foundational session, we will:

* Explore the practice of mindfulness, including a nature-based mindfulness practice
* Complete and discuss a self-compassion assessment
* Understand how mindfulness and compassion work together
* Explore the barriers to implementing mindfulness and compassion in the workplace
* Brainstorm ways to incorporate mindfulness and compassion on teams
* Consider the balance between planning and presence

*Participant quote on what they liked most: it was interesting to meet people with similar experiences. I always feel like everyone else likes their job/coworkers/duties etc. and I'm the only one who struggles. I saw today that is clearly not the case!*

**Plain, Simple, and Concise Writing**  
3, 2-hour webinars

Learn how to write your next Federal Aid report, briefing paper, or just about any other document using 25-30% fewer words, in plain English, and without losing any critical content. This webinar series includes numerous exercises to practice the techniques you learn and time to apply what you learn to one of your own documents. You will finally understand how writing in active voice uses fewer words to say what you want to say more directly and concisely. This webinar series meets three times, with homework assignments after each webinar session.

*Participant quote on what they liked most: Good length of time; quality content; helpful for on the ground results.*

**Self-Care**  
2-hour webinar

Self-care is imperative if conservationists are to be at their best to overcome the environmental and conservation challenges of today. Being your best self means prioritizing your health and wellbeing before caring for others and our land, water and air. Self-care is not selfish, it is necessary. Our self-care practices (or lack of) are influenced by deeply held beliefs, attitudes, and upbringing. During this webinar, we will assess our attitudes and current situation in self-care to help us:

* Examine what self-care and wellbeing are and are not
* Identify personal beliefs around self-care and wellbeing
* Determine barriers to successful self-care plans

*Participant quote on what they liked most: Instructor was engaging, but it would have been nicer to have had her there in person rather than virtual. The self-care was particularly well done.*

**Social Location and Relevancy**  
2, 3-hour webinars

Social location influences our identity, our felt sense of self and our lens to the world. When it comes to relevancy, our social location is important in understanding (or not understanding) the experiences of others with very different identities, values, beliefs and attitudes about nature and outdoor recreation. An individual’s social location is defined by a combination of factors such as gender, race, social class, age, ability, religion, sexual orientation, and geographic location. Therefore, no two people have the same social location.

This webinar series will allow participants to understand their own social location. We will also examine power positions when it comes to conservation related identities, such as recreation participation, wildlife value orientation, access, organization type, authority, and education. We will use what we learned about ourselves and each other to discuss how we meet people, of all backgrounds and experience levels, outside. The objectives of the webinar will be to:

* Claim our social location and power position in conservation.
* Discuss what power and position mean for relevancy.
* Learn about and practice cultural humility.
* Reflect on social location, power position and belonging in the conservation community.

*Participant quote on what they liked most: Opportunity to reflect, anonymous discussion that really made me think. Content that I was aware of but it brought more familiarity.*

**Navigating Future Leadership: Cultivating Wellbeing-Centric Capacity**3.5-hour webinar

In a world marked by rapid change and transformative shifts, fostering capacity for leadership has never been more crucial. Embracing an innovative perspective, this webinar delves into the emerging landscape of leadership, focusing on the cultivation of capacity that centers around employee wellbeing and holistic empowerment.

Unveiling the hidden potential within chaos, this forward-looking initiative seeks to guide leaders towards creating a future of profound positive impact. Drawing insights from global thought leader DDI (Development Dimensions International), known for its expertise in leadership consulting, this program encapsulates the essence of leadership trends that have dominated the discourse over recent years.

Recent studies shed light on the pervasive impact of workplace conditions on mental health. A staggering majority of workers have been affected, emphasizing the need for a transformative approach. In response, this program introduces a comprehensive framework for leadership capacity building that aligns with the evolving needs of the modern workplace. This webinar goes way beyond self-care to an understanding of flourishing as the way forward through the chaos.

Highlights include:

* Deconstructing the concept of wellbeing and its dimensions for self and team
* Unraveling the intricate interplay between capacity building and thriving workplaces
* Engaging in dynamic discussions on leadership's pivotal role in shaping employee wellbeing
* Recognizing essential future-oriented skills, including presence, reflection, encouragement, emotional competence, and experimentation
* Utilizing the multifaceted Factors of Workplace Wellbeing as a catalyst for honing leadership capacity

*Participant quote on what they liked most: It was positive, provided data and resources for the benefits of wellness as well as methods of implementation. I also liked the feeling of community/camaraderie within the participants.*

**How to Hold Better Performance Feedback and Accountability Conversations**75-minute webinar

Do you have an accountability conversation you need to have, but are avoiding? Have you ever regretted not having a performance conversation, as you watched someone you truly care about repeat a pattern you didn’t address? Do you need practical techniques for better performance feedback or appraisal conversations?

In this interactive live program, you will learn the Winning Well approach to better performance feedback and accountability conversations.

Takeaways:

• The conversation you must have with yourself.

• Tools to solve 90% of your tough conversations before they happen.

• The I.N.S.P.I.R.E. method for more effective accountability conversations.

• What to do when one conversation isn’t enough.

*Participant quote on what they liked most: Content and ease of understanding it.*

**Feedback Fundamentals to Become an Even Better Leader**75-minute webinar

You know one of the best ways to develop your influence, credibility, and effectiveness as a leader, is to invite other people to share their perspectives. And, asking for, and responding to feedback well, isn’t easy. In this program you’ll receive practical techniques to get better, more useful feedback, from your manager, coworkers, and direct reports.

Takeaways:

* Learn the 4 foundations of trust, that make it easier for people to provide useful information.
* Practical tools to invite more actional feedback.
* How to respond to feedback (even if it’s feedback you can’t use.

*Participant quote on what they liked most: focus on different situations, helping be proactive in own environment.*

**Courageous Cultures: How to Help Your Team Solve Problems Faster, and Surface Remarkable Ideas**75-minute webinar

Based on ground-breaking new research in innovation and problem-solving, you’ll learn what leaders like you are doing to build more creative and solutions-oriented teams. Teams who don’t just bring you more ideas, but practical, ideas you can use to make work, work better.

You’ll explore the root causes of FOSU (fear of speaking up) and ways to turn your team’s fears and frustration into practical innovation.

Takeaways:

* Easy-to-use tools and techniques to empower solutions thinking and customer-focused problem solving.
* How to respond to wacky ideas without crushing your team’s hearts and spirits.
* Techniques to encourage courage and deeper dialogue up, down, and sideways.

*Participant quote on what they liked most: Good info, easy to follow, short and sweet.*

**Navigating Workplace Conflict: How to Have More Influence, Less Drama and Better Collaboration**75-minute webinar

Conflict is hard. You weren't born knowing the perfect words to say when you're angry, dealing with a difficult stakeholder, or when someone calls your game-changing idea "stupid." This highly experiential, practical program incorporates findings from our expansive World Workplace Conflict and Collaboration research. You'll leave with the courage, confidence, and competence to navigate even the trickiest conflict scenarios and build better, lasting collaboration.

Takeaways:

* Learn and apply practical techniques to master any workplace conflict with confidence and ease, have less drama, better results, and thrive at work.
* Learn and apply the 4 Cs Productive Conflict: Clarity, Connection, Curiosity, and Commitment-in various workplace conflict scenarios.
* Gain confidence in initiating conversations people typically avoid.

*Participant quote on what they liked most: Interactive, great working together with both presenters. Kept on track, kept on time. Lots of great information.*