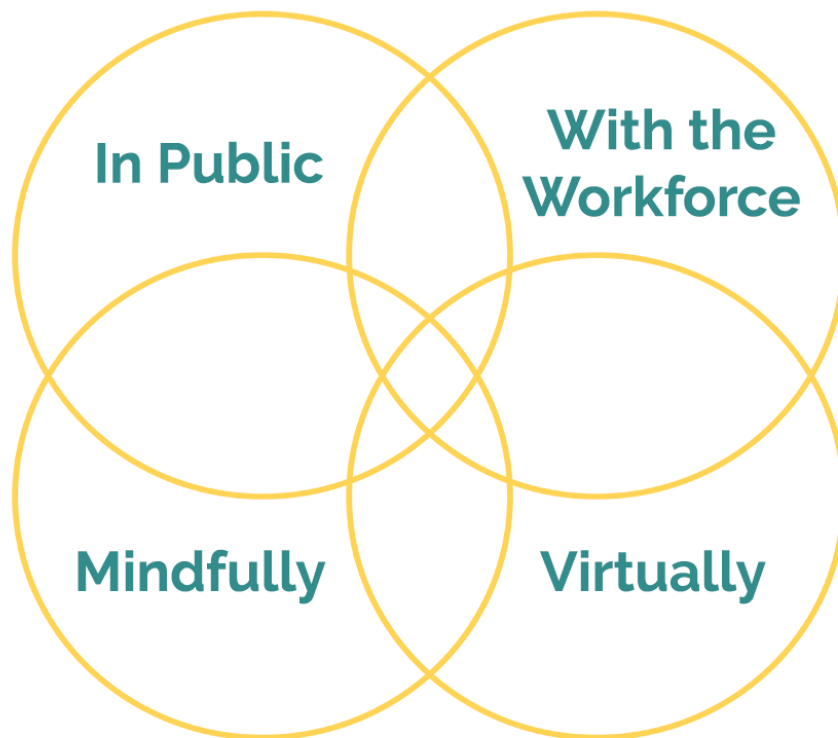


Today's Leaders Have the Ability to Communicate:



Healthy Human Business Communication

Table of Contents

Introduction	1
Executive Communication Coaching	2
Workshops	5
Live and Virtual Presentation Skills	10
Mindful Communication Program for Emerging Leaders and New Managers	12
Mindful Leadership Communication Program	15
Grace 360s	18
Mindfulness	20
Bias is Everywhere Training and Consultations	23
Testimonials	25

Introduction

World-class organizations have entrusted their senior and emerging leaders to executive communication coaching and training led by Donna Rustigian Mac and her team at iVoice Communication. Donna's long and successful communication career and the unique abilities of her advisors and team help professionals uncover and utilize strengths that enable them to inspire **trust, confidence, and influence** through effective communication.

iVoice Communication is a company dedicated to creating *healthy human connections* through effective communication in these four areas:

In Public

Public speaking skills are some of the most sought after, in every industry. With more opportunities to speak in public (live and virtual) than ever before we take you from just presenting information to having the ability to create trusted human connections and lasting impressions.

With the Workforce

Human-to-human communication is complicated and vital. Successful companies know it's the people inside an organization that make the difference. We fortify a company's current and emerging leaders with the modern mindset and classic abilities to build trusted relationships, at all levels, while driving business outcomes.

Virtually

Virtual communication will only grow so skills must grow too. From leading and managing the workforce to capturing a new audience, we help you become comfortable and confidently connected. Learn the art of breaking through the technology that keeps us connected and become more united, even through electronics.

Mindfully

Building strong, trusted connections always begin with a strong awareness of self and others. We help leaders get to know themselves better which opens the door to understanding the human condition. When you know and trust yourself, you're better able to understand others so you can begin to build their trust.

After years of developing talent and helping current and emerging leaders communicate more effectively, we have found that most companies, in every industry, have the following training needs and desires:

- *To employ a cohesive and engaged workforce powered by trust and communication*
- *To instill a sense of respect and resilience amongst all employees*
- *To develop leaders with updated 21st century communication skills focused on collaboration and clear understanding*

**Our training strengthens existing leaders
and positions them to cultivate and develop
the next generation of leaders.**

Executive Communication Coaching



For 40 years, Donna Rustigian Mac has been in the business of communication—in the media, as an executive coach and trainer and certified mindfulness teacher. Let her extensive knowledge and journey enhance and simplify your journey.

"Being coached by Donna was a great investment in my future. The results I received were astounding and range from overcome fear and standing in my personal power to leading my team of 80. I strongly recommend Donna Rustigian Mac as a coach for anyone looking for growth to achieve their goals."

Amira Cooke
General Manager
William and Mary College, Pittsburgh, PA

"I can't say enough about working with Donna who is a very talented coach and trainer. She's well versed in communication strategies and engaging people to become confident communicators. Donna will leave you with powerful new skills and much greater abilities."

Tanya Duncan
Senior Vice President, Corporate Policy
Massachusetts Banker's Association

ARE YOU READY TO BE AT THE CAUSE OF YOUR LIFE AND CAREER INSTEAD OF AT THE EFFECT?

Speaking and communicating are the most powerful and underrated tools we have in business. Do you find the courage to speak only to discover you're not as influential as you know you could be? Or do you struggle organizing and articulating what you want and need to say? Either way, executive communication coaching helps you understand your natural tendencies then provides powerful support and direction to help you attain greater influence, confidence and success.

Executive communication coaching does not come in a one size fits all package. It's crucial that you're able to step back, clarify who you are and what you stand for as a communicator, and have the ability to influence your listeners. Some of these skills are fundamental. Others are nuanced. All take willingness to do the work, up-to-date communication skills, and practice to get the job done.

DO YOU NEED THE ABILITY TO:

- Prepare and deliver complex presentations?
- Confidently engage in crucial conversations?
- Drive your life and career to the next level of success?

Then our executive communication coaching is for you.



COACHING PACKAGES

FOUNDATION

3 Months of Executive Communication Coaching

- A comprehensive, deep dive into key communication challenges that are holding you back.
- A 90-minute jump start call with five 55-minute calls to follow for a total of 6 sessions.
- We will examine your specific communication challenges and goals, devise a step-by- step plan that helps you to become more influential, confident and successful, and engage in follow-through support, along with consistent email check-ins to help you maintain momentum.

ACHIEVE

6 Months of Executive Communication Coaching

- A comprehensive, deeper dive into key communication challenges that are holding you back with even more ongoing support.
- A 90-minute jump start call with eleven 55-minute calls to follow for a total of 12 sessions.
- We will examine your specific challenges and goals, devise a step-by- step plan that helps you to become more influential, confident and successful, and engage in follow-through support, along with consistent email check-ins to help you maintain momentum.

PERFORMANCE

A Full Year of Executive Communication Coaching

- Provides the most ongoing support and guidance.
- A 90-minute jump start call with twenty-three 55-minute calls to follow for a total of 24 sessions.
- Not only will we take that deep look into your existing communication challenges and goals, we will help fortify your goals and solidify updated communication skills and processes for continued growth into the future.

Workshops



Leaders Communicate Mindfully In the 2020s and Beyond

Executive Communication Workshops

Here are our most popular workshops. They are consistently interactive and held for up to 12 participants for best retention of material. Each workshop is 90-minutes in length and always customized for your company or organization. Workshops can be facilitated live or virtually.

Providing Empowering Feedback

There's a huge list of reasons why people avoid providing feedback. They don't want to ignite any difficult feelings. They are afraid of doing it wrong. They say it's not worth the energy or effort. But avoiding feedback can be a disservice to everyone involved as well as your organization. Learn the guidelines necessary to provide feedback while empowering all individuals and energizing business.

Participants will:

- Recognize the detriments of avoiding feedback
- Acquire the guidelines to provide feedback that empowers all involved
- Practice providing feedback based on several common, challenging scenarios

Building EQ & Resilience

There's never been a more opportune time to focus on the emotional intelligence and resilience of your leaders. With the stress of continuous communication overload, global health challenges, combined with the consistent need to serve clients and customers, stress and burnout are all too common and need to be addressed. In this workshop we provide participants with well-researched, scientific tools to sharpen these vital skills.

Participants will:

- Become familiar with the common challenges of rebounding from disruption
- Practice mindful techniques to help lower stress and enhance self-regulation
- Cultivate a *resilience* practice to use in professional and personal settings

Transform Bias, Celebrate Differences

There's so much that is separating us as humans. This will continue to escalate unless we stop and become keenly aware that there is a process we can follow to become less divided and more united. Learn to become radically responsible for seeing the bias problem clearly and becoming part of the solution, for the benefit of people, and for business.

Participants will:

- Examine where biases originate and how they hold us back
- Update antiquated patterns of thought and speech
- Practice inclusive thinking and speaking to drive sustainable change

Speaking and Communicating with Authority

In our current society, it is so easy to be overly aggressive or to totally avoid challenging conversations. But it's imperative to communicate wants, needs, what you stand for and what is unacceptable with the ability to speak authoritatively (not like an authoritarian). Learn the nuances of becoming more influential with the ability to ask for what you want, care about and need with respect, ease and honor.

You'll learn how to:

- Examine your existing level of influence
- Acquire guidelines for speaking assertively and authoritatively
- Update the ability to be a valued, respected leader and contributor

Tame the Stress of Communicating

The stress and fear we feel about speaking and communicating is real and can often be categorized as a social phobia. Even people who are frequent speakers experience some stress because there is always pressure to 'strive for perfection'. Donna has spent decades helping people acknowledge and control their stress so they can communicate with confidence. Donna uses a unique approach. She does not tell people 'just rise above it', but instead utilizes several proven physical, emotional and mindful strategies that have been developed through careful research and successfully implemented by thousands.

In this session, you'll learn how to:

- Examine your existing level of 'communication stress'
- Control what you can, learn to relinquish the rest
- Cultivate proven methods to tame the stress of speaking and communicating

Additional Workshop Topics:

Thinking on Your Feet

There is an art to handling yourself well in just about any setting—from dealing with a new member of the team to holding an interactive virtual session. Imagine yourself in front of an executive committee, or an important audience, and someone requests that you speak on an unfamiliar topic. Maybe you are asked a tough question that you hadn't anticipated. We will teach you how to anticipate, process and organize your thoughts succinctly in a way that will help you respond clearly and with confidence.

Know What Makes You Credible

Gather the gifts you bring to your career and business and learn to unapologetically speak about them. Highlighting your credibility makes it hard to be missed or dismissed. With the communication overload we're experiencing plus the challenge of communicating virtually, it's more vital now than ever to share your credibility to build valuable relationships as well as careers.

Communication Through the Written Word

Today's business writing needs to be clear and concise. Like speaking, today's written business communication conveys the right amount of emotion and data with a laser focus on the recipient. We will help you structure your thoughts and communicate with ease whether you are penning a speech, explaining a new process or communicating through email.

Using Visual Aids Effectively

Visual aids can detract from a presentation or enhance it. Whether you are using PowerPoint, Keynote, Teams, Zoom technology or other visual support, you need to make sure that the visual won't hinder your meeting or presentation. We will teach best visual aid practices so your visuals are a great support, not a hinderance.

Speaking Clearly

Often overlooked is the ability to speak in a clear, comfortable, and confident manner. This starts with awareness of one's own articulation and pacing. This topic provides the skills and easy-to-use tools that you can utilize quickly to improve your clarity of speech.

Influencing Through Body Language and Energy

Research states that well over 50% of messages are relayed in non-verbal channels. Your look, hand gestures, facial expressions, body language and energy all contribute to the message you're conveying. You will learn how to use your non-verbal assets to strengthen and support your communication in both live and virtual settings.

Running Effective Meetings

If you feel that most business meetings (virtual or live) could have better participation and outcomes, you are not alone. We will help you implement valuable techniques that ensure engagement, retention and results. We help meeting facilitators plan, structure and execute with a focus on building trust while communicating competently, thoroughly, even electronically.

Presenting as a Cohesive Team

There are so many questions about presenting as a cohesive team. Does everyone speak? Who gets to lead? Does everyone get the same amount of time? We'll help you clarify your specific goals while training everyone involved how to interact and deliver with confidence. Your individual strengths will be apparent while listeners perceive you as a cohesive, trusted group.

Communicating with Challenging Personalities

Leading and managing 'challenging personalities' is one of our most sought-after workshops. From working with people who become defensive to those considered bullies, we'll teach you the subtleties of human dynamics while helping you communicate the virtues of high integrity and company values. You'll practice techniques for creating mutual understanding, diffusing conflict, and enhancing your team's ability to work together.

Active Listening

Listening is a lost art but can be recouped through attention and practice. It takes time, understanding and evaluation of what is being heard. In this workshop, you'll practice interactive listening techniques to help enhance retention and connection. Even the most distracted can cultivate improved listening skills to better understand stakeholder's needs and goals while building richer relationships.

Corporate Storytelling

Learn to share your ideas in a way that engages your listener, is easy to understand, and relatable. Nothing does this better than a good story, which does not have to be long and complicated. Often the best stories are simple and have a common structure you can follow. We coach and train communicators how to develop and interject their best stories into keynotes, meetings, and conversations.

Live and Virtual Presentation Skills

Live and Virtual Presentation Skills Certificate Program

Facilitate effective meetings and presentations and build credibility by presenting confidently and with ease. These are some of the most sought-after skills in every industry and can move you from just 'delivering information' to becoming an admired and respected leader who can inspire trust and action.

You will learn how to:

- Prepare meetings and presentations
- Structure and organize messages
- Analyze your listeners
- Deliver with impact
- Create interaction
- Influence and persuade
- Adapt and improvise
- Handle tough questions
- Communicate non-verbally
- Tame stress
- Maximize visual aids
- Pace and practice

Presenting Virtually or Live? Let us know.

You'll learn to breakthrough to listeners and begin building trust in both scenarios.

Group Training: Up to 10 participants over two full days. Learn the skills. Practice in real time.

"I can't say enough about working with Donna who is a very talented trainer. She's well versed in communication strategies and engaging her listeners to become confident presenters. Donna has led in-person and virtual programs for our members who left with powerful new skills and a much greater ability to communicate. I would highly recommend Donna as a facilitator, speaker or coach."

Tanya Duncan
Senior Vice President, Corporate Policy
Massachusetts Banker's Association

**"The most effective presentations are conversations
with **structure**, **focus** and **energy**."**

Mindful Communication Program for Emerging Leaders and New Managers

Mindful Communication Program For Emerging Leaders and New Managers

Human-to-human business communication has never been so complicated. And important. Reliance on virtual communication continues to grow. There are additional challenges of how you are being perceived, understood and interpreted.

As the 2020s unfold, do you wish business discussions and meetings were more productive? Do you have the skills to be declarative, to collaborate and become more influential while meeting competing deadlines?

Today, we know communicating *clearly and calmly* are keys to success. Also key, is the ability to *assertively and authoritatively* articulate what you want and need, no matter your position—whether you're protecting the interest of your company or growing your career and business.

How to do both? Join us for The Mindful Communication Program for Emerging Leaders and learn how to:

- Interact and influence, at all levels
- Initiate crucial conversations
- Interject with greater precision
- Enhance your leadership 'presence'
- Trust yourself

"Being coached by Donna was a great investment in my future. The results I received were astounding and range from overcome fear and standing in my personal power to leading my team of 80. I strongly recommend Donna Rustigian Mac as a coach for anyone looking for growth to achieve their goals."

Amira Cooke
Executive Culinary Manager
William and Mary College, Pittsburgh, PA

Forming new, healthier communication practices does not happen overnight. We've created a **60-day program** to learn and practice in an interactive, group setting.

60-Day Program for Emerging Leaders and New Managers

Week 1: Self-Assessment—Self-awareness and Emotional Intelligence. Goals.

Week 2: Video/audio reinforcement with email check-ins.

Week 3: Designing and facilitating effective (live and virtual) meetings.

Week 4: Video/audio reinforcement with email check-ins.

Week 5: Collaboration and delegation, even with difficult people.

Week 6: Video/audio reinforcement with email check-ins.

Week 7: Providing feedback and controlling stress.

Week 8: Video/audio reinforcement with email check-ins.

PLUS, Two 30-minute personal, one-on-one coaching sessions, per participant.

The most effective leaders know how to **Speak and Communicate Mindfully**. We are not born with these skills. They are learned, cultivated over time and consistently practiced. Update your communication skills for the 2020s and beyond. Start now on the road to healthier communication practices and become a more influential and effective leader in both live and virtual settings.

"Donna helped me tackle communication challenges head-on. I was motivated to take small actions that make a big impact. Donna's trainings are unique because they're based on the individual, not just theoretical examples that can apply to anyone. I've grown as a leader, not just a manager."

Gina Pellicano
Director, Citrin Cooperman
Providence, R.I.

EMERGING LEADERS
AND NEW MANAGERS
WILL LEARN TO
COMMUNICATE
MINDFULLY.

UPDATED COMMUNICATION
SKILLS IN 60 DAYS.

Mindful Leadership Communication Program



Mindful Leadership Communication Program

Why?

To support people centric companies seeking well-groomed, balanced leadership and management teams and a culture of productivity, autonomy, diversity and innovation.

Look around. Do your leadership and management teams have the skills to:

- Build strong, trusted relationships, at all levels and...
- Communicate wants and needs to reach business goals?

Are they ready to take the lead in the 2020s and beyond?



Healthy Human Connections

What?

In this program, participants learn two full communication skillsets:

1. Self-awareness and mindset for strength, self-regulation and endurance (EQ).
2. Timeless communication skills so leaders can communicate internally with teams and colleagues and externally with clients and the community.

How?

Core Curriculum:

- Human potential
- Executive presence
- Inclusivity
- Trust
- Empathy
- Crucial conversations
- Collaborations
- Fear of speaking
- Delegation
- Empowering feedback
- Listening
- Effective Meetings
- Managing difficult people
- Attitudes and biases
- Reducing stress
- Thinking on your feet

Electives:

- Complex presentations (live and virtual)
- Unconscious bias
- Email communication
- Resolving conflict
- Crisis Communication
- Negotiation

Fortify Your Leaders and Managers with Updated Communication Skills Today!



The Mindful Leadership Communication Program is delivered over 6 months with 1:1 coaching between sessions.

Recommendation

Communication assessments for each participant: Grace 360s, DiSC™ or iVoice Communication 10 question self-assessments.

Sample Program

Session #1

- Review of personal communication assessments.
- Introduction to Leading and Communicating in the 2020s, distraction vs. mindfulness and the Six Pillars of Effective Communication.

Session #2

- Engaging and motivating employees and colleagues.
- Collaboration and innovation.
- Avoiding and diminishing biases.
- Fear and anxiety of speaking.

Session #3

- Persuasion and influence, at all levels.
- Structuring and executing meetings and presentations.
- Practice with feedback.

Session #4

- The mechanics of speech.
- Listening and interjecting.
- Delegating with clarity and care.
- Practice with feedback.

Session #5

- Communicating with difficult people.
- Providing empowering feedback.
- Becoming proactive to conflict.
- Practice with feedback.

Session #6

- Practice, perfectionism and procrastination.
- Communicating mindfully to maintain strong, trusted relationships while driving business.

Sessions are 2 hours in length.

Fillable/electronic handouts included.

Recommended class size: 10 participants.

Contact us to Fortify Your Leaders Today: info@iVoiceCommunication.com

Grace 360s



Grace 360s

Peer Assessments to Uncover Communication Strengths and Vulnerabilities

Why assess your leaders?

Continuous Improvement: Grace 360s provide awareness and an opportunity for personal and professional growth and development

Cohesiveness: Leaders work together on behalf of each other and the company

Culture: The organization takes a clear stand for effective communication to improve productivity, relationships and to drive business

How does this work?

- We meet with HR to set goals and get a broad understanding of each participant
- Participants choose 3 trusted peers/colleagues who will candidly discuss communication strengths/vulnerabilities
- We schedule and conduct brief meetings (15-20 minutes) with each contributor
- A course of action and recommendations are created from the information gathered
- Communication coaching sessions are scheduled and conducted with each participant
- Strengths/challenges are discussed, and recommendations are made

We use a combination of Socratic and didactic coaching methods.

For best results and out of respect to all parties, all information gathered stays *strictly anonymous/confidential*.

**Help your leaders unleash their potential.
Remember, feedback is a gift.**

Mindfulness



Break the Fear of Speaking Habit

Mindfulness Based Habit Change (MBHC) Group Program

Do you or someone you know struggle with *rapid heartbeat, dry mouth, racing thoughts, sweaty hands, flushed cheeks*, even *nausea* when faced with having to speak and communicate? Might you *avoid* communicating to ease stress, lower anxiety and make life easier?

OR do you speak *abruptly* or *aggressively* in unexpected ways that may be out of character? Might you sometimes *regret* the way you communicated?

I promise, you are not alone. Speaking and communicating is often tough work and we haven't been trained to manage modern communication challenges—especially in this overloaded, electronic world. Until now.

Break old communication habits and form new skills that will support you into the 2020s and beyond. Join the **Mindful Communication Habit Change (MBHC) Group Program** with Voice Communication.

In four weeks, 60-minutes per week, you will:

1. Be immersed in the 'Mindfulness Based Habit Change' (MBHC) Group Program.
2. Learn to break old habits through the science-based program with greater focus and less stress.
3. Update your communication skills with Executive Communication Coach and Mindfulness teacher, Donna Rustigian Mac.
4. Get additional optional support from the [Unwinding Anxiety app](https://drjud.com/).



from Mindsciences.

[Donna Rustigian Mac](#) has been studying MBHC (Mindfulness Based Habit Change) with Dr. Judson Brewer, Director of Research and Innovation at the Mindfulness Center at Brown University in Providence, RI and his cohorts since January, 2020. <https://drjud.com/> Donna has been immersed in the business of communication for 40 years. She became a certified Mindfulness teacher in 2018.



Examples of old communication habits:

- Fear and stress of speaking
- Perfectionism
- Using filler words-'Ums, likes and you-knows
- Excessive electronic communication
- People pleasing
- Can't stop talking

Examples of updated communication habits:

- Befriend fear and control it
- Speak authentically
- Choose clear, direct language
- Limit electronic consumption
- Clearly articulate what you want and need
- Become comfortable in silence

Breaking old habits and updating your skills is always experiential—we **learn through our experience**. In this program, you can bring your specific, **personal and professional** communication challenges and learn to create new communication habits that will support you today and into the future.

You'll also learn from others. OR just come, listen. We realize breaking old habits is not easy work. But it's well worth it.

And so are you.

Group size is limited.

Note: Some sessions are recorded and shared only with Donna's teachers for the purpose of improving results and supporting people who experience the high stress of communicating and the anxiety of breaking old habits.

"We are what we repeatedly do. Excellence is not an act, but a habit."

- Aristotle

Bias is Everywhere Training and Consultations

Bias is Everywhere Workforce Training



Healthy Human Connections

There's so much that is separating our people in the workplace and their need to work collaboratively and inclusively. This will continue to escalate unless we stop and become keenly aware that:

- Bias is real
- It effects culture, people and potential
- There are guidelines to follow to curb bias so you can become less divided & more united

Train your employees to see the bias problem clearly and to become part of the solution, for the benefit of all people AND business.

Diminishing bias will not happen overnight. It begins with awareness and action.

What does your company need today?

Initial Growth: For the business determined to bring the subject of bias to the attention of the workforce. Get the conversation started with an introductory, interactive workshop. Participants will share their insight and learn actionable steps they can take to begin to think and speak more inclusively.

Sustained Growth: For the company ready to create a long-term strategy for retention of information, onboarding and continued focus. Based on your company's current culture, create a strategic plan to continue taking action to create sustainable change.

Committed Growth: Develop deeper conversations for continuous learning, lasting change and a healthy, thriving workforce. We are much more apt to heal divisions between people when we're committed to success for all, as well as business success.



Donna Rustigian Mac is the President of iVoice Communication a company dedicated to creating healthy human connections through effective communication. She brings 30+ years of experience as a coach and trainer with an emphasis on mindfulness, clarity and trust in communications.



Ebony Sowell-Franklin is an educator and DEI specialist who has worked in activism for more than 20 years. Her master's degree is in organizational leadership. Ebony can help you assess and implement your diversity plan as well as conduct on-going conversations and web-based workshops.

Diminish the biases that slow our businesses down and hold us back from building a healthy, diversified, 21st century workforce.

Email info@ivoicecommunication.com for a complimentary 30-minute consultation on how you can bring this training into your company or book your virtual call here through our easy online scheduler: <https://calendly.com/ivoice/30min?month=2021-03>

Testimonials

"Donna Mac has bridged the gap between successful speaking and sincere interpersonal communication. As a media professional, she learned to use the power of her words to engage and inform millions. She's also done the tough work necessary to understand the subtleties of human dynamics, in all areas of life. Perhaps most important-Donna is a great speaker and coach. She can help you have those hard conversations you've been putting off. She will empower you to live the most valuable professional and personal life possible through high-level effective communication."

Dr. Jack Casey, Media General Manager
Emerson College, Boston, MA

"Our leadership team has a much greater working relationship thanks to Donna. She helped us determine what was getting in the way and taught us how to shift antiquated habits like attitudes, micromanagement and looking for someone else to change. Everyone's unique style is now appreciated, and we trust each other to communicate consistently and candidly to get the job done."

Jennifer Gullins, SVP
Peak Event Services, Boston, MA and Newport, RI

"Working with Donna really paid off. Our people now speak with a confidence that is much more apparent, and their words are more direct and powerful."

Donna Price, Senior IT Consultant
Blue Cross Blue Shield of MA

"I really like Donna's fresh approach to communications training. The concept of being mindful and truthful with yourself first was quite insightful and helps us with critical decisions. Donna is so approachable. Her sessions offer so much more than just training."

Wendy Kagan, EVP, Director of Employee and Community Engagement
Bank Newport

"Combining Donna Mac's communication coaching with CliftonStrengths has been invaluable for our leadership team. It takes someone with Donna's compassion and precision to help each individual see their blind spots as opportunities to more fully develop. Donna has scaled the basic training we did on Strengths with an actionable plan and training for our leaders to improve their communication skills while more fully developing as leaders."

Karen King, Director of Administration
DiPrete Engineering, Providence, RI and Boston, MA

"Donna is a confident communicator, and her sessions are quite thought provoking. That leads to a trusted speaker and engaged listeners, which leads to all-around great results for everyone."

Michael Tannen, Executive Director
AAERT

"Donna is interactive, engaging, and thorough. She is friendly, focused, and exceptionally knowledgeable. RIALA highly recommends Donna to anyone seeking to educate and inspire its people."

Kathleen Smith, Business and Events Manager
RIALA



iVoice Communication

Greater Boston, Massachusetts, USA

508-954-8279

www.iVoiceCommunication.com

Have a communication problem? You're invited to a complimentary 30-minute coaching session. We'll answer your questions while you determine if it makes sense to work together in the future. Schedule your session here: <http://bit.ly/30-minuteCoachingCall>