



# 2026 TRAINING CATALOG

Professional Development for  
Team Members · HR Professionals · Supervisors · Business Leaders

*Select from our proven training programs or request customized training tailored to your organization's workforce.*

+1 (813) 924-3853  
[info@StrategicSynergyCG.com](mailto:info@StrategicSynergyCG.com)  
[www.StrategicSynergyCG.com](http://www.StrategicSynergyCG.com)

"Coaching is the fastest way to  
improve someone's performance. It's  
not about fixing—it's about growing."  
— John Maxwell

# Welcome to Strategic Synergy Consulting Group

## Our Value Proposition

Strategic Synergy Consulting Group combines the deep expertise of Ph.D. professionals and subject-matter experts with hands-on training, practice, and application.

## What Sets Us Apart

- ✓ Ph.D. and Industry Experts
- ✓ Research-Based Curriculum
- ✓ SHRM & HRCI Accredited Courses
- ✓ Tailored Training Programs



## Contact Us Today

Contact us to learn how SSCG can drive measurable impact in your organization

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# WELCOME TO STRATEGIC SYNERGY CONSULTING GROUP

Transforming Leaders. Elevating Workplaces.

Leadership Coaching, Consulting & Training

📞 813-924-3853  
✉ info@StrategicSynergyCG.com  
🌐 StrategicSynergyCG.com



Dr. Anthony M. De Silva

Dr. George D. Lunsford

## Our Main Services

### We offer the following programs:

- SHRM Certification Prep+
- Professional Training Programs (SHRM & HRCI Credits)
- AI Training for HR & Business Leaders
- Custom Corporate Training
- Leadership Development Programs
- Executive Coaching
- Organizational Consulting
- Executive Leadership Council

### Flexible, Engaging & Accessible Delivery Options:

- Live-Online & On-Site Certifications
- Custom Live-Online & On-Site Group Training
- Workshops, Retreats, & Conferences
- Lunch 'N' Learn Training (Virtual & In-Person)
- One-on-One & Team Coaching Sessions



## OUR ACTIVE LEARNING APPROACH: 70-20-10 MODEL & FLIPPED CLASSROOM

**1** **LEARN**  
What You Will Discover

**2** **REFINE**  
How You Will Practice

**3** **APPLY**  
Where Learning Drives ROI



### Insight & Exploration:

- ✓ Baseline Knowledge Check
- ✓ 30-Min Topic Videos
- ✓ Personal Insight Tools
- ✓ Job Aid Quick Notes
- ✓ 1-on-1 Online Coaching
- ✓ Group Training (Online & On-site)



### Hands-on Engagement:

- ✓ Live Role-Play & Simulations
- ✓ Group Scenario Challenges
- ✓ Real-Time Coaching & Feedback
- ✓ Peer Insight Circles
- ✓ Collaborative Problem-Solving
- ✓ Available Online or On-site



### Real-World Execution:

- ✓ Real-World Application Brainstorming (1:1 & Group)
- ✓ Action Plans & Impact Journals
- ✓ Post-Training Reflection Activity
- ✓ Unit & Team Assessments
- ✓ Group Coaching Debriefs

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**Dr. George D. Lunsford**  
Co-Founder

**Dr. Doris Morand - CFHRO**

**Dr. Anthony Da Silva**  
Co-Founder

## Our World-Class Talent

At Strategic Synergy Consulting Group, we are proud to be powered by an elite team of industry experts—including multiple doctoral-level experts—bringing top-tier expertise and diverse perspectives to every project.



**REV. ANTHONY**  
**ARNONE**



**DR. SARI**  
**MCCOY**



**DR. PARSA**  
**PEYKAR**



**DR. DEBRA LIND**



**DR. STEVEN**  
**RATHMAN**



**DR. MIGUEL A.**  
**INGLE**



**DR. LAURA**  
**DUFFY**



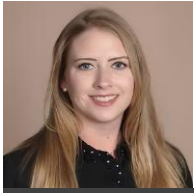
**DR. JANE**  
**ACQUAH-BAILEY**



**DR. SHEENA**  
**HUNLEY**



**DR. CORY**  
**TREVENA**



**DR. CHRISTINE**  
**D. YOST**



**DR. DAVID**  
**HAKALA**



**DR. DANNA**  
**SMITH**



**DR. ANDREW**  
**GOLD**

## Our Signature Transformational Leadership Series



**1**  
**Foundations**

### Building the Mindset and Habits of a Professional

- Develop essential professional skills and self-awareness
- Learn how to communicate, prioritize, and take initiative
- Transition from peer to leader with confidence and clarity



**2**  
**Momentum**

### Strengthening Influence and Leading with Purpose

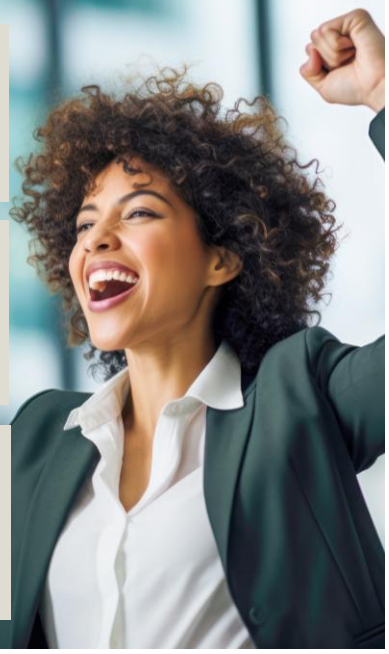
- Apply leadership tools to motivate, coach, and build trust
- Navigate challenges and hold others accountable
- Increase confidence through hands-on leadership practice



**3**  
**Mastery**

### Driving Change, Strategy, and Culture

- Lead with vision, alignment, and strategic focus
- Influence teams, systems, and organizational outcomes
- Develop leaders, shape culture, and create lasting impact



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# 1

## Foundations Series



## FUTURE & EMERGING LEADERS

Unlock your leadership potential with practical, expert-led training designed to equip future and emerging leaders with real-world skills that make an immediate impact.

### **AI-Jumpstart for Leaders**

Learn how to leverage AI tools to improve decision-making, productivity, and strategic insight in today's evolving workplace.

### **Navigating Personalities Using DISC**

Harness personality insights using DISC to strengthen communication and enhance team dynamics.

### **Leadership Mindset: From Peer to Leader**

Transition to leadership with confidence by developing the mindset, boundaries, and communication skills needed to lead former peers with credibility and clarity.

### **Data-Driven Decision Making**

Learn how to interpret data, spot trends, and apply insights to make smarter, evidence-based decisions that align with business goals and drive results.

### **Coaching for Competence & Accountability**

Develop a coaching mindset that empowers growth, accountability, and high performance across teams.

### **Next-Level Developmental Coaching**

Support continuous development by identifying growth areas and guiding individuals through learning journeys.

### **Managing Priorities Under Pressure**

Master proven strategies to reclaim focus, reduce distractions, and increase impact. Learn how to stop, prioritize, and manage your time with intention.

### **Stress Management & Emotional Regulation**

Learn practical techniques to maintain composure, clarity, and well-being in high-pressure environments.

### **Effective Communication Strategies**

Communicate with clarity, confidence, and impact. Learn practical strategies for active listening, message delivery, and adapting your style to your audience.

### **Leading Effective Meetings**

Plan and facilitate meetings with purpose, clarity, and engagement to drive alignment, accountability, and actionable outcomes.

### **How to be an Effective Trainer**

Develop the skills to train others with clarity and confidence. Learn how to plan sessions, engage learners, and deliver content that sticks.

### **The Spectrum of Leadership Approaches**

Explore a wide range of leadership approaches and learn how to adapt to diverse situations and challenges.

### **Microsoft Office Essential Training (3 Sessions)**

Strengthen your productivity with essential skills in Word, Excel, PowerPoint, and Outlook—enhancing efficiency, formatting, and functionality across key tools.

### **Leading an Employee Engagement Committees**

Lead effective engagement committees that foster collaboration, boost morale, and align employee initiatives with organizational goals.

### **14 Keys to Workplace Success**

Explore essential habits and leadership traits that distinguish high-performing, respected leaders.

### **Workplace Harassment Prevention for Leaders**

Recognize, prevent, and respond to harassment in the workplace. Foster a culture of safety and respect.

### **Navigating Workplace Politics for Leaders**

Build political savvy to lead with integrity, influence key stakeholders, and navigate organizational dynamics without compromising your values.

### **Workplace Civility for Leaders**

Foster a respectful environment by modeling professionalism and addressing incivility with courage.

### **Communicating Change to Employees**

Navigate change with transparency and empathy. Deliver clear, motivating messages that support organizational transitions.

### **Root-Cause Analysis Techniques**

Identify underlying issues behind recurring problems and apply proven methods to drive long-term solutions and continuous improvement.

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# 2

## Momentum Series



### EMPOWERED LEADERS

Strengthen your influence and leadership impact with practical, research-backed training designed to empower mid-level leaders with tools for coaching, accountability, and high-performance team leadership.

#### **The SSCG Coaching Model<sup>®</sup>**

Master a practical, research-based proven coaching model that empowers leaders to support, challenge, and grow their teams effectively.

#### **Motivating & Retaining Top Talent**

Keep your top talent engaged by providing meaningful challenges, recognition, and growth opportunities—while avoiding burnout and complacency.

#### **AI-Powered Coaching for Leaders**

Leverage artificial intelligence to personalize coaching, uncover insights, and scale leadership development.

#### **Behavioral Interviewing for Success**

Use behavioral interviewing techniques to identify top talent and ensure long-term fit from hiring to retention.

#### **Setting Standards and Expectations**

Set clear expectations and establish high standards that drive a culture of consistency and excellence.

#### **Leading Across Generations**

Bridge generational gaps and lead multigenerational teams with empathy, clarity, and cultural intelligence.

#### **Building Trust Through Depth**

Go beyond surface-level leadership to create deep, lasting trust that fuels engagement and collaboration.

#### **Strategic Conflict Management**

Learn advanced techniques to design solutions, de-escalate tension, and transform conflict into collaboration.

#### **Mastering Difficult Employee Dynamics**

Identify and manage disruptive behaviors with confidence while maintaining a respectful, productive environment.

#### **Leading a Multicultural Workforce**

Bridge culture gaps and lead multicultural teams with empathy, clarity, and cultural intelligence.

#### **Leading Without Micromanaging**

Support and guide employees with autonomy, building confidence without over-controlling.

#### **Managing Low Performers**

Identify performance gaps and coach underperformers back to accountability and results.

#### **Setting and Upholding Standards**

Establish clear performance expectations and maintain consistency through strong leadership accountability.

#### **The Four Dimensions of Resiliency**

Lead holistically by understanding and supporting your team's emotional, mental, physical, and social health.

#### **ADA & FMLA Conversations**

Lead sensitive conversations around accommodations and protected leave with empathy and compliance.

#### **7 Tests of Just Cause**

Apply the seven legal standards of just cause with confidence in disciplinary and termination decisions.

#### **Documenting Behavior Concerns**

Spot patterns of misconduct and document observations for HR compliance and corrective action.

#### **Managing Workplace Harassment & Discrimination**

Recognize, address, and prevent harassment and discrimination through clear policies and leader-led interventions.

#### **Workplace Deviancy and What You Can Do About It**

Identify and address negative behaviors that undermine workplace culture, ethics, and performance.

#### **How to Engage & Motivate Employees**

Discover proven strategies to boost morale, increase engagement, and foster a culture of intrinsic motivation.

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# 3

## Mastery Series



### TRANSFORMATIONAL LEADERS

Elevate your strategic leadership with expert-led training designed to help senior leaders drive innovation, lead through change, and build high-impact, future-ready organizations.

#### **Influence through Transformational Leadership**

Inspire and motivate others by leading with vision, purpose, and long-term impact.

#### **AI-Driven Innovation**

Harness artificial intelligence to streamline processes, spark innovation, and drive smarter business strategies.

#### **Leadership in Crisis and Chaos**

Stay calm, decisive, and focused during emergencies. Learn how to lead confidently in times of disruption.

#### **Purpose-Driven Leadership**

Clarify your deeper “why” and lead with intention to inspire alignment, loyalty, and long-term results.

#### **Driving Vision and Change Management**

Cast compelling visions and guide people effectively through organizational transitions.

#### **Rooting Out Culture-Killers & Deviance**

Identify and address negative behaviors that undermine workplace culture, ethics, and performance.

#### **26 Critical Laws of Employee Retention**

Discover the key factors that keep employees engaged, loyal, and thriving in today’s competitive landscape.

#### **SWOT and PESTLE Analysis**

Use proven strategic tools to assess internal strengths and external forces for smarter planning and growth.

#### **Writing Job Descriptions & Screening Candidates**

Craft clear, effective job descriptions and improve hiring outcomes with structured screening strategies.

#### **Crucial Organizational Communications**

Learn how to deliver difficult messages—such as layoffs, leadership changes, or policy updates—with professionalism and care.

#### **Beyond Emotional Intelligence**

Advance beyond awareness into emotionally intelligent leadership behaviors that build trust and drive outcomes.

#### **Effective Workforce Planning**

Align talent needs with business goals to build a future-ready workforce.

#### **Talent Reviews and Succession Planning**

Identify high-potential talent and build strong pipelines for leadership continuity.

#### **Prevention and Response to Legal Claims**

Protect your organization by understanding how to prevent and properly respond to employment-related legal risks.

#### **Revamping Toxic Organizational Culture**

Transform negative workplace cultures into thriving, respectful, and high-performing environments.

#### **Creating Training Plans & Competency Matrices**

Design strategic training roadmaps and role-specific competencies to drive development and performance.

#### **Next-Level Critical Thinking**

Sharpen analytical thinking and decision-making skills to solve complex workplace challenges.

#### **Launching Employee Electronic Surveys**

Build and launch effective surveys that drive actionable insights and employee engagement.

#### **Leading People Leaders**

Equip managers of managers with advanced leadership tools to guide, mentor, and empower their teams.

#### **21 Key Federal Employment Laws**

Understand the most important federal workplace laws every leader must know to stay compliant and avoid risk.

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# How Much Is Your Expertise Worth?

Serious professionals  
invest in mastering  
their leadership, HR  
strategy, and AI capability.



Dr. Anthony Da Silva, SHRM-SCP, SPHR, GPHR  
I/O Psychologist (Ph.D.) | Doctor of Business Administration (DBA)



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