

Welcome

Dr. Dyrell Foster
College President



Welcome & College Updates,
New Colleagues on Campus,
What's Right at LPC

President Foster

Facilities Master Plan Update

Cambridge West Partnership

Budget Update

Sean Brooks, Vice President, Administrative Services

Academic Senate Update

Ashley McHale, Academic Senate President

Zero Cost Textbooks

Lyndale Garner, Professor, Early Care and Education

California Virtual College (CVC)

Nan Ho, VP Academic Services & Kat King, Instructional Technology Coordinator

Fraudulent Enrollment

Rajinder Samra, Director of Research, Planning and Institutional Effectiveness

Student Government Update

Angelo Mercado, Student Government President

5 Minute Break

All Town Meeting Attendees

The 5 Biggest Misconceptions
About Self-Care & Emotional
Well-Being

Brett Frances



Las Positas College



College Updates

The Talk Hawks Take on Incheon, South Korea



BayBop at Santa Cruz Jazz Festival



LPC Media Students Shine Big at Annual Convention



LPC's Future Business Leaders of America!



Hawks Historic Season

**HAWKS MAKE
LPC HISTORY
IN 2024-25**

26-5



**NORCAL
COACH OF
THE YEAR**
JAMES GIACOMAZZI

**ALL
STATE**

ONLY HAWK SELECTED
THIS SEASON
BY CCCMBCA

PAST ALL-STATE SELECTIONS
JORDAHN JOHNSON ('23, '22), MICHAEL HAYES ('20, '19), ANAND HUNDAL ('18)
STOKLEY CHAFFEE ('17), BRANDON EBOIGBODIN ('26), DYLAN HEATH ('12)

**JORREN
EDMONDS**
12.0 POINTS
6.8 REBOUNDS
4.6 ASSISTS
2.9 STEALS

**ELIJAH
MOBLEY**
19.3 PPG

**MECCA
OKEREKE**
1.6 BPG

**STERLING
McCLANAHAN**
14.8 PPG

**RANKED
No. 1 IN
STATE**

SPENT FOUR WEEKS
ATOP CCCMBCA
RANKINGS.
FIRST NO. 1 RANKING
SCHOOL HISTORY

2022 | 2025

ELITE EIGHT

BEAT COLUMBIA 91-80 | BEAT MODESTO 78-69
LOST TO CITRUS 112-73

85.9 PPG
8TH MOST IN CALIF.

71.0 PAPG
33RD BEST IN CALIF.

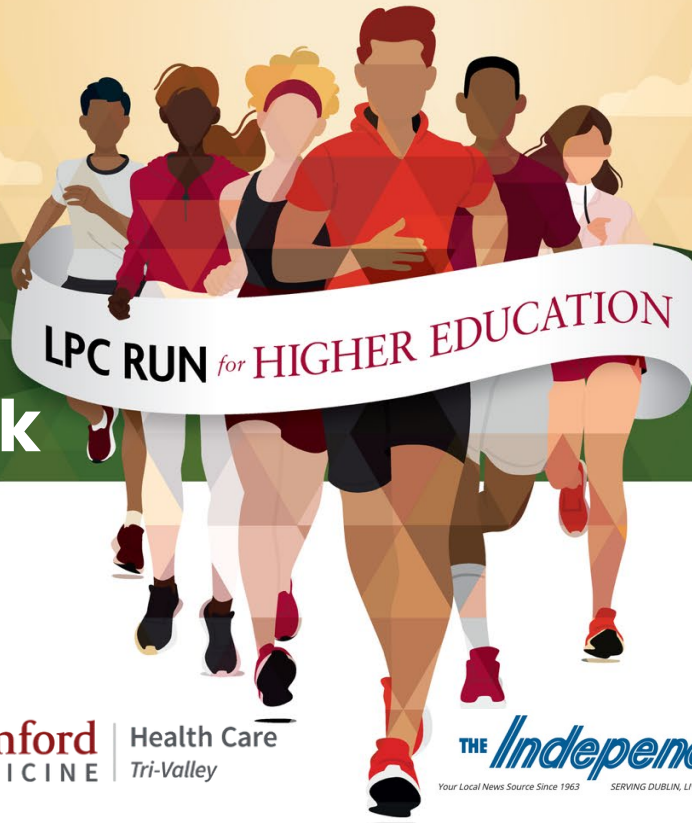
PHOTOS
IAN KAPSALIS
DESIGN
JAKOB ARNARSSON
JAMES SEVILLA
SOURCES
LPC HAWKS
3C2ASPORTS.ORG





LAS POSITAS
COLLEGE

Advancing Health,
Wellness & Learning



5k & 1M Fun Run/Walk

Saturday, March 29

265 Registered Participants!
+Plus Many Cheering Supporters

Sponsored by:

UCMERCED

UNCLE CREDIT UNION



Stanford
MEDICINE

Health Care
Tri-Valley

THE Independent
Your Local News Source Since 1963 SERVING DUBLIN, LIVERMORE, PLEASANTON, SUNOL

LAS POSITAS COLLEGE
FOUNDATION

LAS POSITAS COLLEGE
STUDENT GOVERNMENT





It Was a Fun and Festive Event!



Las Positas College
Run for Higher Education

Las Positas College Spring 2025 Open House

Please join us on campus to find out why Las Positas is ranked one of the Best Community Colleges in America.

Saturday
March 29, 2025
11am - 1pm

Academic & Resource Fair - Connect with faculty and staff. Explore the many academic pathways.

Information tables covering Financial Aid, Counseling, Guaranteed Transfer, Concurrent Enrollment & More



Our Fun Run/Walk Was Followed By:
LPC's 3rd Annual Open House
That Drew 400+ Attendees!





USC University of
Southern California

Race and Equity Center

"Using Disaggregated Course Outcome Data to Understand the State of Racial Equity Produced in Your Classroom"

Flex Credit Approved



Save the Date!

Collegial Discussion via Zoom

Wednesday, April 30 at 2:30PM



LPO
GEPG

COLLABORATIVE FOR EQUITY AND
PROFESSIONAL GROWTH

2025-26 Classified Senate Governing Council



Congratulations to the newly elected members of our Classified Senate Governing:

President: *Aubrie Ross*

VP of Communications: *Suzanne Kohler*

VP of Fundraising: *Jennifer Tonn*

VP of Activities: *Lilibeth Mata Juarez*

Secretary: *Noël Fagerhaugh*

Treasurer: *Jennifer Farber*

Ambassadors: *Amy Rel, Andrea Anderson, Savannah Richardson, Sharon Davidson*

Past President: *Jean O'Neil-Opipari*

SEIU Leadership, Site VP: *Jason Maxwell*

Groundbreaking Ceremony: April 15th @ 3pm



You're Invited!

STEAM COMPLEX

Groundbreaking Ceremony

**Tuesday
April 15th
3:00 PM**

- SCIENCE
- TECHNOLOGY
- ENGINEERING
- ARTS
- MATHEMATICS

RSVP HERE



Building 1600, 3000 Campus Hill Drive, Livermore CA

An architectural rendering of the STEAM Complex building. The building is a long, two-story structure with a prominent red corrugated metal facade on the left side and a white facade with large glass windows on the right. A covered walkway runs along the front of the building. Several people are shown walking and sitting on the steps and walkway. The building is surrounded by greenery and trees.

New Colleagues on Campus

Dr. Dyrell Foster
College President



Tania Torres

Admissions and Records
Assistant III



Cheryl Goldbeck

Laboratory Technician,
Biology/Chemistry





What's Right at LPC?



April 2025



Chip Woerner

Facilities Master Plan Update

Cambridge West Partnership



Budget Update



Sean Brooks
Vice President, Administrative Services

LPC Year-End 2024-25 (FYE 25) Closing Timeline



- Please pay attention to timelines because
 - 'Because time won't give me time, and time makes cost center managers feel
That they have more time, but that is not for real
But you and me we know, we do not have more time
And time won't give me time, Won't give me time
(Time, time, time)'
Time (Clock of the Budget), Culture Club, 1982
- Time After Time
 - 'If you're lost, you can look and you will find me/us (the Budget Office)
Time after time
If you fall, I will catch you, I'll be waiting
Time after time'
Time after time, Cyndi Lauper, 1984

LPC Year-End 2024-25 (FYE 25) Closing Timeline



<u>Date</u>	<u>Transaction Type</u>
Friday, May 16th	Office Depot and Amazon Orders
Thursday, June 5th	Travel Mileage Reimbursements (July 2024-May 2025) Conference Advances
Monday, June 9th	Conference Expense Claims (July 2024-May 2025) Disbursement Requests; May P-Card Log
Thursday, June 12th	P-card Use
Wednesday, June 18th	Deposits
Monday, June 30th	Receipt of goods and materials for FY25 at the warehouse Budget Transfers
Wednesday, July 2nd	June P-Card Log; Conference Expense Claims (June only) Travel Mileage Reimbursements (June only) Invoices against POs
Thursday, July 17th	Labor Redistributions; Journal Entries (Expense Transfers)

Budget FY 2025



Fiscal								
Year	ACCT	ACCT Description	ADJUSTED BUDGET	YTD EXPENSE	ENCUMBRANCE	AVAILABLE BUDGET	YTD%	
25	1000	FT Academic Salaries	17,275,284	12,598,540	-	4,676,744	73%	
25	1000	PT Academic Salaries	3,855,491	8,423,690	-	(4,568,198)	218%	
25	2000	Classified Salaries	8,446,339	5,644,427	-	2,801,912	67%	
25	3000	Benefits	13,221,354	10,297,130	-	2,924,224	78%	
25	4000	Supplies	132,299	70,250	19,732	42,317	68%	
25	5000	Other Operating	925,379	531,068	58,514	335,797	64%	
25	6000	Capital Outlay	17,718	8,959	2,476	6,283	65%	
25	7000	Transfers	597,803	12,631	-	585,172	2%	
2024-25 March Total			44,471,667	37,586,694	80,722	6,804,250	85%	
Fiscal								
Year	ACCT	ACCT Description	ADJUSTED BUDGET	YTD EXPENSE	ENCUMBRANCE	AVAILABLE BUDGET	YTD%	
24	1000	FT Academic Salaries	16,856,465	12,299,266	-	4,557,199	73%	
24	1000	PT Academic Salaries	5,082,908	7,797,107	-	(2,714,199)	153%	
24	2000	Classified Salaries	7,939,704	5,495,991	-	2,443,714	69%	
24	3000	Benefits	12,805,030	9,731,606	-	3,073,424	76%	
24	4000	Supplies	143,080	89,672	29,302	24,107	83%	
24	5000	Other Operating	935,756	524,540	82,184	329,032	65%	
24	6000	Capital Outlay	105,340	103,654	-	1,686	98%	
24	7000	Transfers	176,442	-	-	176,442	0%	
2023-24 March Total			44,044,725	36,041,834	111,485	7,891,405	82%	
Note: Gen Fund 103001 only								
As of 3/28/25								

Academic Senate Update

Ashley McHale
President, Academic Senate



LPC Academic Senate Happenings



- Sanctuary Campus Reaffirmation PASSED
- AB 1705 Resolution PASSED
- Constitution/Bylaws update – with Elections
- Academic Honesty Policy – Coming SOON!
- Classified Appreciation Event: May 14!!

Zero Cost Textbooks



Lyndale Garner
Professor, Early Care and Education



ZTC REPORT

Town Hall Meeting 4-2-25

Acronyms

ZTC- Zero Text Cost

There is a supportive push to convert as many ZTC sections to ZTC courses, ZTC courses to ZTC pathways. We have been allotted money from the Chancellor's office in recent years to make this happen.

LTC-Low Text Cost

At LPC, A textbook under 50 dollars pretax

ZTBC- Zero Textbook Cost

LTBC- Low Textbook Cost

OER-Open Education Resource

Openly licensed materials that typically allow you to retain, reuse, revise, remix, and redistribute the content. In other words, you can freely and legally use and reuse OER at no cost, and without needing to ask permission.

Examples of ZTC

- OER
- Public domain materials
- Free Web resources
- Instructor-created materials
- Lending Library
- Library articles, streaming films, and particularly eBooks that allow for unlimited users and perpetual licensing

Funds from the Chancellor's Office

- Three phases so far:
- Phase 1: Planning, \$20,000 and
- Phase 2: Implementation, \$180,000
- Phase 3: Acceleration for Specific Pathways
 - Initial Award \$25,000 targeted at the Anthropology AAT
 - Facilitates collaboration with other CCCs and exploration of shared resources for the Anthro AAT, with prospects for additional funding

SPOTLIGHT: ECE'S ASSOCIATE TEACHER CERTIFICATE'S ZTC JOURNEY

Required Core Courses (13 units)

ECE 50: Early Childhood Principles and Practices (3 Units)

ECE 56: Child Growth and Development (3 Units)

ECE 62: Child, Family, and Community (3 Units)

ECE 63: Early Childhood Curriculum (4 Units)

ZTC Method

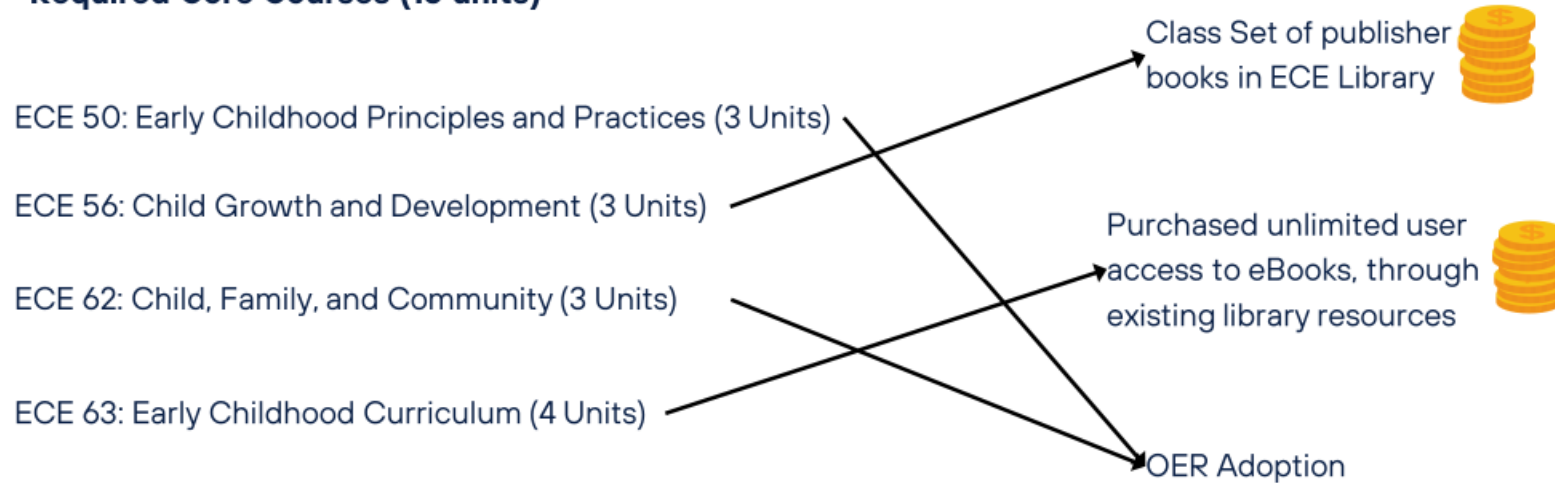
Class Set of publisher
books in ECE Library



Purchased unlimited user
access to eBooks, through
existing library resources



OER Adoption



2025 Allotment

- In March, We have been awarded 320,000 dollars to develop 2 Pathways
- Implementation by Fall 2027
- ZTC Event April 30th in Teaching and Learning Center @ 2:30pm

Information and Food Hosted by ZTC Task Force

Angela Amaya, Kali Rippel-OER Liason, Kat King -Supported by Dean and VP

Last Things

- Contact Lyndale Garner
- Funding Request form: laspositascollege.libwizard.com/f/ztcfundsrequest – ZTC Web page
- Come to the ZTC Event April 30th
- Express interest to create a Pathway by May 16th
- ZTC Task Force Decision will be made right before we break

CVC: Teaching College Implementation



Nan Ho, VP Academic Services
Kat King, Instructional Technology Coordinator

California Virtual Campus (CVC)



LAS POSITAS
COLLEGE

The CVC is a partnership among the California Community Colleges (CCCs) intended to increase student access to and success in high-quality online courses.

Consortium colleges get:

- Shared technology (ex: Canvas, NetTutor)
- PD resources (ex: CVC@ONE webinars)
- Participation in the CVC Exchange



California
Community
Colleges

California
Virtual Campus

Our CVC Status

- **Phase 1: "Home College" status – completed**
 - Offer student services online
 - Establish our local Peer Online Course Review
 - Sync our online courses to the CVC Exchange
- **Phase 2: "Teaching College" status – *in progress***
 - Prepare for "seamless enrollment"
 - Weekly meetings with stakeholders across our district



Help us thank our team



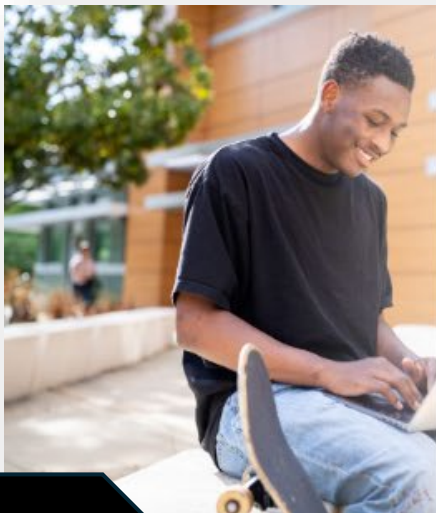
LAS POSITAS
COLLEGE

- Academic Services
- Administrative Services
- Admissions & Records
- Counseling
- Distance Education
- Enrollment Services
- Financial Aid
- Marketing & Communications
- Student Services
- Technology Services
- Our counterparts at Chabot
- District ITS
- District Business Services
- And more!



California
Community
Colleges

California
Virtual Campus



California Virtual Campus

Enroll in an online course at another California Community College without the hassle of filling out a separate application!

STUDENTS START HERE

cvc.edu

How It Works

1

Search for online courses offered at other California Community Colleges when you can't find what you need at your own college.

2

Add the class you're looking for without filling out a new application.

3

If eligible, your registration will be confirmed within minutes!

HOME CALIFORNIA COLLEGE

- ☐ I don't have a home California college
- ☒ I have a home California college

Select your home college ▾

SEARCH BY

- ☐ Gen Ed Requirements
- ☐ Home College Course Name
- ☐ Keyword
- ☐ Subject

Please select a **college** and **search type** to find classes.

Find Classes



EN ^



CVC Badges



LAS POSITAS
COLLEGE

Compton College

ENGL101 - Reading and Composition

 Online Tutoring  Quality Reviewed  Zero Textbook Cost

UNITS

4.0 Units

TERM

Apr 19 - Jun 13

TRANSFERABILITY

✓ IGETC ✓ CSU BREADTH

Tuition

\$184.00 



- ✓ Online Tutoring
- ✓ Quality Reviewed (POCR)
- ✓ Zero Textbook Cost



California
Community
Colleges

California
Virtual Campus

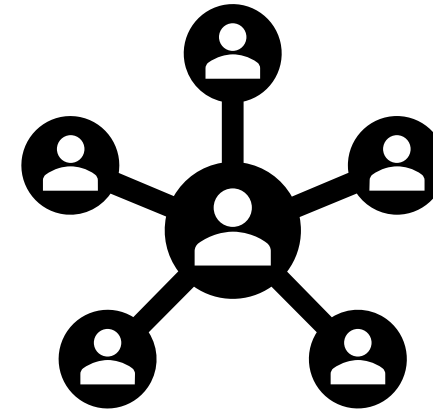
Learn More



LAS POSITAS
COLLEGE

Have questions or want to get involved? Reach out to Kat King at kmking@laspositascollege.edu.

We'll update you all again soon!



California
Community
Colleges

California
Virtual Campus

Fraudulent Enrollment

Rajinder Samra
Director of Research, Planning and
Institutional Effectiveness





LPCSG APRIL TOWN MEETING PRESENTATION

2025



THE MARKET



- March 25th, 2025 served over 150 families
- Thank you to our amazing Basic Needs
Program Manager Cassondra Reinsel



Sueños

LPC THEATRE ARTS

MEET YOUR CANDIDATES FORUM

21 Candidates

CAMPAIGNING & VOTING

Monday, April 14, 2025 - Saturday, April
19, 2025

Location:
Main Quad

LPCSG COHORT



We have selected our 7 continuing Senators

- 16 Senators interested
- Per our Bylaws, 7 were voted and selected by the entire Senate

LPCSG DIRECTOR OF EVENTS



We have a new Director of Events

Mehrsa Gholikhamseh

CADAA & AB 540

WORKSHOPS



Assisting Students in filling out applications
for CADAA & AB 540



Monday, March 31 from
12:00 PM - 1:00 PM

Tuesday, April 1 from 5:00
PM - 6:00 PM

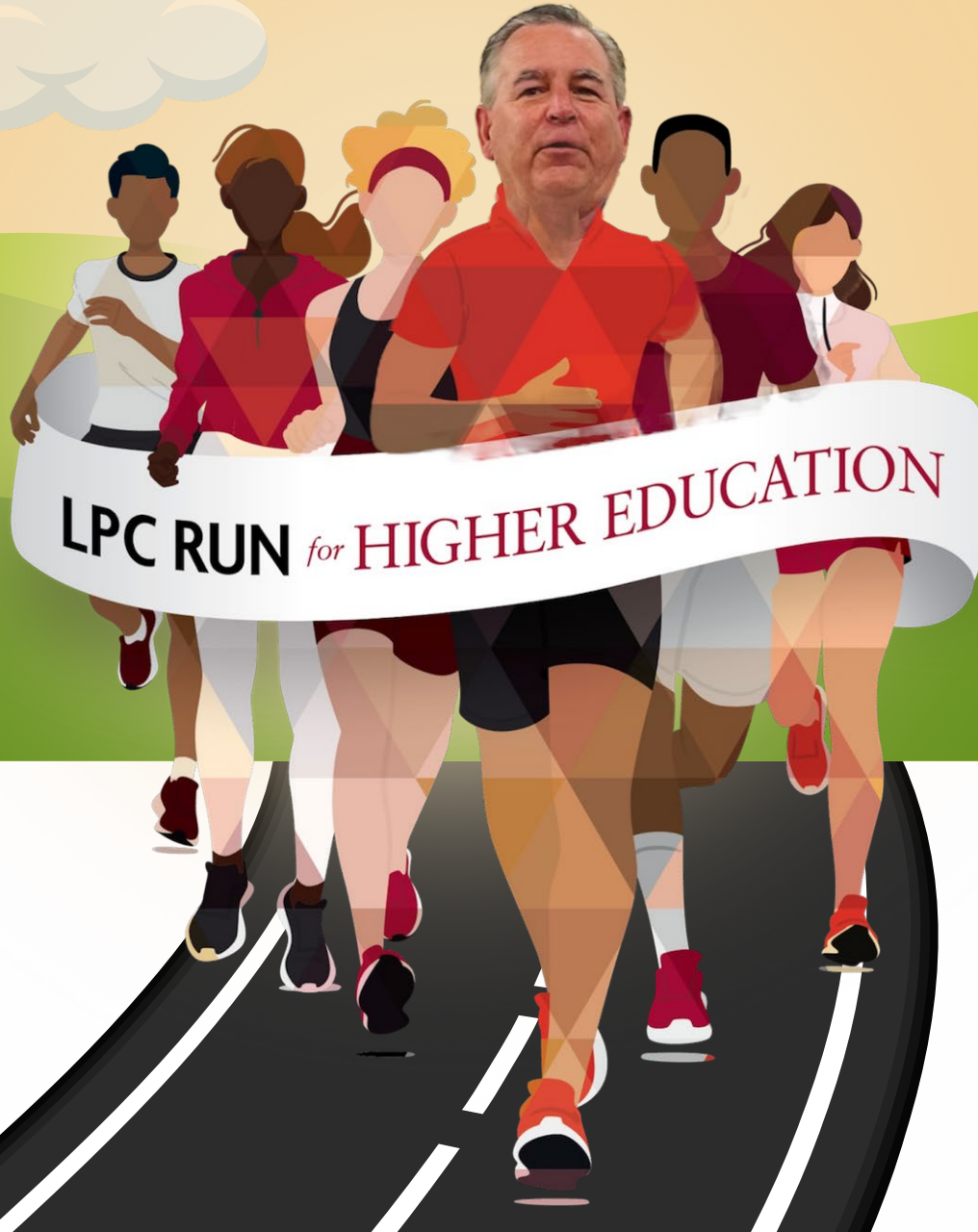


Room 1642, New Student
Support Center

QUESTIONS OR ACCOMODATIONS

LPC-DREAMCENTER@LASPOSITASCOLLEGE.EDU

LAS POSITAS COLLEGE



LPC OPEN HOUSE

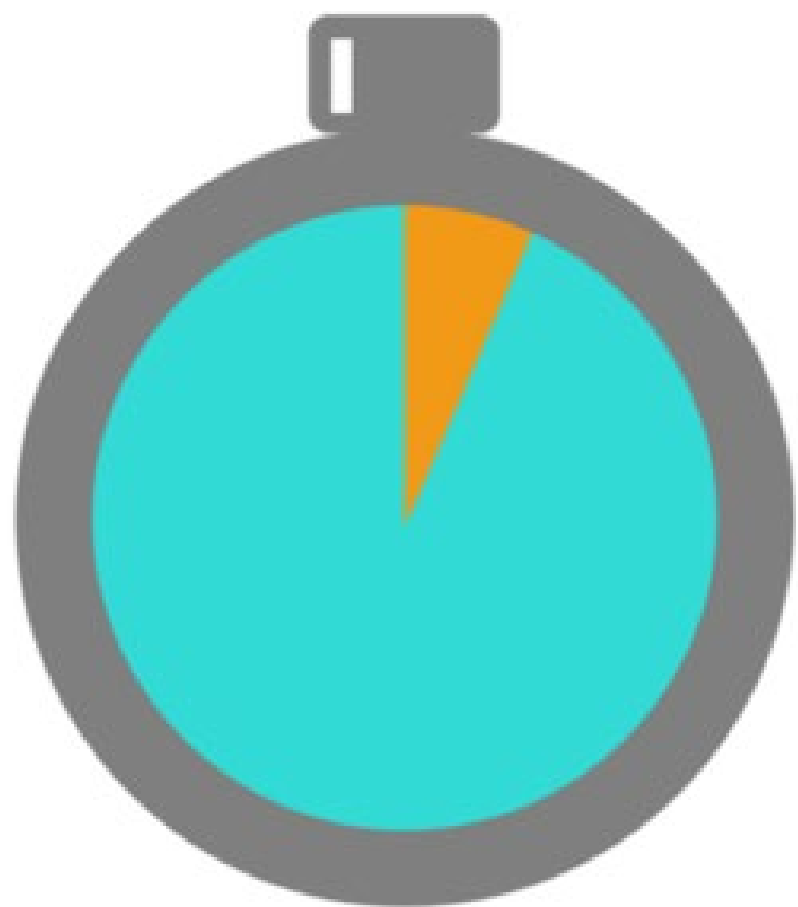


- We opened the Welcome Center
- Provided tours in the Mini Market
- Described the Student Life experience at LPC

LAS POSITAS COLLEGE STUDENT GOVERNMENT

THANK YOU





5 minute
break

Misconceptions About Mental Wellness

Emotional Wellbeing

Acceptance

Mastering Emotions

Mastering Communication



Brett Francis

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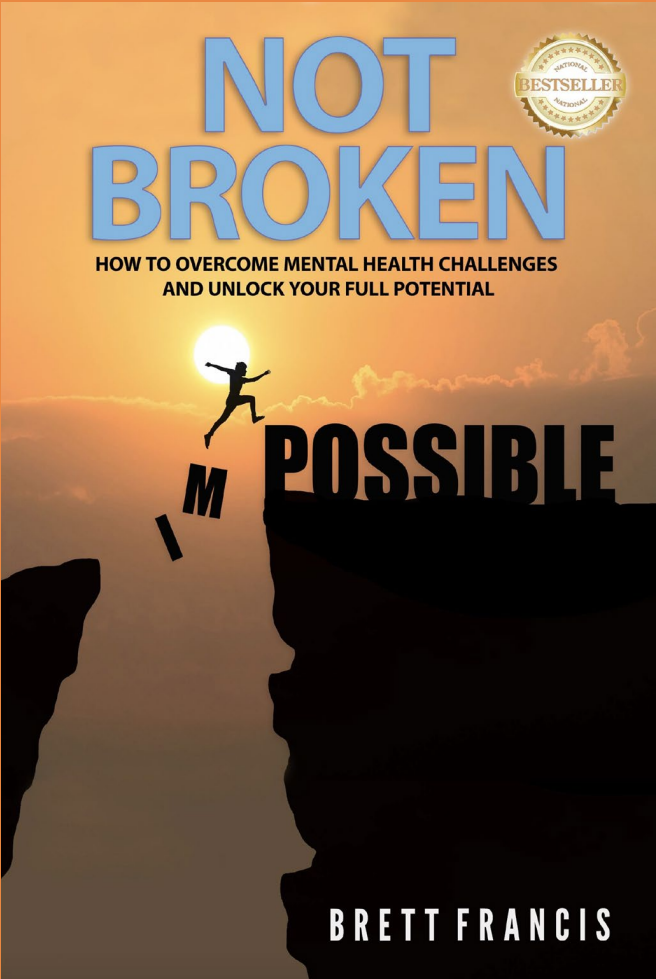
Photos allowed, no videos please

FaceBook and Twitter Handles -
[@brettspeaksnow](#)



Speaker,
Corporate Trainer,
Advocate

Entrepreneur



Mom
Surgeries/Pain
Bullied
My diagnoses
Person
Victim/Unstable
Matt





WHAT ARE THE STATS?

Why is reducing stress so critical now more than ever?

- 1M employees miss work every day due to stress (*The American Institute of Stress*)
- Economic loss due to chronic stress in America is \$193.2 billion per annum (*NAMI*)
- Employers gain \$7 for every \$1 invested in employees emotional well being (*MHA*)
- Stress results in more days of disability than chronic physical health conditions (*NAMI*)
- Stress is the cause of 1 /3 of disability claims and 70% of disability costs (*MHA*)

How many people struggle with
mental health challenges?

20%

- 1 in 5

- 8% major depression (2.9 MILLION Canadians)

- 1% bipolar

- 1% schizophrenia

- 10% of Canadian youth are affected by a mental illness or disorder

- Mental health challenges and disorders are more common than breast cancer, lung cancer and heart disease! - PUT TOGETHER

Considering these drastic numbers, you would think that there would be sufficient awareness, education, support and tools for those who struggle.

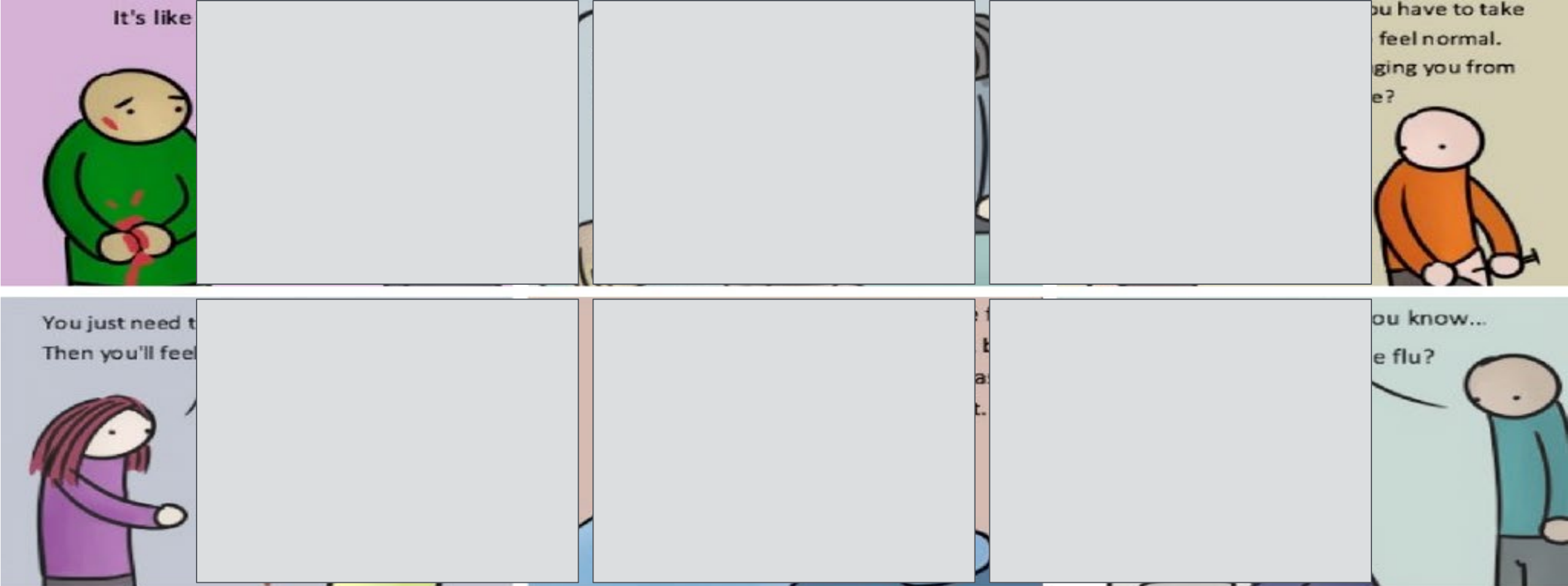
But there isn't.



What does a happy workplace look like?

- Validation
- No judgement/stigma
- Trust
- Respect
- Career growth
- Feedback
- Engagement
- Recognitions
- Flexible Work Approach
- Open Communication
- Roadmap toward goals, definable
- Company Vision





If we treated physical
illness like mental
illness, we would be in
crisis!

Stigma erodes confidence that
mental illnesses are real, treatable
health conditions.

We have allowed **stigma** to erect
barriers around effective treatment
and recovery. It is time to take
those barriers down.

Mental Illness
Awareness
Week: Oct.
7-13

End the stigma.
Change lives.

Huffington
Post

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Stress

*What is it?

Causes? Work/Other?



The body's reaction to any change that requires an adjustment or response.
NORMAL.

Our body reacts to these changes with physical, mental, and emotional responses.

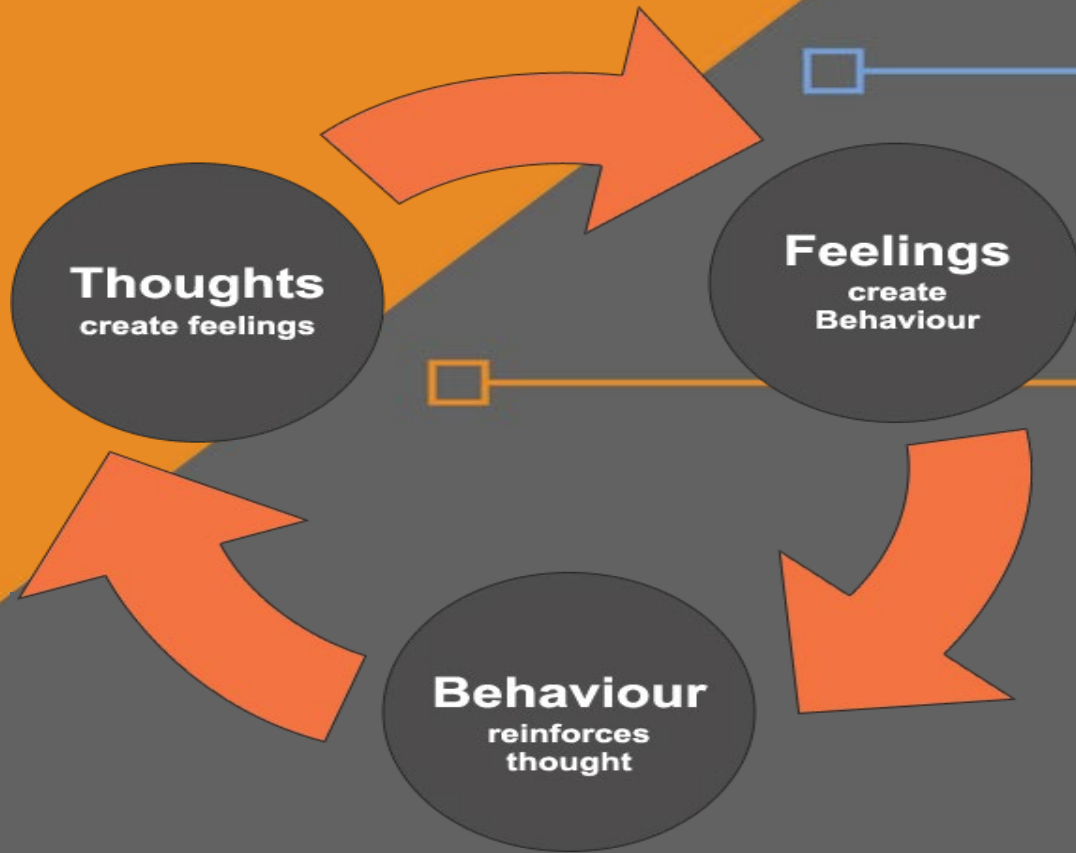


**What does stress look like to you?*

Stigma

What are some stress stigmas?

‘Mental health’ refers to our cognitive, and/or emotional wellbeing.



1 Thoughts

2 Feelings

3 Behaviour



Myths or Misconceptions

- Leave it at home, don't bring it to work visa versa - There is no separation
- People can control by snapping their fingers
- Being stressed all the time is normal and how we should be living - Stress is not a competition, we don't have to be in super speed all the time
- Learning mindfulness, meditation and all these things will totally get rid of it
- De-stressing is very time consuming

*What you find most difficult to work with/in?



Causes of Stress

- Culture or lack of
- Trauma and loss
- Low or no change management
- Bad management practices
- Client and peer demands
- Working environment
- Employee relationships
- Lack of resources
- Team or individual skillsets
- Role conflict
- Poor ergonomics
- Poor economics

Signs of Burnout



Exhaustion



Dreading work



Trouble sleeping



Depression



"Drowning"



Short temper



No time for
non-work-related things

What is Burnout?

Burnout is the result of prolonged stress and chronic workplace stress that has not been resolved or managed within three dimensions:

- A loss of energy and increased exhaustion
- Mentally feeling disconnected from your environment
- Lower productivity and or inefficacy within your job and environment

While burnout is often related to employment, you can experience this fatigue within any area of your life:

Parenting

Caretaking

Romantic relationships that may cause extreme mental, emotional and physical exhaustion

Why does this matter?

Employers gain \$7 for every \$1 invested in employees emotional well being (*MHA*).

It's the best way of making sure people stay motivated and do the best work they can.

Happiness

Happy employees = Better workplace

Want to be there

Better relationships

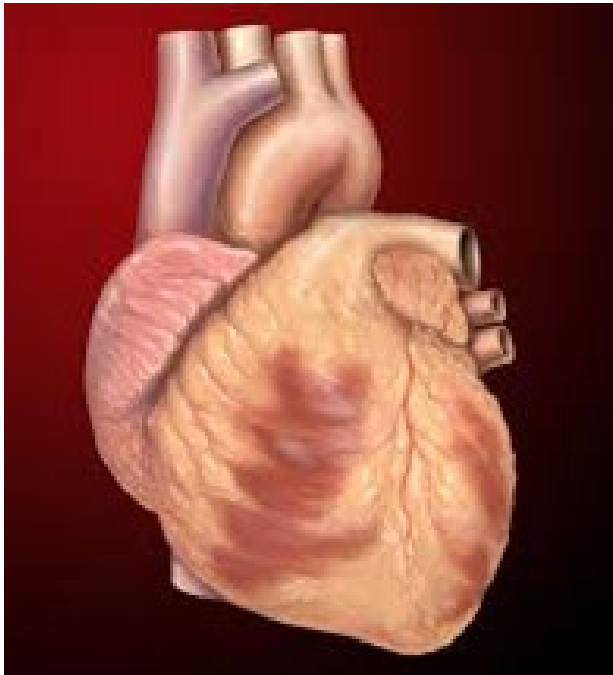
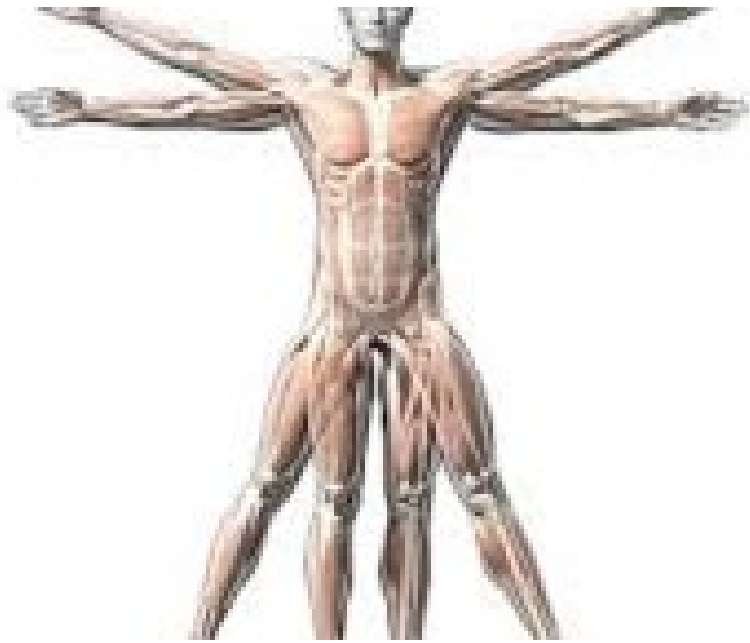
Less conflict

Better for “bottom line”

Benefits:

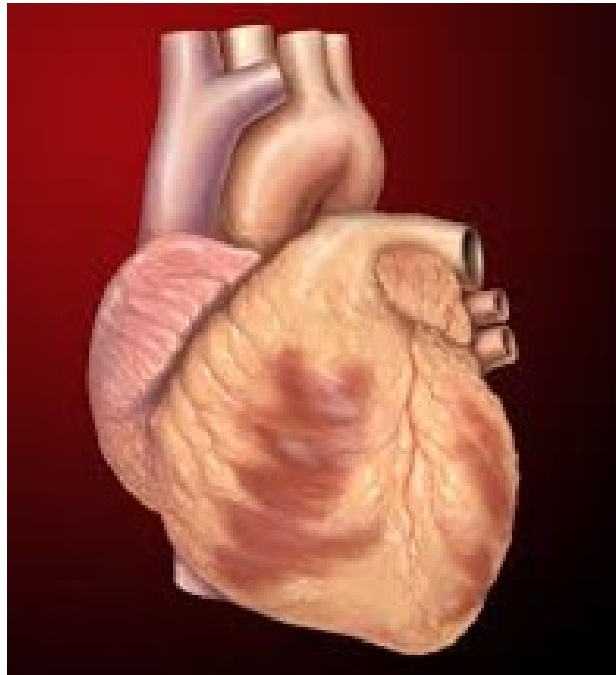
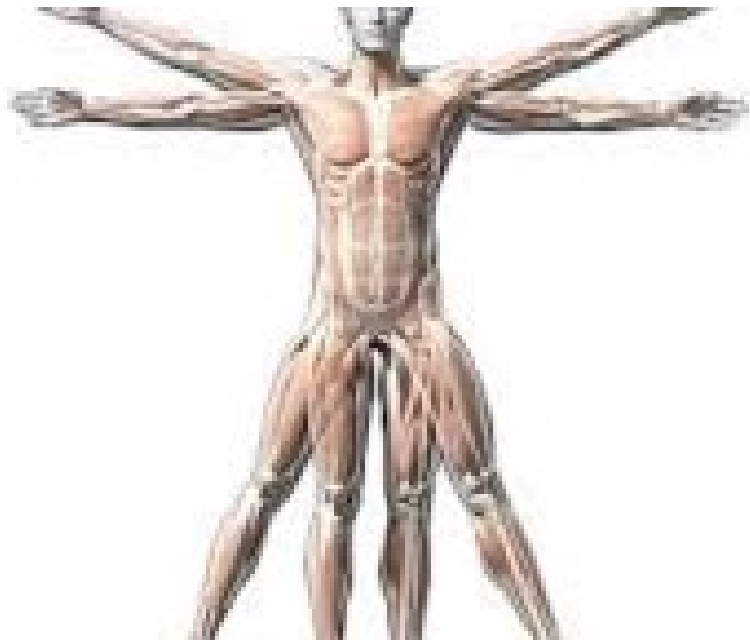
- Work life balance
- Improved Productivity. Financial compensation isn't enough to make someone more productive.
- Better Employee Retention. High employee turnover is costly to a business.
- More Harmonized Work Environment. Happy people are easier to work with.
- Better Relationship With Customers.
- Increased Confidence. Better Performance.

- Reducing the stigma and bias regarding stress in the workplace
- Builds resilience in your employees
- Improve employee attendance
- Create an open dialogue in the workplace
- Eliminate toxic work environments



Signs that someone is struggling?

- Turnover
- Absenteeism
- Presenteeism
- Disability and Sick days
- Conflicts
- Performance
- Grievances
- Loss of interest
- Lack of socializing
- Lack of confidence for tasks
- Disconnected, lack of focus
- Coming in late
- Overtired
- Isolation
- Personal hygiene, other physical changes
- Relationships suffering
- Irritable



Physical symptoms?

- Forgo meals, breaks and needed fluids
- Sleep deprivation, insomnia
- Loss of sleep
- Heart attack, stroke, shingles
- Acne
- Lower immune system, frequent colds/infections
- Weight gain/loss
- Libido changes
- Personal hygiene suffering
- Low energy
- Headaches
- Upset stomach, including diarrhea, constipation, and nausea
- Aches, pains, and tense muscles
- Chest pain and rapid heartbeat
- Nervousness and shaking, ringing in the ear, cold or sweaty hands and feet
- Dry mouth and difficulty swallowing
- Clenched jaw and grinding teeth

Opportunity

Accept

**Remember, accept what you
can't change but change what
you can't accept**

Use tools from employer

**How to ask for and give help –
Just have the conversation**



Reducing Stress Stigma and Bias

- Stigma prevents 40% of people from openly communicating and talking about it or anything
- Acknowledge stigma exists
- Treat others as you want to be treated - Never know
- Know the facts. Educate yourself about stigma.
- Be aware of your attitudes and behaviour. Examine your own judgmental thinking.
- Choose your words carefully. The way we speak can affect the attitudes of others.
Educate others. Challenge myths and stereotypes.
- Focus on the positive.
- Support people. Treat everyone with dignity and respect; offer support and encouragement.
- Include everyone.
- Just have the conversation, don't be worried
- Be proactive in managing stress



Building Stress Resilience

resilience:

"an ability to recover from or adjust easily to misfortune or change."

—Merriam-Webster Dictionary

Avoid:

- Excessive workload
- Disregard for rules and policies
- Bullying
- Lack of managerial support

Do:

- Promote physical and emotional wellness (Exercise, diet, hobbies, etc)
- Promote an open and trusting environment
- Offer EAP program
- Fair treatment
- Reward and/or praise good work
- Be flexible
- Promote social networks
- Allow self care for employees and “breathers”
- Mindfulness
- Compassion

Stress Management Practices and Promoting Employee Wellness (Easy to Implement)

- Recognize the importance to yourself and your organization
- Do these for yourself and encourage for your employees
- Say “NO” more often
- Self care
- Talk about it
- Be upfront
- See a counsellor, take advantage of your EAP program
- Try some simple stress busters (Me time, exercise, diet, less alcohol, etc)
- Try mindfulness – studies have found mindfulness can help reduce stress and improve your mood
- Use calming breathing exercises, download some relaxation and mindfulness apps on to your phone
- Listen to an anxiety control audio guide
- Make more time for your interests and hobbies
- Take a break or holiday
- Make sure you're getting enough sleep

- Understand your own challenges/limitations and communicate them
- Don't shy away from your needs
- Be comfortable in your own shoes and don't feel belittled or lesser, everyone has needs
- Focus on your family and friends
- Have fun and enjoy your life
- Provide wellness training
- Encourage open communication
- Communication boundaries
- Be flexible
- Reflect on how your team is lead
- Encourage personal space and time
- “Break” space
- Encourage physical wellness
- Prompt conflict attention and resolution

What are some of your needs?

Mastering Emotions for Workplace Challenges

1. Accept It

1. Change Your Feelings and Perspective

1. Transform

- Identify your true feelings
- Emotional check in
- Impulse
- Logic “The little man”
- What you want now vs more
- What you focus on
- Patience
- Other person’s shoes
- What did you contribute
- Maintaining emotional equilibrium
- Healthy boundaries and saying “No” more
- Take a breather or self care break
- Be aware of your language
- “I” statements

Communication – Why Work On It?

Benefits

- Better engagement
- Increased morale
- Improved productivity
- Reduced turnover
- Greater loyalty
- Better collaboration
- Fewer Conflicts
- Greater motivation

Types of Communication

- Verbal Communication
- Non-Verbal Communication
- Written Communication
- Listening
- ***Examples of each
- **Positive/open vs negative/closed

Good Communication Skills are the Key to Success



Communication and Creating an Open Dialogue

- Say something
- Clarifying intend and wording
- Coming off the right way, tone of voice - Constructive vs deconstructive, accidentally sabotaging situations by the words you choose
- Power of a smile and other body language to shift emotional environment
- Think about it, or tell someone you need to think about it - Advantage of a cooling off period
- How to get any hot head to cool down, cooling off any hot situation
- Corporate time outs
- Have an open mind
- Don't avoid the conversations that may not be that pleasant to have
- Needs to be fluent practice
- Don't give up if you get a bad response, some people don't practice good communication
- Seek feedback

*Challenges with communication (Blue vs blue)

**IT'S OKAY TO
NOT BE OKAY**

NOT BROKEN

**NEVER GOING TO
BE PERFECT**



SO YOU'VE GOT TOURETTE'S? – AWESOME!

**HOW ABOUT ANXIETY?
- GREAT!**

- ADHD? – RIGHT ON!

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Thank you so much for your attendance, I truly enjoyed your company!

Questions?



THANK YOU

