

withCourtney™

Social Emotional Professional Learning Catalog

**For Businesses and Organizations
aiming to increase social capital,
emotional intelligence, and productivity
across teams**

By Dr. Courtney A. Johnson

Introduction



Dr. Courtney A. Johnson is a strategist, organizational designer, and leadership architect with two decades of experience helping companies, institutions, and mission-driven organizations strengthen their systems, people, and culture. Her work sits at the intersection of emotional intelligence, high-impact leadership, and sustainable organizational growth. Through her signature pillars—Empower, Value, Yield—Dr. Johnson supports teams in building the social capital, mindset, and relational capacity required for modern workplaces to thrive.

Her Social-Emotional Professional Learning experiences are intentionally designed for corporate teams, executives, managers, HR leaders, and cross-functional staff who want to elevate emotional intelligence, communication, collaboration, and psychological safety across their organizations. Each session blends research-based frameworks with practical, immediately applicable tools that improve performance, strengthen team relationships, and increase productivity.

Tiered Service Packages

| Tier | Service | Description |
|------|------------------------------------|--|
| 1 | Core Development Series | Foundational single day workshops designed to enhance classroom and compliance practices |
| 2 | Leadership & Systems Cohort | Multi-day or three-month series building leadership, data, and systems-level capacity |
| 3 | Comprehensive District Partnership | Year round consulting, professional development, and improvement planning |

Overview of Enclosed Services

1

Emotional Intelligence (EQ) for High-Impact Teams

2

Psychological Safety & Trust-Building

3

Trauma-Informed & Compassionate Leadership

4

Difficult Conversations, Feedback & Conflict

5

DEI-Rooted Relational Skills & Belonging

6

Boundaries, Burnout Prevention & Sustainable Performance

7

Social Capital & Relationship Mapping

8

Communication Styles, Tone & Emotional Literacy

9

Resilience, Adaptability & Change Management

10

Consulting Services

1. Emotional Intelligence (EQ) for High-Impact Teams

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| 1 | The EQ Advantage: Leading with Awareness & Influence | Build emotional literacy, strengthen decision-making, and elevate team communication. |
| 2 | Mastering Self-Regulation Under Pressure | Tools for managing triggers, stress responses, and high-stakes moments. |
| 3 | Reading the Room: Social Awareness for Modern Leaders | Decode emotional signals, navigate personalities, and strengthen collaboration. |
| 4 | The Emotionally Intelligent Communicator | Speaking with clarity, intention, and empathy in hybrid workplaces. |
| 5 | EQ for Performance & Productivity | How emotional intelligence directly boosts execution, innovation, and workplace morale. |

2. Psychological Safety & Trust-Building

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| 1 | The Psychology of Trust at Work | Create environments where ideas, concerns, and feedback can be shared freely. |
| 2 | Leading Through Safety: How Managers Build (or Break) Team Trust | Identify micro-behaviors that foster or erode confidence. |
| 3 | High-Trust Teams: Practices that Elevate Collaboration | Relationship rituals, norms, and communication habits that strengthen cohesion. |
| 4 | Repair & Restore: Rebuilding Trust After Workplace Tension | Frameworks for restoring confidence, credibility, and connection. |
| 5 | The Feedback-Safe Workplace | Build a culture where tough conversations feel possible—not risky. |

3. Trauma-Informed & Compassionate Leadership

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| 1 | The Human-Centered Manager | Lead with compassion while maintaining boundaries, performance, and accountability. |
| 2 | Understanding Stress & Trauma in the Workplace | Recognize emotional cues and respond in supportive, strengths-based ways. |
| 3 | Compassion Without Burnout | Provide support without taking on the emotional weight of your team. |
| 4 | Leading Through Crisis and Change | Strategies for maintaining stability, clarity, and care amid uncertainty. |
| 5 | Emotional Safety for High-Performing Teams | Reduce fear-based behaviors, increase engagement, and strengthen retention. |

4. Difficult Conversations, Feedback & Conflict

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| 1 | High-Courage Conversations | Scripts and strategies for addressing conflict with clarity, empathy, and confidence. |
| 2 | The Art & Science of Effective Feedback | Deliver constructive feedback that improves performance—not morale. |
| 3 | From Tension to Teamwork | Turn conflict into collaboration with tools that repair relationships. |
| 4 | Leading Tough Conversations Across Power & Identity | Navigate sensitive moments with professionalism and cultural awareness. |
| 5 | Conflict Resolution for Hybrid Teams | Address misunderstandings across screens, time zones, and communication styles. |

5. DEI-Rooted Relational Skills & Belonging

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| 1 | Building Cultures of Belonging | Move beyond compliance toward meaningful inclusion and workplace connection. |
| 2 | The Inclusive Leader's Toolkit | Micro-behaviors that strengthen equity, trust, and collaboration. |
| 3 | Cultural Humility in Action | Operate with awareness across identities, communication styles, and lived experiences. |
| 4 | Interrupting Bias in Real Time | Practical language and strategies for addressing harmful dynamics professionally. |
| 5 | Leading Across Difference | Build cross-identity relationships that enhance team cohesion and innovation. |

6. Boundaries, Burnout Prevention & Sustainable Performance

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| 1 | Burnout-Proof Leadership | Recognize early warning signs and build systems that protect wellbeing. |
| 2 | Boundaries for High-Performing Professionals | Establish limits that increase focus, energy, and long-term productivity. |
| 3 | The Science of Sustainable Success | Shift from hustle culture to performance rooted in rest, clarity, and structure. |
| 4 | Workload, Wellness & What's Reasonable | Build healthy expectations without lowering standards. |
| 5 | Resilience Routines for Busy Teams | Simple, high-impact practices that restore team energy and engagement. |

7. Social Capital & Relationship Mapping

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| 1 | The Social Capital Advantage | Identify and cultivate the relationships that accelerate business outcomes. |
| 2 | Mapping Influence Within Your Organization | Understand formal vs. informal power structures to lead more effectively. |
| 3 | Building Strategic Networks Across Teams | Connect people, talent, and ideas to drive innovation and efficiency. |
| 4 | Sponsorship vs. Mentorship | How leaders open doors, elevate talent, and expand opportunity pathways. |
| 5 | Relationship Intelligence for Modern Leaders | Cultivate trust, credibility, and relational equity across all levels. |

8. Communication Styles, Tone & Emotional Literacy

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| 1 | Communicating with Emotional Precision | Increase clarity and reduce conflict with a richer emotional vocabulary. |
| 2 | Leadership Presence Through Communication | Align tone, body language, and messaging with intention. |
| 3 | Email, Slack, Zoom: Navigating Tone in Digital Spaces | Prevent misinterpretation and maintain professionalism across platforms. |
| 4 | Understanding Communication Styles Across Teams | Adapt your approach to maximize alignment and connection. |
| 5 | Repairing Miscommunication Quickly & Gracefully | Rebuild trust and clarity after breakdowns in communication. |

9. Resilience, Adaptability & Change Management

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| 1 | Leading Through Change with Emotional Intelligence | Support teams emotionally, not just operationally, during transitions. |
| 2 | The Adaptive Leader's Playbook | Build flexibility, resourcefulness, and innovation under pressure. |
| 3 | Navigating the Human Side of Change | Normalize emotional responses and provide stability amid uncertainty. |
| 4 | Creating Team Resilience Rituals | Establish habits that ground, center, and energize people through tough seasons. |
| 5 | Change Without Chaos | Reduce confusion, increase clarity, and maintain productivity during shifts. |

10. Consulting/Coaching Services

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| 1 | Manager as coach | Move from directing to empowering through powerful questioning. |
| 2 | Running Transformational 1:1s | Conduct meetings that build trust, alignment, and accountability. |
| 3 | Coaching for Performance & Growth | Help employees develop new skills and take ownership of their development. |
| 4 | Motivating Teams Through Coaching Conversations | Shift from micromanagement to motivation-driven leadership. |
| 5 | Empowerment-Based Feedback | Use coaching techniques to drive improvement without diminishing morale. |

Thank You

We thank you for your continued business and support! Client experience is at the forefront of our services. The withCourtney team provides high-quality, research-aligned professional development that supports organizations navigating diverse teams, complex human dynamics, and growing demands for conscious leadership. Whether working with corporate groups, nonprofits, educational institutions, or hybrid teams, Dr. Johnson's approach builds equitable, emotionally intelligent, and high-functioning cultures that improve outcomes and reduce burnout.

Dr. Johnson personally leads flagship sessions and trains her team to deliver consistent, transformational learning experiences that help organizations empower their people, value their talent, and yield stronger results.

Contact



Dr. Courtney Johnson



718.598.6392



CourtneyJ@withCourtney.com



www.withCourtney.com

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**Social Emotional
Professional
Learning
Catalog**

Dr. Courtney A. Johnson