

## **The Game Between Your Ears**

### *Are You Playing It Safe or Playing To Grow?*

Are you playing it safe or playing to grow? The biggest game you'll ever play happens between your ears, and your mindset determines whether you stay stuck or move forward. In this highly interactive session, we'll explore the key shifts that help you move past fear, let go of the impulse to chase certainty, and adopt growth-oriented thinking. You may think your current approach is helping you, but what if the very assumptions you rely on are the ones holding you back?

## **Vulnerable by Default**

### *Why Leadership Development is Non-Negotiable*

The talk, Vulnerable by Default: Why Leadership Development is Non-Negotiable, challenges leaders to confront the realities of organizational stagnation and explore how proactive leadership development can transform their trajectory. It explores how the natural pull toward stagnation or decline can jeopardize success and why intentional leadership development is the key to building resilience and driving growth. Through inspiring examples and compelling case studies, participants will see firsthand the transformative impact of a strong leadership culture. This talk is designed to spark a vision for what is possible and empower leaders with practical strategies to cultivate leadership excellence in their organizations. Join us to discover how to safeguard your organization's future by investing in its greatest asset, its leaders.

## **Workplace Motivation**

### *How the Best Organizations Unleash Employee Potential and Performance*

Let's face it: cracking the code of employee motivation is difficult. Heck, cracking the code of our own motivation is difficult! Why do some companies seem to have thriving workplaces and others not? Why do the employees in one department seem to be fully engaged and happy and, in another department, just across the hall, the employees seem miserable? In this talk we will explore employee motivation in detail and showcase how any company can transform its workplace into a hub of engagement and achievement.

## **Why Work Matters**

### *Taking a Fresh Look at the Dignity of Everyday Work*

Work – it has accompanied the human race since the dawn of time. But is work a blessing to be enjoyed or a burden to be endured? In this talk, we will explore the intrinsic value of everyday work and challenge societal perceptions about the importance of work. We will see how work is not merely a means to an end, but a source of dignity and fulfillment, highlighting the profound impact it has on individuals' self-esteem and sense of purpose. By shedding light on the often-overlooked significance of everyday work, we will be challenged to reevaluate our attitudes towards labor and the role it plays in our lives.



## **The Competent Leader**

### *The Last Talk on Leadership You Will Ever Need to Hear*

A leadership book here, a leadership expert there, leadership stuff is everywhere! Seriously though. Amazon offers over 55,000 books on leadership. We have more information and insights into leadership than at any other time in history, yet why is it still such an elusive subject to master? Part of the answer has to include the reality that to master leadership, we must first master ourselves. Another part must include the fact that to master leadership, one must possess otherworldly abilities to work with people. Human complexity makes mastering leadership an almost impossible task. In this talk, we will learn a leadership competency framework that will forever serve as a clarifying lens through which you can approach leadership development.

## **The Inner Game**

### *Mastering the Creative Mindset*

Every employee wants to be freed from the tyranny of the urgent. Unfortunately, it's easier said than done. In this talk we explore the transformative shift from a reactive to a creative approach in work. This inspiring discussion delves into the power of purpose-driven thinking, emphasizing the importance of remaining differentiated within emotional systems, and increasing our creative capacity. Developing a creative mind is the foundation for achieving the results we truly want.

## **The Outer Game**

### *Honing High-Performing Habits*

In a world that often confuses busyness with effectiveness, "The Outer Game: Honing High-Performing Habits" is a transformative discussion designed for leaders looking to elevate their professional lives. In the discussion we will focus on differentiating actual progress from mere activity, boosting motivation through clear objectives, and prioritizing systematic approaches over mere goal-setting. We will also underscore the significance of persistent effort and embedding good habits into one's identity, fostering a holistic transformation in personal and professional life through sustainable success and resilience.

## **Social Capital**

### *Investing in the Currency That Holds its Value*

Great results aren't achieved by lone rangers and one-dimensional superstars. Effective organizations are built on strong social connections. This session delves into the leadership principles and techniques of effective interpersonal communication, equipping participants with the skills necessary to forge and maintain productive, healthy relationships essential for organizational success.



## **The Multi-Generational Advantage**

### *Bridging Generational Gaps*

In today's rapidly evolving workforce, one of the most complex challenges leaders face is navigating the diverse landscape of multi-generational teams. Understanding and leveraging the unique strengths across different age groups can transform potential friction into a dynamic force for innovation and growth. The best organizations, moving forward, will be those that learn to see generational differences as potential assets.

## **Leadership Leverage**

### *Elevating Workplace Performance with EQ*

A study by Cornell University showed that executives with high EQ (emotional intelligence) demonstrated superior bottom-line results over and to executives with lower EQ. To be effective in the workplace, individuals must demonstrate proficiency in their emotional and social capabilities. Throughout this topic, we will explore the 4 domains of emotional and social competency: self-awareness, self-management, social-awareness, and relationship management. Participants will leave with an increased ability to succeed where it matters most: in relationships and results.

## **Stabilizing Systems**

### *How Leaders Cultivate Healthy Team Dynamics*

Every group is an emotional system. It is a law of group dynamics; it's not something we get to vote on. When the system is healthy, the group thrives. When it's unhealthy, the group suffers. In this topic, we will explore how leaders can ensure the system they lead is healthy and thriving. Specifically, we will look at the four components of every emotional system and the one skill leaders must master in order to establish team stability.

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## **About the Speaker:**

Kevin Johnson is the founder of Express Pros Training and a certified distributor of multiple leadership and organizational assessment tools, including the OAD Behavioral Assessment and Korn Ferry's Emotional and Social Competency Inventory. With expertise in leadership, consulting, and training, he has collaborated with organizations across industries such as financial services, manufacturing, higher education, and city governments.

Kevin has also taught business courses as an adjunct professor and holds an MBA from The University of Texas at Tyler, with additional graduate work in leadership and organizational development at MIT and Rotman's School of Management. He lives in Tyler, Texas, with his wife, two daughters, and three dogs.

kevin@expressprostraining.com  
(903) 539-7348

