



**Dr. Sherene McHenry, CSP, LPC**  
**The People IQ Expert<sup>®</sup>**  
*Leadership Speaker Packet*

**AREAS OF IMPACT**

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Leadership Development  
Burnout Prevention  
Mental Health

**IMPORTANT LINKS**

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Preview Video  
Website  
Audience Reviews

**BOOK SHERENE**

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# Yesterday's Soft Skills are Today's Power Skills



Leaders play a critical role in employee engagement, satisfaction and retention. Leaders are also essential to setting directions, making decisions, attaining goals and inspiring others. Regrettably, far too many individuals are promoted into leadership positions simply because they are good at their current position.

With the high cost of turnovers and mistakes, wouldn't it be great if your leaders actually understood the people they lead and adjusted their leadership accordingly? If they knew how to effectively address and resolve problems? If they strategically fostered psychological safety and boosted well-being, productivity and profitability?

## **Sherene:**

- Provides presentations and support services for elevating your organization's leadership effectiveness, engagement and success.
- Empowers your leaders to better understand and bring out the best in themselves and the people they lead and serve.
- Equips your leaders to address concerns quickly, lead uncomfortable conversations effectively, and resolve problems as they arise.
- Prepares your leaders to eradicate toxic behaviors and lessen employee stress.
- Trains your leaders to address mental health concerns with care and compassion.

## **Ideal for:**

C Suite Executives  
Leaders and Managers  
HR Professionals  
Organizations Struggling with Toxic Employees  
Organizations Struggling with High Turnover  
Associations

*"People may be complex, but they don't have to be confusing."*



**Practical. Relevant.  
Immediately  
Applicable.**

*Moving from...*

Frustration, Miscommunication, Stress,  
Burnout, Disengagement, Turnover

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*To...*

Engaged, Effective, Energized, Resilient,  
High Performance, Psychological Safety

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"I love Sherene's energy! She is engaging, dramatic and funny. It's great to be given permission to care for myself which will help me be a better leader."

- Dawn Baxter, RN Clinical Supervisor, Southland Home Health

"Sherene is so engaging and on point, and is absolutely in tune with the reality of the workplace. As a leader, she has helped me to understand the traits of the people on my team and that not everyone is a High-Flyer!"

-Jennifer Lafortune, Recruitment Manager

"Sherene has a remarkable capacity to distill her message for leaders into its essential points and deliver it with humor and without distracting jargon. She taught in an hour what I have attempted to teach in multi-day workshops."

- Kathleen Dexter, Dean of Students, University of Maine Augusta

"Sherene provides relevant messages tailored to her audience, equips them with information and skills they can readily apply, and makes learning fun!"

-Judy Helm, President, Financial Women in Texas

# From a 45 Minute Presentation to a Three Day Workshop, Sherene's Leadership Topics Include:



## Less Burnout & Stress = Greater Success!

In today's fast-paced, ever-changing world and workplace, individuals are increasingly frazzled, frustrated and fearful. Workloads are increasing. Burnout is rising. Tempers are flaring. Whether your leaders or their team members are stressed out, burned out or thinking of tapping out, they will learn strategies they can immediately implement to be focused, energized, and motivated. As your leaders operate from a position of strength, they guide those they lead and serve to do the same.

## Boost Your Engagement: Leading the Five Types of People

Ever want to scream, "Why don't people just do their job?" You are not alone. According to Gallup, only 33% of US employees report being actively engaged and committed to their work and workplace, 50% report being passively disengaged, and a terrifying 17% admit to being actively disengaged and trying to cause problems. While it would be wonderful if everyone showed up, got along and performed at the highest levels, Lackers, Slackers and Hackers exist and negatively impact organizational culture, engagement and performance. Your leaders will learn to bring out the best in themselves and others, halt disruptive behaviors before they destroy morale, and protect high performers from burnout.

*\*Based on Sherene's book Navigate: Understanding the Five Types of People*

## Creating Psychological Safety and High Employee Engagement

In today's uncertain, rapidly changing world, toxic behaviors continue to rise. While organizations can't change what is going on in the world, highly successful ones create healthy, psychologically safe work environments where individuals, creativity, and productivity flourish. Your leaders will learn to halt destructive behaviors and implement strategies they can immediately use to increase well-being, retention, and morale.

## Address Mental Health Issues with Care and Compassion

Mental health issues continue to rise and significantly impact individuals, coworkers and organizations. It's imperative that today's leaders recognize and assist team members who are struggling with anxiety, stress, burnout, depression, trauma, addictions and other mental health issues. Your leaders will learn to support mental health and well-being in the workplace, initiate honest conversations, address mental health concerns with care and compassion, and assist others in getting the help they need.

## Address Concerns, Resolve Conflict, Lead Crucial Conversations

Conflict is inevitable in any organization and is greatly exacerbated by stress. The good news is conflict, even during turbulent times, doesn't need to be a barrier to success. Highly effective leaders skillfully navigate conflict and problems as they arise and create high performance teams and relationships by engaging in tough conversations, holding individuals accountable, and disagreeing productively. Your leaders will be empowered and equipped to step up, tackle problems, and lead even more effectively.

# ABOUT SHERENE



The People IQ Expert, Dr. Sherene McHenry, is known for her unique ability to simplify complex concepts, and for educating, entertaining and inspiring a wide range of audiences. Her high energy, high touch, high impact presentations enhance organizations, change lives and are talked about for years to come.

## What Makes Sherene The People IQ Expert

Sherene deeply understands people and empowers individuals and organizations around the globe to bring out the best in themselves and others. She possesses a PhD in Counselor Education, authored multiple books and articles, engaged in research and spent a lifetime observing what does and doesn't work when it comes to leadership, people and relationships.

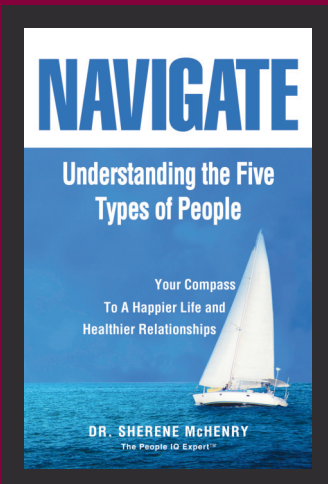
Sherene saves organizations and audiences the time, money and work it takes to gain such knowledge by simplifying and sharing the essential, real-world information they need to obtain the results they desire. Businesses boost engagement, productivity and profitability, and individuals enjoy happier, healthier relationships and greater success in and out of the workplace.

Bringing a PhD in Counselor Education, the wealth of knowledge acquired as a former graduate professor, and decades of experience as a motivational keynote speaker, Sherene is a go-to resource for organizations desiring to boost their leadership effectiveness, employee engagement and profitability.

Providing practical, immediately implementable strategies, Sherene delivers real-world solutions that decrease burnout, frustration and miscommunication. A few of the many clients Sherene has proudly served include Google, PricewaterhouseCoopers, Accenture, and the United States Army.

Sherene is the author of *Navigate: Understanding the Five Types of People, Pick: Choose to Create a Life You Love, Seven Ways To Get Your Team Fully Empowered and Engaged Guidebook, and The Busy Students' Guide to College and Career Success*. She has also authored a syndicated magazine column on leadership and workplace issues, and has been quoted in the Wall Street Journal and Speaker Magazine.

**Meaningful. Motivating. Memorable.**



**For More Information,  
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