



WORKSHOP 1

Succeeding Without Burnout

In Heather's 2025 State of Team Culture Survey, over 60% of employees reported feeling emotionally exhausted—often or always. The top drivers were unclear roles, unbalanced workloads, and recognition that never came. These are preventable, leader-shaped problems that are draining teams faster than any deadline ever could.

This workshop gives leaders a practical game plan for getting clear on who owns what, balancing workloads, and building the structures that protect teams from burning out.

Participants will experience an instantly applicable shift in their ability to:

- Clarify who owns what so people stop second-guessing
- Balance workloads before they become unsustainable
- Make sure effort gets recognized before resentment builds
- Create team structures that sustain performance without grinding people down
- Build recognition into the rhythm of the team

Tools:

The Unshakable Team book (coming: September 2026)



"You will *not* be disappointed.

Heather engages with her presence, energy, and knowledge. Her clear, executable strategies are applicable to all leaders."

CARMEN WELLS | VP, Revenue Cycle Operations, Northwell Health