



MOTIVATION, PROVOCATION, INSPIRATION

**KEYNOTE SPEECHES AND PRESENTATIONS BY
POWERSKILLS TRAINING & DEVELOPMENT, INC.**



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BOB SCHOUT

Attitude Adjustments: Remembering the Creation Cycle™ and Repelling Energy Vampires

Time: 75-120 min

Presenter: Bob Schout

Have you ever felt great walking into work and then encountered some energy vampires who seem to suck the motivational life out of you?

Our attitudes can be influenced and are also controllable. We don't always realize that we have the power to determine our own attitudes about work, life, self and others...but we do! Challenges and opportunities exist in the form of thoughts that we hold in mind, and in the forms of other people. What we hold in mind produces after its kind. Hence, whatever we believe, will be and whatever we think will sink, and seep into our behaviors.

*This provocative presentation will cause listeners to truly consider what attitudes (e.g., about life, work, self, others) they are holding in mind, and what energy – through words, behaviors, interactions and body-language – they are putting out to others at work and at home. We have a chance to infect or inject each day. Listeners will ask themselves: “is my energy injecting enthusiasm and hope, or infecting others with negativity and cynicism?” As listeners are walked through *The Creation Cycle* (a graphic which illustrates how our thoughts determine our reality); and through the use of amusing analogies, stories and metaphors listeners will consider what adjustments they can make in their own attitudes and how to make them, as well as how to protect themselves from others who may inadvertently exude “vampiric” energy.*

Get Over It: Turning Embarrassment into Empowerment

Time: 75-120 min

Presenter: Bob Schout

Did you ever have that dream of being naked in front of a whole bunch of people?

No? Neither have I, but all of us have had many embarrassing moments. Some of us shrink in fear at the prospect of being embarrassed. Some of us feel shame for the embarrassing moments that we've had in the past and are mortified when people find out about them. Some of us privately muse over them, smile and shake our heads, saying to ourselves... “OMG, that was embarrassing, but I learned my lesson.” While some of us laugh out loud, sharing our embarrassing moments with the world, knowing that they are a part of life, for all of us, and that, to laugh at them actually empowers a person. When we laugh at embarrassing moments and behaviors we are demonstrating courage, humility and wisdom simultaneously; and all of those virtues empower a person in daily life.

During this hilariously funny presentation listeners will hear stories about embarrassing moments that have led to empowered lives and workplace cultures. Participants will play a few games, and most of all participants will ‘get over themselves’ (their egos, fears, and embarrassments). Listeners will begin the process of shedding shame and blame by learning to laugh at, and extract positive lessons and wisdom from their actions, stumbles and words in life.

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Getting Rid of the Dead Weight: Unburdening Yourself from Things That Aren't Serving You

Time: 75-120 min

Presenter: Bob Schout

- *Do you want to feel lighter in mind and attitude each day?*
- *Have you been carrying around thoughts, emotions and habits that have been weighing you down and slowing you down from achieving your goals at work or in life?*

The weight that we carry around with us in mind and heart is very often transferred to our bodies, our habits and our energy levels. When we're persistently tired, struggling with weight or energy issues, experiencing chronic head or muscle tension, or regularly feeling on edge, some of what may be triggering these outer conditions is the inner weight that we are carrying with us. We must release and rid ourselves of our inner weight in order for our outer weight and burdens to be reduced.

This provocative, yet motivational, presentation spurs self-reflection, self-assessment and self-empowerment. It captures listener's attention through story-telling, audience interaction, and creative guided imagery and self-assessment techniques. The goal is personal enlightenment and renewed commitments to unburden oneself of inner weights. The outcomes include reduced stress, positive attitude, healthier interactions with others, and achievement of one's personal and professional goals.

Happiness Factors: 7 Steps for Ensuring Happiness at Work and in Life

Time: 75-120 min

Presenter: Bob Schout

Are you happy? Is the way in which you are living, contributing to your happiness? Is the work that you're doing or the way in which you're doing it, adding to your happiness each day? These are basic questions that invite you to be on-purpose with your happiness each day. People can see, not just when we are happy or not, but whether we are happy people in life. We show it through our attitudes and behaviors, and in our affect and perspectives. We talk about when we are and when we aren't each day. We show it in our smiles or in our frowns. We demonstrate it, consciously or unconsciously, during our interactions with others. We all want to be happy, but many of us have not figured out the formula for our own happiness. What factors must be added and subtracted from your daily life in order for you to feel happiness within, throughout the day?

This fun, provocative, interactive and introspective presentation invites participants to identify the factors that uniquely contribute to the formula for happiness, at work and in life. Listeners will receive the 7 factors for happiness and be able to reflect upon how each factor shows up or needs to be shored-up in their lives so that deep, personal happiness is a given, not an option. Listeners will have time to assess themselves and how they either contribute to, or inadvertently sabotage, their own happiness, in head (thoughts/beliefs), heart (attitudes/emotions) and hands (habits/choices). In the end, listeners will have a chance to map their own happiness formula so that they can apply it immediately to their work and in their lives.

Hitting the Re-Set Button: Dealing with Stress, Burnout and Compassion Fatigue

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Time: 75-120 min

Presenter: Bob Schout

Do your buttons need to be re-set?

It is true that there are people and situations in life that can push your buttons. But the truth is that they didn't install them. They are your buttons and you can either re-set them or uninstall them. To do so, in regards to our stress, burn-out or compassion fatigue we must first admit that we have those buttons and that our buttons need to be re-set. If we stay in ignorance, fear or avoidance then our buttons will forever remain available-for-the-pushing to others.

This provocative, yet motivational, presentation centers around the empowerment-of-the-self. It clearly differentiates, defines, and helps listeners diagnose, indicators of stress, burn-out, and compassion-fatigue at work. Listeners will also realize how stress, burn-out and compassion fatigue may be negatively affecting their most vital, meaningful relationships at home, at work, in other areas of life, and with the 'self'...and how to prevent unhealthy impacts on these relationships. Through the use of story-telling and amusing anecdotes the presenter will help listeners learn how to re-set or uninstall their most tender buttons and re-set outer dynamics and habits so that they are fundamentally able to relieve stress, reverse burn-out, and restrain themselves from falling prey to compassion fatigue. The result will be living, and working through, a healthy, happier life.

Inspired Leadership: Leading with the Head, Heart and Hands

Time: 75-120 min

Presenter: Bob Schout

To Inspire...to urge, to feel and to make others feel, to spark creativity, to desire to do something and make others want to do things, to animate and quicken, to help others see what is possible and do what they think is impossible, and to exalt influence....this is what it means to be an Inspired and Inspiring Leader.

Inspired Leaders lead with the head, heart and hands. They lead with the mind as they spark visions, understand all dimensions of people and situations, and their thoughts are focused on possibilities and potential. They are guided by the heart as they ground themselves in purpose, passion, ethics and values, and ensure that cultures in which they work are grounded in and guided by the same values and virtues. They lead with their own hands, doing the hard work of problem-solving, role modeling, creating cultures and climates focused on cooperation and collaboration, and they map and execute plans.

This is an incredibly inspiring and energized presentation, packed with audience interaction, anecdotes, and challenges to grow into the leader that is already waiting within. The presentation will invite attendees to engage in thoughtful self-assessment, clarify their own intentions and goals of leadership, and learn how to match those inner intentions with outer behaviors, habits and practices. The presentation will also confront, head-on, the challenges of being an Inspired Leader in today's workplace environments wherein leaders are confronted by politics, time and task pressures, personalities and more. Attendees will leave with renewed energy, commitments and practical applications of leadership.

One Size Does not Fit All: Developing an M&M and R&R Menu that Works, at Work

Time: 75-120 min

Presenter: Bob Schout

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What's on your M&M and R&R Menu?

We've all walked into restaurants with friends or family. As we walk into the same restaurant, each person is given the same menu, may sit at the same table and interact with the same waiter, but each person will be enticed by or attracted to different menu items. The same dynamic occurs at work. We all walk into work each day, may work in the same setting with the same people and be managed by the same supervisors. But when it comes to motivation each of us is motivated by something different. Our morale is boosted in different ways. We respond to different forms of recognition and are enticed by different rewards.

This fun, interactive presentation results in each person creating their own menu as well as the large group adding to an agency-wide menu of what works, at work. Listeners will in-part identify menu items that are not palatable and those that would be their most frequent requests. The presentation also considers candid profiles of the "waiters and waitresses" and service providers who deliver our menu items (e.g., peers, supervisors and managers): what works and doesn't work in regards to their presentation, verbal interactions and attitudes.

Pivot Points: Knowing When and How to Seize Moments to Change Your Life

Time: 75-120 min

Presenter: Bob Schout

- *The day my aunt sat me down in the courtyard of an apartment building and asked about my future.*
- *The day the chair-person of the Social Work department confronted me about my habits.*
- *The evening that Sam – the cab driver – taught me what 'real service' meant as he told his own stories.*
- *The day that one minister conveyed truth about my parent's reality and how all humans do the best they can.*
- *The day I finally acknowledged my own issues and made amends for my own actions.*

...Each was a pivot point in my life; a point that changed the trajectory (direction) of my life and made me more of the person who I am, today. Each of us has had pivot points in our lives, those moments or short periods when time seems to slow, a person shows up, a situation or something occurs, words are spoken, our mind and heart is open, and we actually hear – truly hear – the truth about life or our lives being spoken to us. It is in these moments that we are invited to pivot in the way we think, see, feel, act and react to others and to life itself. But we must be able to see and seize these moments. They occur every day and can be consciously taken advantage of, or fearfully and arrogantly dismissed.

During this extremely provocative presentation, listeners will hear stories about pivot points and reminisce about their own pivot points. Listeners will learn how to become more open and receptive to hearing truth that others are trying to speak, and making change for the better, at work and in life.



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True Leaders: The 4 Dimensions of Leadership

Time: 90-120 min

Presenter: Bob Schout

For what do you stand? What can you create? What is yours to do? Where can you go? True leaders simultaneously lead from, and focus on, four different dimensions of effort and initiative. True leaders are Spirited Leaders who are clear about what they stand for and want their teams or organizations to stand for. They lead based on specific paradigms, principles, values and virtues. True leaders are Servant Leaders who focus on serving the mission and their people. Their leadership efforts seek to create and sustain environments in which every person is asked, and offered opportunities, to serve internal and external colleagues and clients alike. True leaders are Situational Leaders. They are able to quickly and holistically assess and analyze situations and circumstances, impacts and consequences, communication transactions and styles of all kinds of people. True leaders are Strategic Leaders who take time to vision and plan, and know who to translate plans into action. They know how to be champions of change. They are able to mobilize ideas and people so that individuals and teams move from the status quo to the preferred state of being and achieve desired goals.

This provocative presentation reviews the four dimensions of leadership: Spirited, Servant, Situational and Strategic. Participants are invited to assess their strengths and challenges with regards to each dimension. The goals, practices and challenges of each dimension are presented so that attendees walk away with not only insights but actual applications of what they have learned.

V stands for more than Victory: Vision, Values, Virtues and Vestiges at Work

Time: 75-120 min

Presenter: Bob Schout

- *Do you have the courage to speak up or stand up for people and issues whether it's your role or not?*
- *Has the organization truly established and maintained a culture of stewardship and integrity?*
- *Does the organization keep engaging in the same old ways, that don't work today?*

So many organizational teams and entire cultures tinker around the edges of transformation, hoping that by addressing a few problem-areas they will see a cultural shift take place. But, addressing problem-areas only band-aides a culture. It doesn't transform it. Real transformation of an entire culture takes place when every member of that culture acts – on a daily basis – in alignment with demonstrated virtues, agreed upon values, while letting go of vestiges and things that no longer serve a valuable purpose.

This provocative and motivational presentation invites listeners to raise the bar of behavioral expectations in their organizations and rise to new levels in development of themselves as leaders, regardless of their level within the organization. The presentation will engage listeners in contemplative self-reflection and self-assessment, while motivating them to become more courageous in action and patient in attitude. It will provoke each person to become an ambassador of values for their organization and help the organization name, claim and refrain from vestiges of behaviors, practices and processes that no longer serve a mission-centered purpose. From this presentation, new possibilities and more substantive opportunities for personal responsibility at work, arise.

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Work-Life Balance and Wellness: The Wheel of Life™ and Staying True to You

Time: 75-120 min

Presenter: Bob Schout

Is your Wheel of Life out of balance?

Going through life is like riding a bike. If our wheels are in balance and our spokes are trued then our ride is smooth. If our spokes are un-trued, our wheel goes out of balance, our rim gets warped and we are constantly in danger of falling over and getting hurt, even as we try our hardest to stay centered.

This wonderfully entertaining, thought-provoking and easily applicable presentation engages the audience through story-telling, the presentation of The Wheel of Life™ self-assessment tool, and interactive dialogues. Listeners will be intrigued by Bob's analogies which will cause them to consider whether or not their own Wheel of Life™ is in balance (e.g., their work, relationships, self-care, boundaries, financial matters, attitudes, etc.) and determine what they can do to true (align and tighten) their inner and outer spokes so that they ensure that they are in balance and stay well along their way, each day.



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SYLVIA HIGH

Inventing an Extraordinary Future

Time: 90 minutes

Presenter: Sylvia High

Even the most prolific high achiever must retrain her/his mind to accomplish what has hasn't been accomplished yet. It is akin to updating the operating system on a computer. Yes, the current version works; but is it optimized for maximum speed and efficiency when interfacing with the newest applications? Inventing an Extraordinary Future enables participants to "download" the mindset that will get them from where they are to their extraordinary next level. It is a highly interactive primer on living life by design, while being effective and fulfilled all at once.

Releasing the Leader Within

Time: 90 minutes

Presenter: Sylvia High

You'll learn 5 Bold Steps to inspire yourself and others to stay on track, on message, on budget and on time.

The Power of Choice

Time: 90 minutes

Presenter: Sylvia High

On average, a working adult makes more than 70 decisions a day. Some are conscious decisions and some are subconscious decisions. Every decision is a choice. Even choosing not to decide or choosing not to choose is a choice. All of these choices can have far-reaching and long-lasting impact. The Power of Choice enables participants to choose consciously and responsibly such that they are empowered by their choices, not victims of them.

The Power of Yes

Time: 90 minutes

Presenter: Sylvia High

"No" blocks. "Yes" yields. The Power of Yes opens the door to courageous acts, and charts the way to any and all possibility. "No" diminishes. "Yes" empowers. This lively engaging conversation unravels and reveals what's possible in tangible measurable results when you say yes, and it illuminates the freedom inherent in every yes.

You Are an Unlimited Possibility

Time: 90 minutes

Presenter: Sylvia High

William Shakespeare wrote: "We know what we are, but not what we may be." In this thoughtful impact talk, participants will see that each of us is a blank canvas... that we start each day as possibility. Then, using the power of choice, we fill in the canvas to create a life of our own design. It asks the question: Who am I bringing to my life today?



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SHOSHANNA COGAN

Be a Customer Service Star

Time: 75-120 minutes

Presenter: Shoshanna Cogan

Stand out from the pack. In today's competitive and fast-paced climate, customer service is more important than ever.

- *Create a profile of individual customer service strengths and weaknesses.*
 - *Recognize opportunities to improve customer service and retention.*
 - *Identify an individual action plan to enhance service in the five key areas.*
 - *Building positivity toward customers*
 - *Encouraging Customer Feedback*
 - *Responding to Customer Problems*
 - *Developing Loyal Relationships for Repeat Customers*
 - *Exceeding Customer Expectations*
-

Being the Best at Being the Boss

Time: 75-120 minutes

Presenter: Shoshanna Cogan

Whether you're a new or seasoned manager, you can help reduce turnover, foster better boss-employee relationships, and gain insights into leading, motivating, and inspiring employees.

- *Learn the behaviors linked to "best" bosses*
- *Know your strengths and weaknesses in 6 best-boss categories*
- *Expand and enhance your best boss skills*



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Cultivating Employee Engagement

Time: 75-120 minutes

Presenter: Shoshanna Cogan

- *Understand the effects of job misery on employees and organizations*
- *Learn the warning signs*
- *Learn techniques to improve job satisfaction, engagement, and productivity*

Workplace misery is a preventable epidemic. Research shows that 77% of people are unhappy in their work and an estimated \$350 million has been lost in productivity. Miserable employees lose confidence, energy, and job commitment. On average, people spend 45% of their time listening, yet only 2% report they've had formal education on the topic. Even fewer people have received empathy training.

This session presents a compelling case for the use of feedback, empathy, and skillful communication to re-engage and re-energize your employees for greater personal and organizational success.

Mindful Leadership for Warriors: Basic Training in Emotional Strength, Resilience, & Peace of Mind

Time: 75-120 minutes

Presenter: Shoshanna Cogan

- *Understand and practice Mindful Leadership*
- *Focus and quiet the mind, facilitating real time, present moment awareness*
- *Practice a simple, grounding and quieting breathing technique*
- *Discuss how training of the brain in present moment awareness can lead to a reduction in anxiety and stress.*
- *Consider how practices, from monitoring self-talk to conscious breathing and meditation, work to quiet the mind, thus increasing alpha brain wave activity and overall productivity.*

Understand how high-impact practices such as emotional intelligence, mindfulness, and resilience affect what you think, how you feel, and what you do.



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Whitewater Leadership: Harnessing the Power of Emotional & Social Intelligence During Turbulent Times

Time: 75-120 minutes

Presenter: Shoshanna Cogan

- *Discover the major components of emotional intelligence*
- *Recognize the behaviors and characteristics of an emotionally intelligent person*
- *Identify areas where emotional intelligence skills can be applied*
- *Evaluate personal strengths and growth opportunities*
- *Generate action steps to improve emotional intelligence and success.*

Emotional & Social Intelligence are the “smarts” that allow people to make solid decisions, build trust-based relationships, and influence others. Organizationally, both types of intelligence form the foundation of effective decision-making, synergistic teams, and thriving leaders. More than a measure of performance, they are essential tools for personal and professional growth. Achieve greater awareness of your ability to manage and perceive emotion, and understand the implications of your emotions on yourself and others. This awareness opens the gateway to greater opportunities and greater functioning.



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Testimonials

“Mr. Schout, I just had to write to you and send you a whole bucket of THANKS and GRATITUDE. You spoke at our T.O.P.S. (Taking Off Pounds Sensibly) Conference, about Getting Rid of the Dead Weight...those thoughts and shame and habits that we can carry around with us. I almost cried several times during your presentation because what you said hit home so deeply within me. You speak in a way that is so inspiring yet touches people (me) so personally and sympathetically. And instead of crying you made me laugh and jump out of my seat when you carried your own bag of rocks (weight) in and then came into the audience to ‘get rid of the weight’ (giving each of us a stone/rock and guiding us through an visualization to see what it represented). Powerful stuff! Thank you again and again. I will not forget the lessons.”

- Attendee (T.O.P.S. Texas Conference)

“Bob, just another ‘shout out’ to you for a great job presenting at our regional conference in Albuquerque. Two back-to-back motivational presentations and you didn’t miss a beat. So many of my people (attendees) came up to me afterwards and asked, ‘where did you find this guy, he’s great’. Bob, you made my job so much easier. The attendees particularly loved your session on The Wheel of Life: Work-Life Balance. When you told your story it was so moving and relatable. But when you got the entire audience to actually sing the song that your dad sung, and then applied it to work-life balance I was amazed. You are truly gifted and inspirational. Thank you so much.”

- Conference Coordinator (US Fish & Wildlife Agency Conference)

“Shoshanna has consistently presented at IAF conferences with me and another colleague, Nanci Luna Jimenez on cultural competency as well as on her own on visioning. I am always blown away by Shoshanna's dedication to excellence and careful preparation to meet the group's needs. She is incredibly creative and offers many tools that can be used both personally and as professional trainers and facilitators. When you walk into a room at the start of her sessions, you think this is going to be special. She is a multi-talented trainer and facilitator helping groups go deep, have fun and achieve results. I would hire her for anything related to group work.”

- International Association of Facilitators

“My God, Bob, you were FABULOUS! I never in my lifetime thought that a talk on ethics and values at work could be so much FUN!!! Your presentation on Raising The Bar: Ethics & Values at Work captured not only the spirit and practicality of what we should all be striving for, but your values-auction game was so energizing and hilarious. Thank you for making our conference so memorable.”

- Meeting Planner (Healthcare Conference, Las Colinas TX)



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“Shoshanna provides a combination of the highest level of facilitation and training skills mixed with broad understanding of her audience, serious attention to detail and knowledge, and tremendous results. She provides the know-how from concept to execution that creates transformative experiences for all. We can't recommend her highly enough!”

- Chairman of the Board at Bali Institute for Global Renewal

“Mr. Schout. Loved your talk on Inspired Leadership at our StoreWorks Conference. It was insightful and provocative. It made me, as a retail store manager for a retail giant, really ask myself some critical questions about my behavior and modeling as a leader and not just a manager. There are people who count on me not just for jobs and scheduling but, now I realize, for growth and guidance. Thanks for the powerful reminder.”

- Attendee (National Retail Federation: StoreWorks Conference)

“This message is for Bob. In 2011 or 2012, you spoke at an Americorps training conference in Albuquerque, NM. During your presentation about Ethics, Values and Prevention of Harassment, you told us that some of us may face job discrimination, but not to forget our purpose. I kept your notes, and I just want to say thanks. I did experience racial discrimination while in New Orleans. I remembered your positive message and it helped me persevere.”

- Non-Profit Organization Outreach Coordinator



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Sample List of Clients Served

- ✚ Oprah's The Life You Want Tour
- ✚ COMCAST
- ✚ Bank of America
- ✚ American Heart Association
- ✚ CISCO
- ✚ Bali Institute for Global Renewal
- ✚ New York State Office of Children and Family Services
- ✚ Massachusetts Service Alliance
- ✚ New York Public Welfare Association
- ✚ Ohio Benefit and Food Bank
- ✚ SHRM: HRMA Chapters Across the US
- ✚ National Retail Federation: StoreWorks
- ✚ T.O.P.S.
- ✚ Corporation for National Service: AmericorpsVISTA
- ✚ American Airlines
- ✚ American Airlines Credit Union



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Typical Costs and Options

PowerSkills always puts mission before money. It is one of our core values. Listed below are some typical costs associated with our keynote speaking services. We do offer flexibility options. So if our costs out-pace your budget potential, please still contact us and we'll discuss the possible options for your consideration.

Typical keynote speaker fee = \$5000/per presentation

Typical travel-related cost categories

- ✚ Transportation includes airfare, luggage, car rental or shuttle/taxi service, mileage to/from home airport, fuel and insurance for rental car, as well as tolls

- ✚ Meal per diem includes reimbursement for meals on days of travel and days of service

- ✚ Lodging includes hotel costs and associated resort fees if applicable due to service at resort conferences

- ✚ Reproduction and shipping includes reproduction of any participant/attendee handouts and the shipping of handouts to the site

- ✚ Supplies include any presentation supplies necessary to energize and augment the presentation or activities associated with the presentation

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