

HEROMOUNTAINSUMMIT.COM

For individuals and teams!

Hero Mountain Summit

For teams: Cultivating Professional Fulfillment in Your Job

- Providing **continuing education** for your team is more important than ever but they want **flexibility and choices**.
- Are you giving it to them? **Health and Wellness** are top areas of interest.
- Disgruntled employees cost U.S. companies an estimated **\$1.9 trillion in lost productivity** last year! (*Gallup*)

Get ready to embark on a journey of self-discovery, growth, and empowerment.

Together, we will climb the summit of greatness!

5 MONTHS: 20 WEEKS: 60 SESSIONS!

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Five Months

Hero Mountain Summit is a 20 week: 5 month journey with dripped content including 3 short videos/MP3 downloads a week and downloadable PDFs for application.

**a separate Gallup skill assessment will be required in week 5*

Month 1

Mindset • Identity • Values

Month 2

Skills • Communication •
Assessment

Month 3

Dream • Finances • Habits

Month 4

Heath • Relationships •
Purpose • Plan

Month 5

Plan • Self-Care • Lifelong
Learning

Credits

Language for CE Units

HRCI and SHRM Guidelines for CD and PDC credits
Each section outlined includes at least an hour of input
with additional interaction and application.

Bonus sessions with Deborah online will be scheduled intermittently

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- Monthly reading resources & guide
- Downloadable journal and charts



Month 1: Mindset • Identity • Values

Introduction & Welcome

Week 1: **Unleashing Your Inner Potential**

- Building Self Confidence
- Embracing Challenges
- Maximizing Abilities

Week 2: **Cultivating a Growth Mindset**

- The Power of Learning
- Overcoming Challenges with Resilience
- Setting and Achieving Stretch Goals

Week 3: **Embracing Your Unique Identity**

- Self-Discovery and Acceptance
- Embracing a Positive Mindset
- Unveiling Identities

Week 4: **Living by Your Core Values**

- Source of Truth
- Values-Based Decisions
- Aligned Values



Month 2: Skills • Communication • Assessment

**a separate Gallup skill assessment will be required in week 5*

Week 5: **Building a Bank of Competencies**

- Competency Fundamentals
- Self-Awareness
- Lifelong Learning

Week 6: **Evaluating and Enhancing Your Skill Set**

- Skill Assessment
- Soft Skills
- Merging Connections

Week 7: **Mastering Personality & Effective Communication**

- Understanding Personality
- Effective Communication
- Emotional Intelligence

Week 8: **The HALFERS TOOL® Empowering Your Journey**

- Halfers Tool®
- Your Ideal Destination
- Navigating Challenges



Month 3: Dream • Finances • Habits

Week 9: **Dare to Dream**

- Imagination and Creativity
- Exploring Possibilities
- Action Planning with Persistence

Week 10: **Managing Time and Money for Success**

- Managing Time
- Managing Money
- Time and Money

Week 11: **Cultivating Habits and Fueling Ambition**

- Habits and Routines
- Ambition
- Technical and Adaptive Approaches

Week 12: **Unleashing Compound Possibilities**

- Exponential Growth
- Compound Effect
- Increased Opportunities



Month 4: Health • Relationships • Purpose • Plan

Week 13: **Nurturing Health and Fitness for a Fulfilling Life**

- Fitness and Wellness
- Nutrition
- Sleep and Relaxation

Week 14: **Cultivating Meaningful & Intentional Relationships**

- Basic Intentional Relationships
- Foundational Relationships
- Casual Circle and Team Building

Week 15: **Discovering Your Mission and Purpose**

- Self-Reflection and Exploration
- Defining Your Mission
- Making an Impact

Week 16: **Crafting Your Personalized Plan**

- Goal Setting and Clarity
- Action Planning and Implementation
- Monitoring and Adapting Goals



Month 5: Plan • Self-Care • Lifelong Learning

Week 17: **Making Emotional Space**

- Emotional Awareness
- Challenging Limiting Beliefs
- Cultivating Resilience and Self Confidence

Week 18: **Embracing the Joyful Pursuit of Self-Care & Recreation**

- Self-Care
- Recreation
- Broadening Horizons and Cultivating Imagination

Week 19: **Executing Your Plan with Precision**

- Values, Mindset and Purpose
- Skills and Competency
- Habits and Relationships

Week 20: **Lifelong Skills for Continuous Growth**

- Growth Pattern
- Building Versatile Skills
- Lifelong Learning

The CE Language

Leadership, Emotional Intelligence

Mindsets

Attendees will

- Identify at least one attitude of obstruction, or Head Trash, as an Individual and Leader
- Distinguish one to two personal solutions to apply personally and professionally, gaining a strong foothold for self and team leadership.
- Define and decide to implement at least one personal or professional mindset adjustment to overcome a potential obstacle.
- Identify attitudes of obstruction that hold you back, hindering progress in professional goals and growth
- Distinguish one or two personal solutions to apply, gaining a foothold to lead more effectively.

SHRM: Business Acumen – Advancing Business acumen, (awareness, insight, intelligence) Understanding organizational metrics

HRCI: Leadership--Measurably change the organization's overall culture, policies and practices in leadership by implementing initiatives connected to business strategies such as diversity training and orientation for new employee development.

For CE Units, qualifying activities include projects that advance your education, your organization or your profession.



The CE Language

Business Acumen SHRM, Leadership HRCI

Purpose

- Determine and define Core Values personally & professionally
- Determine the Why of your Personal and Professional Purpose
- Evaluate your Personal and Professional Mission
- Re-define or define your Personal and Professional Mission Statement for clarity, simplicity and directness.
- Distinguish long-term and short-term goals personally and professionally for the next year.
- Define or re-define personal and professional Mission Statement.

HRCI: Talent Management--Participants will learn how to identify precise leadership competencies incorporated with the organization strategy and acquirement.

HRCI: Diversity--Participants will be given tools to develop and implement an integrated diversity strategy throughout organizational operations.

SHRM: Relationship Management – Customer relationship management, Managing internal and external relationships



The CE Language

Diversity, Talent Management HRCI,
Relationship Management SHRM

Relationships

Personality Types, Relationship Management

- Define your main relationships-personal and professional
- Basic personalities of those in your close circle
- Personality languages (love languages)
- Communication skills to implement across personality types.
- Define the power of different relationships and identify the role of those relationships in your life.
- Develop and prepare effective communication for key relationships with focused confidence.

Diversity--Participants will be given tools to develop and implement an integrated diversity strategy throughout organizational operations.

SHRM: Business Acumen – Advancing Business acumen, (awareness, insight, intelligence)Understanding organizational metrics

HRCI: Talent Management--Participants will learn how to identify precise leadership competencies incorporated with the organization strategy and acquirement.Human Resources



The CE Language

Talent Management HRCI, Business Acumen SHRM

Competency

Personal and Professional Leadership Competencies,
Advancement of use of competencies

- Identify and define personal competencies using common denominator technique.
- Identify and define competencies of those in your close circle of contacts.
- Connect competencies with personal and professional mission statement
- Identify and define your individual unique strengths and weaknesses.
- Define how you can use your uniqueness and individuality with solid steps of action.

SHRM: Critical Evaluation – Critical Thinking, (objective analysis of an issue) Data Analysis

SHRM: Global & Cultural Effectiveness – Cross-culture and cross-border issues, Global strategic leadership

SHRM: Business Acumen – Advancing Business acumen, Understanding organizational metrics

HRCI: Strategic Business Management--This session will show participants how to gain tools to evaluate and impact departmental training strategies. This will be presented through participant-based-learning techniques to tie in to the organization's mission, vision and strategic goals with competencies.



The CE Language

Talent Management HRCI, Strategic
Business Management, Business Acumen,
Critical Evaluation SHRM

Skills

Personal and Professional strategic growth, gaining tools to impact purpose, mission and strategic goals

- Tools to grow Personal and Professional Competency Bank
- Importance of Clarity and Implementation.
- Define Negative self-talk in building skills.
- Change the language of Negative to Positive self-talk.

HRCI: Leadership--Measurably change the organization's overall culture, policies and practices in leadership by implementing initiatives connected to business strategies with training and orientation for new employee development.

HRCI: Strategic Business Management--This session will show participants how to gain tools to evaluate and impact departmental training strategies. This will be presented through participant-based-learning techniques to tie in to the organization's mission, vision and strategic goals

SHRM: Consultation – Effective consultation, Applying creative problem solving (Changing the approach-technical vs. Adaptive, Necessary Ambition)



The CE Language

Leadership, Strategic Business Management HRCI,
Consultation SHRM

Habits

Self and Professional Management, Personal and Professional Growth

- Identify personal and professional ambition-inexpensive or necessary in your life and in those you are working with.
- Technical approaches to change.
- Adaptive approaches to change.
- Distinguish one to two solid steps of action for your personal and professional habits for lasting change
- Identify personal and professional healthy habits for growth and leadership.
- Distinguish one to two solid steps of action to implement right away. (includes habits relating to health, fitness and professional growth)

HRCI: Leadership--Measurably change the organization's overall culture, policies and practices in leadership by implementing initiatives connected to business strategies with training and orientation for new employee development.

HRCI: Strategic Business Management--This session will show participants how to gain tools to evaluate and impact departmental training strategies. This will be presented through participant-based-learning techniques to tie in to the organization's mission, vision and strategic goals



Symptoms



Imposter Syndrome

Isolation

Health Issues

Stress

Fear & Confusion

Technology Shift

Finances

What's Next?

...don't go it alone!

Is this you or your team?

The modern workforce grapples with an intricate web of challenges, encompassing a fear of the **uncertain future** amidst rapid technological advancements that threaten job stability. Employees face **mounting stress**, exacerbated by the pressures of adapting to **remote work or hybrid models**, leading to **burnout and mental health concerns**. The shift towards remote work has introduced a paradox of **isolation**, where individuals battle feelings of disconnection despite digital connectivity, amplifying the need for genuine human interaction and belonging. Simultaneously, **technical challenges** persist, ranging from navigating digital tools to fears of automation replacing job roles, necessitating continuous upskilling and adaptation to remain competitive in an ever-evolving job market.

- 58% of U.S. adults want to change careers, but the risk of starting over is a barrier.
- Of these, 29% say they cannot afford to start over.
- 24% are unsure which avenue they'll pursue.

Partner with us to create a steady diet of learning, reading, journaling and learning for life. There is no time like the present to start. We keep you going!



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