



Spiral Impact[®]
The Power to Get it Done with Grace

Karen Valencic - Bio

Always ahead of the curve, Karen Valencic develops leaders and teams to engage through the phases of cutting edge innovation – making it fun and profound. By design, her *Spiral Impact* method keeps her clients *a head of the curve*.

Karen's own challenges as one of the very first women engineers at Delco Remy Division of G.M. spurred her on to find better ways to engage that bring out the best in all stakeholders. Now, with 20+ years focused on developing leaders and teams, Karen brings a unique balance of both logic and soft skills to promote engagement and innovation.

In 1992 she founded Spiral Impact, which imparts a distinct perspective on conflict and performance improvement as she blends science and martial arts to inspire practical skills for collaboration and influence. Karen authored *Spiral Impact: The Power to Get It Done with Grace*, the handbook *Giving Deliberate Feedback for Leaders*, and produced the audio program *Strengthen your Balance and Focus while Driving*. Karen channels her vibrant experience into team and leadership development, professional conferences, coaching sessions, etc. – tailored to your individual needs or your organization's specific goals.

Karen has a natural gift to work with diverse groups of people and creates a calm openness when she shows up. She has worked closely with C-level executives, front line customer care, and numerous people in the middle!

Prior to establishing Spiral Impact, Karen spent ten years as a project engineer in product development at Delco Remy, Division of General Motors including a year as manufacturing resident product engineer. She earned her BS in Mechanical Engineering from Tri-State University, now Trine University, in Angola, IN.

For over two decades, Valencic has been a devoted student of aikido, the Japanese art of reconciliation. Aikido uses *position* rather than *force* to diffuse and protect the opponent's life as well as your own. *Spiral Impact* is grounded in those same concepts.

Karen is formally Director of Mentoring with the Healthcare Businesswomen's Association, Indiana Chapter and board member with Spotlight on Nursing. She is Past-President of the Central Indiana Chapter of the American Society of Training and Development; formally an adjunct professor and Executive-in-Residence at Butler University and a former adjunct faculty with the Greenleaf Center for Servant Leadership.

Karen is the mother of two daughters, who she raised as a single mom in a wonderful collaboration with their dad. Spiral Impact principles help both at home and work!

Program Options – 2017

Mastering the Art of Conflict

Conflict is the spark that lights the fire of innovation. However, the flames of conflict can also destroy trust and vitality that are essential to bring out the best in people to create high performing teams and successful relationships.

In this interactive presentation Karen Valencic will blend concepts from science and the martial arts to demonstrate five simple keys to shift destructive conflict to innovative results.

Karen demonstrates all her concepts physically making the learning entertaining and long lasting with visual and kinesthetic demonstrations.

- Shift destructive conflict to innovative results
- Stay calm and maintain perspective in intense situations
- Minimize resistance to increase momentum for team engagement

The Art of Influence *or* The Power to Get It Done with Grace

Can you push something toward you? No! Pushing is away. Why keep on pushing to make things happen? Instead, learn to harness the power of a spiral and practice the art of influence to achieve outcomes with grace and ease.

In this interactive presentation Karen Valencic will blend concepts from science and the martial arts to demonstrate 5 keys to navigate through intense and demanding circumstances. Learn to:

- Use power instead of force to influence outcomes
- Lead with influence and impact
- Stay calm and maintain perspective in intense situations
- Diffuse destructive conflict

The Power of Center

Center is an internal focus to create a sense of balance, awareness, and personal strength. Centering increases mindfulness, emotional intelligence and is a key element to foster influence, collaboration and innovation.

This session will create a context of how center increases your ability to perform with more stability, influence and less stress while in challenging circumstances. Participants will leave with tools and a plan of how to integrate center into their lives.

- Become the 'calm' eye in the storm of life
- Increase perspective and awareness
- Engage with power instead of force to influence and collaborate

Dynamics of Change

Innovative, progressive, and agile businesses have purposeful change at their core. How well do you encourage and roll with change? Does your organization have the finesse to help your people with the transition resulting from change? Knowing the dynamics of change helps us advance unified with grace.

In this interactive presentation, Karen will blend concepts from science and the martial arts to show us how to:

- Minimize resistance and maximize alignment to change
- Take care of self in times of change
- Describe the difference between change and transition

Leadership, Teams and Conflict: Increasing employee engagement

Rising expectations, shrinking resources and constant change create an environment ripe for conflict. How do leaders transform that conflict to innovation and lead their people to collaborate?

In this interactive presentation Karen Valencic will blend concepts from the martial arts and science to demonstrate 5 simple keys to innovate through conflict. Karen will also share her proven process to help leaders and teams dramatically increase their employee satisfaction.

Karen demonstrates all her concepts physically making the learning entertaining and long lasting with visual and kinesthetic learning. Attendees will be asked to identify a specific challenge and apply a 5-step problem-solving model. They will leave the session with specific tools and actions to move forward.