



HTV COACHING PRODUCT CATALOG

THE INNOVATOR'S ADVANTAGE:
WORKSHOPS FOR WHAT'S NEXT

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CATALOG INTRODUCTION

Today's innovators are navigating a world defined by rapid change, rising expectations, and constant complexity. They need more than theory—they need **evidence-based, practical, and genuinely fun tools** that help them lead with **clarity, confidence, and grounded energy**.

This workshop catalog brings together HTV LLC's signature approach: **human-centered, emotionally intelligent, and energy-aligned** learning experiences that make leadership feel accessible, joyful, and actionable.

Each workshop blends **neuroscience, Energy Leadership, and experiential practices** that help leaders shift from reactivity to intentional action. Participants don't just learn concepts—they practice them, embody them, and leave with tools they can use the same day.

Whether the goal is to **strengthen communication, elevate team performance, build resilience, or shape culture**, these sessions offer innovators a shared language and practical frameworks that spark insight and unlock possibility.

Organized into **four learning pathways**, this catalog helps organizations curate a development journey that **supports reinvention, empowers confident action, and builds the kind of leadership energy that inspires others**.

HTV LLC's mission is simple: equip innovators with the clarity, connection, and confidence to lead change—not just survive it.

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ABOUT THE FACILITATOR



Meet Heather Tibbles Vassilev, PCC, PMP—an executive-turned-coach who helps innovators lead with more clarity, courage, and energy. With 25+ years in science, program management, and executive leadership, she translates complex research and real-world experience into tools that actually work in fast-moving environments.

Heather’s workshops aren’t off-the-shelf—they’re creations, built from a synthesis of proven frameworks, old-school leadership essentials, and her own modern methods. The result is an experience unlike anything you’ve seen before: practical, energizing, and designed for innovators who want real traction, not theory.

Her sessions are built for leaders navigating rapid change, big roles, and bold ideas. Participants experiment, practice, and walk out with strategies they can use the same day. Blending methods such as Energy Leadership™, DiSC®, Brain by Design, Hogan, and her own proprietary approaches, Heather makes learning feel human, joyful, and immediately applicable.

If you’re ready to evolve your mindset, remove what blocks your light, and lead with more presence and possibility, Heather’s work gives you the clarity and momentum to move. Innovators don’t need more information—they need transformation. That’s exactly what she delivers.

CONNECT WITH HEATHER

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LEARNING PATHWAYS

PERSONAL LEADERSHIP MASTERY

These workshops strengthen self-awareness, confidence, and energetic agility—helping leaders understand their internal patterns so they can lead themselves with intention and resilience.

Included Workshops

- Navigating Career Transitions with Confidence (Even When You Don't Feel It)
- Promoting Your Gremlin (Give Your Inner Critic a New Role)
- SHIFT From Powerless to Empowered—Even in Constant Change
- Confidence in Action: Leading Through the Language of Energy



EMPOWERED COMMUNICATION & RELATIONAL INTELLIGENCE

These workshops help leaders communicate with clarity, care, and courage—especially when stakes are high or emotions run strong.

Included Workshops

- Navigating Difficult Conversations with Clarity, Confidence & Care
- Navigating Assertiveness in Leadership for Program Managers
- Everything DiSC Productive Conflict
- The Language of Us: Building Trust Through Style, Energy, and Emotional Insight (DiSC & Energy Leadership)



LEARNING PATHWAYS

ENERGY-DRIVEN TEAM PERFORMANCE

These workshops elevate team dynamics by focusing on trust, psychological safety, shared energy, and collaborative resilience.

Included Workshops

- Team Kickoff: Advancing Team Performance (ATP)
- Productive Energy Workshop
- Energy Shifts: Building Resilience Through Empathy, Curiosity & Connection



ORGANIZATIONAL ENERGY, ACCOUNTABILITY & EMPOWERMENT

These workshops help leaders shape culture through systems of clarity, accountability, and empowered ownership.

Included Workshops

- Energized Delegation: Empowering Others, Reclaiming Focus
- Organizational Energy Intelligence
- Energizing Accountability and Insight (Feedback)



PERSONAL LEADERSHIP MASTERY

These workshops strengthen self-awareness, confidence, and energetic agility—helping leaders understand their internal patterns so they can lead themselves with intention and resilience.

Navigating Career Transitions with Confidence (Even When You Don't Feel It)

Duration & Format: In Person/Virtual, 1 hour
Cost: \$750 Virtual, \$900 In person



Purpose

Career transitions can shake even the strongest leaders. New roles, shifting identities, uncertainty about the future—change can stir doubt, imposter syndrome, and a dip in confidence. This session helps participants understand what's really happening beneath the surface and how to use Energy Leadership™ to move through transition with clarity, agency, and grounded confidence.

What You'll Learn (and Actually Use)

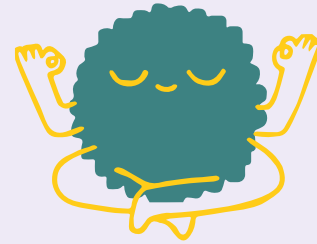
- How confidence is built through action—not the absence of doubt
- The 7 Levels of Energy and how they show up during career shifts
- How to identify your dominant energy patterns when you're navigating uncertainty
- Microactions that build momentum and shift you out of stuckness
- Tools for reducing friction, reframing challenges, and anchoring confidence in purpose
- Practical strategies for interrupting negativity bias and energy-draining narratives

Who It's For

Anyone navigating a career transition—new role, promotion, reorg, job search, or identity shift. Ideal for leaders, emerging leaders, and professionals who want to feel more grounded, intentional, and empowered during periods of change.

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Promoting Your Gremlin (Give Your Inner Critic a New Role)



Duration & Format: In Person/Virtual, 90 Minutes
Cost: \$1,500

Purpose

We all have that voice in our heads that shows up when we are stretching ourselves and playing BIG... call it your inner critic, imposter syndrome, or your Gremlin. It sounds like some version of "I'm not good enough to...". This voice was created in our younger years to protect us... and now it's time for her to be promoted to empower you as an adult. Join us to learn more about your personal Gremlin and leave with her empowered to support you on your next journey.

In This Session, We Will

- Understand, Recognize & Embrace Your Gremlin
- Creating A New Vision & Role for your Gremlin
- Conduct a Promotion "Ceremony" by shifting the Narrative/Relationship
- Define Development/Sustainment activities for the Gremlin during stress

Who It's For

This session is for innovators, leaders, and high achievers stepping into bigger roles or braver conversations—and noticing that familiar inner voice getting louder. It's for anyone who wants to understand their inner critic without shame, transform old protective patterns into empowered support, and move into their next level with more clarity, humor, and self-trust. Whether you call it imposter syndrome, your inner critic, or your Gremlin, this session helps you shift the relationship so you can move forward with more ease and energy.

SHIFT From Powerless to Empowered— Even in Constant Change

Duration & Format: In Person/Virtual, 90 Minutes
Cost: \$1,500

Purpose

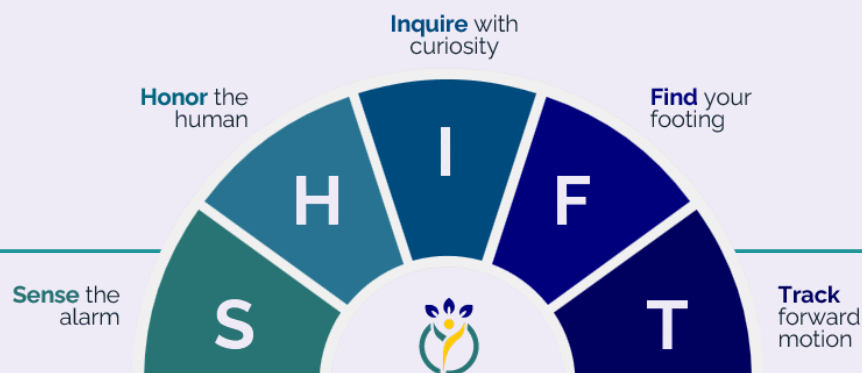
Feeling the pressure? Restructures, pivots, leadership churn... Change is the new normal. But stress doesn't have to be. This workshop series flips the script. Introducing S.H.I.F.T.™—a science-backed framework to help teams lead with clarity, agility, and purpose when everything's in motion.

What You'll Learn (and Actually Use)

- How "helpful" actions can unintentionally disempower others—and what to do instead
- How to SHIFT your own energy to stay grounded and avoid emotional contagion
- Fresh, high-impact tools to create space between trigger and response—and lead with intention

Who It's For

Any human navigating change (so... basically all of us). Whether you're an HR leader, people manager, or just someone trying to lead with heart and strategy in a swirl of uncertainty—this is for you. No neuroscience degree required—just a curious mind and a willingness to think, feel, and lead a little differently.



Confidence in Action: Leading Through the Language of Energy

Duration & Format: In Person/Virtual, 90 Minutes
Cost: \$1,500

Purpose

Confidence isn't a personality trait—it's an energetic state. When leaders understand how their energy shapes their presence, communication, and impact, they can shift into more powerful levels on purpose.

This workshop helps participants recognize the energetic patterns that support (or sabotage) confidence and practice real-time tools to move into more empowered, resourceful states.

What You'll Learn (and Actually Use)

- How confidence expresses differently across the seven levels of energy
- Why certain energetic states create clarity, presence, and influence
- How catabolic energy drains confidence—and how to shift out of it
- Practical tools for reframing, reconnecting to purpose, and accessing opportunity-focused energy
- Somatic cues and microshifts that help you embody confident leadership in the moment
- A repeatable process for shifting any real scenario up one energetic level

Who It's For

Leaders, emerging leaders, and teams who want to strengthen their confidence, emotional intelligence, and energetic awareness—especially in moments of pressure, uncertainty, or visibility.



Empowered Communication & Relational Intelligence

These workshops help leaders communicate with clarity, care, and courage—especially when stakes are high or emotions run strong.

Navigating Difficult Conversations with Clarity, Confidence & Care

Duration & Format: In Person/Virtual, 90 Minutes
Cost: \$1,500



Purpose

Difficult conversations are unavoidable—performance issues, misalignment, boundaries, feedback, conflict, or simply saying “no.” What makes them hard isn’t the topic itself, but the emotions, assumptions, and energy underneath. This workshop gives participants the tools, language, and confidence to approach tough conversations with clarity, steadiness, and compassion—without overexplaining, avoiding, or escalating.

What You’ll Learn (and Actually Use)

- Why difficult conversations feel hard—and how to regulate your energy
- How to separate story from fact so you can lead with clarity
- A simple, repeatable framework for structuring any difficult conversation
- How to communicate boundaries without defensiveness or apology
- Tools for staying grounded when emotions rise (yours or theirs)

Who It’s For

Leaders, managers, HR partners, and teams who want to communicate with more confidence, emotional intelligence, and impact—especially in moments that matter most.

Navigating Assertiveness in Leadership for Program Managers

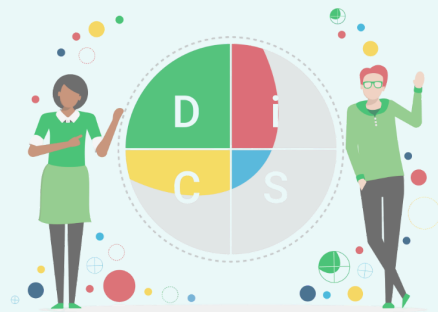
Duration & Format: In Person/Virtual, 2 hours
Cost: \$2,000 (plus assessments @ 170/person)

Purpose

Program managers operate at the intersection of strategy, execution, and cross-functional collaboration. Navigating assertiveness effectively is critical—not just for decision-making but for influencing stakeholders, holding boundaries, and managing competing priorities with confidence. This session will empower program managers to: Communicate assertively while maintaining alignment with teams and leadership. Balance assertiveness with empathy to foster collaboration. Use DiSC and/or Energy Leadership™ frameworks to navigate complex stakeholder dynamics. Overcome self-judgment and hesitation when making critical decisions.

Key Takeaways for Program Managers

- Adapt assertiveness to your natural DiSC leadership style
- Manage stakeholders and competing priorities with confidence and clarity
- Shift self-judgment into empowered decision-making
- Apply assertiveness techniques in cross-functional leadership scenarios



Note: This Workshop was created for PMI-MN and can be tailored for non-PM leaders.

Everything DiSC Productive Conflict

Duration: 3 hours Virtual/In Person

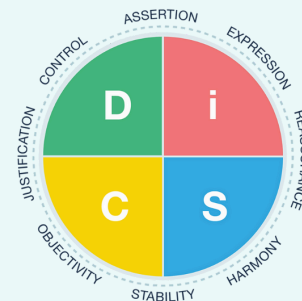
Cost: \$3,500 Includes (10) Personalized DiSC Productive Conflict Assessments

Purpose

This interactive session helps teams and leaders transform conflict from a drain into a driver of growth. Using the DiSC® Productive Conflict framework, participants explore how their personality style influences their response to tension—and how to shift from reactive patterns to constructive dialogue. Through storytelling, practice, and reflection, we'll explore how conflict can become a catalyst for clarity, trust, and innovation.

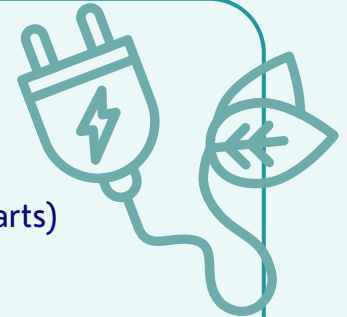
Key Outcomes:

- Understand their default conflict responses and triggers
- Learn how different DiSC styles approach conflict
- Practice reframing automatic thoughts into productive dialogue
- Build shared language for navigating tension with empathy
- Leave with actionable strategies for turning conflict into connection



The Language of Us: Building Trust Through Style, Energy, and Emotional Insight

Duration & Format: In Person, 5 hours (plus lunch break or as 2 parts)
Cost: \$7,500 Includes DiSC and ELI assessments



Overview

This interactive workshop blends the Everything DiSC™ personality framework with the Energy Leadership Index™ (ELI) to help teams build trust through self-awareness, shared language, and emotional nuance. It's the starting point of a journey toward more intentional, energized collaboration. Through guided reflection and experiential activities, participants begin crafting a language for how they show up, communicate, and lead—especially under stress. With time for connection over lunch, the team builds a foundation of empathy and accountability that can ripple across the organization.

Part 1: DiSC – Understanding “Me” and “Us”

- “What It’s Like to Be Me”: Explore how style influences stress, preferences, and communication
 - “What It’s Like to Be Us”: Map team dynamics and shared strengths
 - DiSC style dynamics in action: how we flex, clash, and collaborate
 - Trust-building through the lens of DiSC

Part 2: ELI – Creating a Language of Energy

- Energy Awareness Mapping: how I show up in different scenarios
 - “Language of Energy” lab: naming behaviors, mindsets, and shifts
 - Energy shifting techniques: from reactivity to choice
 - Tools to shift energy in real time

Outcomes

- Increased self-awareness and appreciation of differences
- A co-created language that supports trust, accountability, and resilience
- Stronger foundation of psychological safety and trust

Energy-Driven Team Performance

These workshops elevate team dynamics by focusing on trust, psychological safety, shared energy, and collaborative resilience.

Team Kickoff: Advancing Team Performance (ATP)

Duration: Full Day, In person

Focus: Launching the year with clarity, accountability, and cohesion

Cost: \$6,500 Includes a 1 hr in-person follow-up session (With DiSC \$10,000)

Overview

This full-day kickoff sets the tone for a high-performing year. Using the ATP framework, we'll align on goals, clarify roles, and build trust through shared commitments. Inspired by the principles in Trust and Inspire, this session invites leaders and teams to move into a culture of mutual trust, purpose, and possibility. We'll explore how to lead with belief in others, create clarity without control, and inspire performance through connection. The session includes reflection, planning, and energizing team-building moments to strengthen connection and accountability.

Key Outcomes

- Clear goals, roles, and decision-making norms
- Stronger trust and follow-through across the team
- Renewed energy and shared ownership of results



Productive Energy Workshop



Duration & Format: In Person/Virtual, 3 hours

Cost: \$4,500 Includes (10) Energy Leadership Index Assessments

Purpose

The Productive Energy Workshop is designed to help teams increase awareness of how their energy shows up in moments of stress, collaboration, and decision-making. Using the Energy Leadership™ framework, participants will explore how different energy levels impact communication, conflict, and team dynamics—and how to intentionally shift toward more productive, purpose-driven engagement.

Workshop Objectives

- Participants will:
 - Understand the 7 Levels of Energy and how they influence leadership and conflict
 - Assess the current energy state of their team
 - Co-create a vision for a more productive, aligned future state
 - Identify actionable strategies and roadmap to invite others into higher energy levels

Outcomes

By the end of the session, participants will leave with:

- Increased emotional agility and self-awareness
- A shared understanding of team energy dynamics
- A renewed sense of ownership and influence in shaping team culture
- Tangible actions and a Roadmap for Team Productive Energy

Energy Shifts: Building Resilience Through Empathy, Curiosity & Connection

Duration & Format: In Person/Virtual, 90 Minutes
Cost: \$1,500

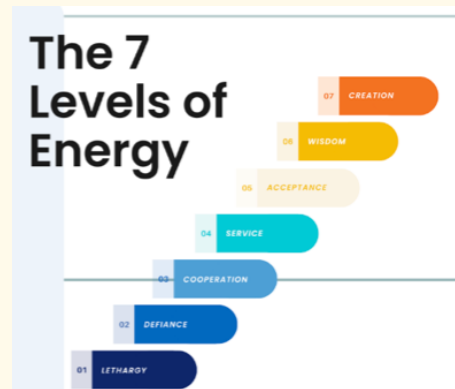
Purpose

This workshop is designed to help your team navigate stress and uncertainty with greater resilience. Using the Energy Leadership™ framework, participants will learn how to recognize their default responses to stress and practice shifting toward higher levels of energy. The session emphasizes curiosity and connection as powerful tools for reframing challenges and sustaining performance.

Objectives

By the end of the workshop, participants will:

- Understand how stress influences energy levels and leadership presence
- Explore the 7 Levels of Energy and how they shape responses to pressure
- Practice reframing stressful situations through curiosity and possibility
- Discover how connection with others fuels resilience and collective strength
- Leave with practical tools to manage stress and sustain energy in daily work



Organizational Energy, Accountability & Empowerment

These workshops help leaders shape culture through systems of clarity, accountability, and empowered ownership.

Energized Delegation: Empowering Others, Reclaiming Focus

Duration: 3 hours

Focus: Empowering others to step up so leaders can step back

Cost: \$2,200 Includes a 1 hr in-person follow-up session

(Assessments sold separately at \$170/person)

Overview

This hands-on session helps leaders and team members delegate with clarity, confidence, and energy. Building on the shared language of style (DiSC) and energy (ELI), we'll explore common delegation traps, mindset shifts, and practical tools to ensure work is shared effectively—so everyone can focus on the bigger picture. Participants will learn how to delegate in ways that honor individual strengths, reduce burnout, and foster trust across the team.

Key Outcomes

- Clear delegation frameworks and language, grounded in DiSC and ELI insights
- Increased trust in others' ownership and follow-through
- More time and energy for strategic priorities and empowered leadership



Energy Intelligence

Duration: Half Day

Focus: Shifting from siloed effort to shared accountability

Cost: \$3,500 (Includes ELI surveys 10 people)

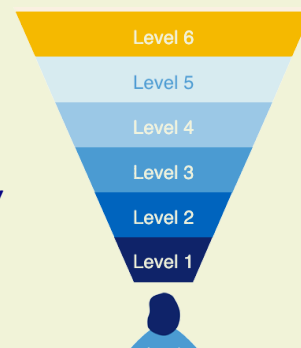
Overview

This session addresses the deeper dynamics of team energy, trust, and cross-functional collaboration at the organizational level. We'll explore how to move from "the leader drives everything" to "we all push together."

Using the Energy Leadership Index™ (ELI) framework, participants will explore how team energy manifests, how it shifts under pressure, and how to consciously maintain high-impact energy in challenging environments. This session builds on the shared language of energy introduced in earlier workshops, deepening the team's ability to lead with intention and influence broader systems

Key Outcomes

- Clarity on current vs. desired team energy
- Awareness of energy mismatches and their impact
- Strategies to protect and sustain high-impact energy
- Tools to lead with energetic integrity across teams
- Team commitments to reinforce resilient-culture



Energizing Accountability and Insight (Feedback)

Duration: 3 hours

Focus: Building a culture of honest, growth-oriented communication

Cost: \$2,200 Includes a 1 hr in-person follow-up session;
assessments sold separately

Overview

This workshop equips teams with the mindset and tools to give and receive feedback with clarity, care, and courage. Building on the shared language of style (DiSC) and energy (ELI), we'll explore how feedback can be a trust-building—not trust-breaking—experience. Participants will practice real scenarios and learn how to tailor feedback to different styles and energy levels, making it more likely to land and lead to growth

Key Outcomes

- Confidence in delivering feedback that resonates across styles and energy state
- Openness to receiving feedback without defensiveness or reactivity
- Shared language for growth, accountability, and emotionally intelligent communication



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CLIENT TESTIMONIALS



Marlais Brand, Outward Bound

Heather is a fantastic group and individual coach. She facilitates my Business Women's Circle professional group, catalyzing very engaged 360 problem-solving and delivering super-targeted workshop sessions. Heather is an excellent, active listener. She expertly synthesizes information and knits together ideas, making connections visible, and ah-ha's possible! I've had some big breakthroughs in Heather's group.

Katie Maurer, Media Minefield



Heather has provided two valuable sessions to our team at Media Minefield in the last 6 months: 1. Navigating change with confidence and RESPONSE-ability 2. Using an Energy Leadership framework to build resilience. In both instances, conversations have continued long after Heather left our space, with impactful takeaways for each employee. Heather presents with a beautiful combination of wisdom and humility, resonating with everyone in the audience. 10/10 would absolutely recommend Heather!

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CONTACT INFORMATION



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