



2025 TRAINING CATALOG

Radiance Image Consultancy and Training Inc. empowers individuals and organizations through transformative learning. Our catalog offers customized programs in leadership, self-mastery, image branding, and team engagement, using proven frameworks to drive sustainable growth. Our Self-Mastery to Sustainable Success Framework ensures long-term success.





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Radiate Influence Sustain Excel

**Empowering Radiant Leaders.
Inspiring Lasting Legacies.**

WHO WE ARE?

Radiance Image Consultancy and Training Inc. empowers leaders to transform from the inside out. Led by global motivational speaker and Leadership Coach Toni Miranda, we offer holistic, gospel-centered programs grounded in scientific, psychological, and foundational truths. Our frameworks combine self-mastery, extraordinary confidence, and timeless strategies to help leaders gain clarity, build influence, and create impactful legacies.

Designed for global brands, executives, and entrepreneurs, our transformative programs align purpose with action, equipping leaders to navigate challenges and achieve sustainable success. With Toni Miranda as your Leadership Coach, embark on a journey of growth that amplifies your influence, fosters meaningful connections, and shapes a brighter future for yourself and your organization.

Experience an immersive training program that propels you, your team, and your organization to the next level.

LEADERSHIP EXPERT

Learn from Toni Miranda, an experienced leadership coach with academic and practical expertise.



IMMERSIVE TRAINING

Experience hands-on, impactful training that brings leadership concepts to life.



CURRICULUM

A research-backed, holistic curriculum with action-based learning for leadership growth.



REAL-WORLD APPLICATION

Apply lessons immediately with experiential methods that drive practical leadership impact.



CUSTOMIZED SOLUTIONS

Tailored programs designed to address your organization's unique leadership challenges.



TONI MIRANDA

President
Radiance Image Consultancy and Training Inc.

Toni Miranda is a distinguished Leadership Coach, Certified Image and Etiquette Consultant, Certified Reiss Motivation Profile® Master, Certified NLP Practitioner, Certified Emotional Intelligence Coach, and Certified Cognitive Behavioral Life Coach. As a Haggai International Leader and Cluster Life Coach of the Glorious Hope Recovery Program, Toni empowers leaders worldwide to unlock their potential with clarity, confidence, and actionable strategies. With expertise in leadership, personal branding, neuroscience, emotional intelligence, and holistic coaching, Toni designs transformative, results-driven programs that help executives and entrepreneurs achieve self-mastery, build purposeful legacies, and sustain long-term success. Her approach integrates spiritual wisdom, personal growth, and leadership effectiveness to ensure lasting transformation.

RADIANCE'S PARTICIPANTS ARE A DIVERSE GROUP OF EXECUTIVES, ENTREPRENEURS, AND PROFESSIONALS FROM VARIOUS INDUSTRIES, SPANNING MID-LEVEL TO SENIOR LEADERSHIP ROLES.

78+

CITIES
WORLDWIDE

29+

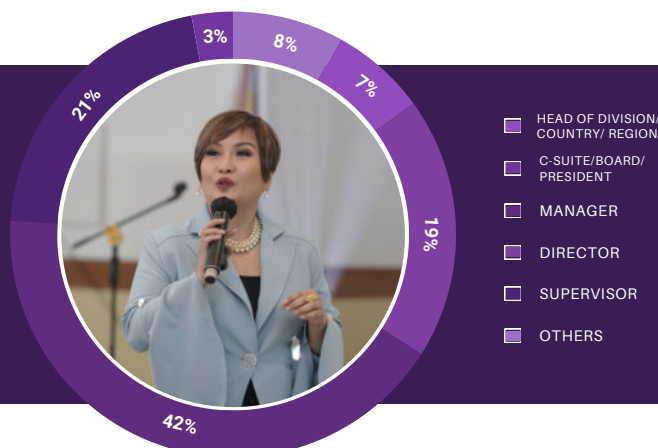
INDUSTRIES

23-55

AGE RANGE

39%

WOMEN



Our Perspective

We specialize in empowering individuals and organizations to thrive by developing people skills and fostering leadership excellence. With over 20 years of expertise, we integrate brain-based coaching, cognitive behavioral techniques, emotional intelligence, and intrinsic desire profiling. Our holistic approach fosters purposeful leadership, extraordinary confidence, impactful image branding, action-driven systems, spiritual wisdom, and self-mastery to develop Radiant Multipliers who achieve sustainable success, well-being, and meaningful legacies while living a balanced and fulfilling life.

WHY CHOOSE US?



Empowering Your Workforce for Global Impact

Our training aligns with the United Nations Sustainable Development Goals (SDGs), helping organizations develop leadership, inclusivity, and social impact. We incorporate relevant SDG topics to foster growth and contribute to global progress.





CORPORATE TRAINING SOLUTIONS

We provide flexible, customized, and high-impact learning and development programs designed to support the growth of your organization at every level.

Training Packages

Small Group	Up to 10 participants	₱28,000
Team	Up to 25 participants	₱44,800
Large Group	Up to 40 participants	₱50,400

Rates above apply to both half-day and full-day sessions.

Inclusions

- One complimentary strategy call to tailor the program to your specific needs.
- Customized training design and expert facilitation.
- Provision of digital copies of training handouts, certificates, and name tags. The client is responsible for printing these materials.

Logistics and Accommodation

The client will provide for the trainer and two team members:

- Meals and parking.
- Venue access and necessary permits.
- On-site coordination assistance (if required).

For engagements outside Metro Manila, the client will provide for the trainer and one staff member:

- Round-trip air/land tickets and transfers.
- Overnight accommodation.
- Full-board meals.

***We also offer an all-in package of P6,000 per participant for a minimum of 10 Pax per session.*

Get Started Today

Invest in your team’s growth with a customized training program designed for maximum impact. Contact us to schedule your free strategy call and explore how we can support your organization’s learning and development goals.

Our programs combine real-world experience with global insights, delivering impactful and relevant training solutions.

Open-class Public Training



In-house Training



Third-party collaboration programme



eLearning



OUR TRAINING PROGRAMS

- Effective Sales and Negotiation Techniques
- Personality Development and Professional Image Enhancement Course
- Building Confidence and Public Speaking Mastery
- Leadership Branding and Executive Presence
- Corporate Etiquette in the Modern Workplace
- Engage to Excel: Unlocking Excellence with Motivational Intelligence and Communication
- Mastering Emotional Intelligence: A Leader's Guide to Success
- L.E.A.D. The Way: Becoming A Radiant Multiplier
- Building High-Performance Teams: Leadership Strategies for Peak Collaboration
- Cultivating Ethics, Winning Attitudes, and Values Enhancement in the Workplace
- WORK-LIFE Harmony: The CALM Path to Peak Performance & Well-being
- Resilient Leadership: Thriving Amidst Challenges
- Inclusive Leadership: Fostering Diversity, Equity, and Inclusion
- Strategic Thinking and Decision-Making for Leaders
- Leading with Agility: Navigating Change and Innovation

Note: All outlines are suggestions only and can be customized after a briefing with the client. Please discuss with Toni Miranda separately if you have a different topic in mind.

EFFECTIVE SALES AND NEGOTIATION TECHNIQUES

Course Description

Master the art of sales and negotiation with this comprehensive course designed to enhance your ability to influence, persuade, and close deals effectively. Learn the psychology behind buyer decisions, explore powerful negotiation strategies, and develop communication skills that foster lasting client relationships. This course equips you with the tools and techniques needed to excel in both sales and negotiations for sustained success.

Learning Objectives

- Understand the foundations of modern sales and the psychology of buying.
- Apply persuasion principles and communication strategies to improve sales success.
- Learn negotiation techniques that create win-win outcomes for both parties.
- Develop habits and strategies for maintaining sales excellence and resilience.

Course Outline

1. Sales Foundations and Mindset
 - Understanding Sales in Today's World
 - The Shift from Selling Products to Solving Problems
 - The Importance of Trust, Empathy, and Authenticity in Sales
 - The Psychology of Buying
2. The Art of Persuasion
 - Cialdini's 6 Principles of Influence (Applied to Sales)
 - Reciprocity, Authority, Social Proof, Scarcity, Liking, Commitment & Consistency
 - Persuasion in Action: Real-World Applications
3. Communication Skills for Sales Success
 - Building Effective Client Relationships
 - Active Listening and Probing Techniques
 - Adapting Communication Styles to Different Personality Types
 - Handling Objections with the REACT Framework
 - The Power of Storytelling in Sales
4. Negotiation Techniques for Win-Win Deals
 - The Fundamentals of Negotiation
 - Key Strategies for Negotiation: Anchoring, Concessions, Building Trust
 - Creating Value and Maintaining Relationships During Negotiations
5. Closing the Sale
 - Effective Closing Techniques: Presumptive, Balance Sheet, and Alternative of Choice
 - Handling Last-Minute Hesitations
 - From Transaction to Relationship: Effective Follow-up
6. Building Habits for Sales Excellence
 - Daily Success Habits and Consistent Prospecting
 - Continuous Learning and Reflecting on Growth
 - Staying Resilient and Motivated through Rejection
 - Setting Achievable Goals and Celebrating Wins

Benefits to Your Organization

- Increased sales performance and higher close rates.
- Enhanced team communication and collaboration skills.
- More effective negotiation strategies leading to better client retention.
- Stronger alignment with client needs and preferences.

Benefits to Your Audience

- Develop a deeper understanding of customer behavior and buying psychology.
- Gain practical tools to influence, persuade, and close deals effectively.
- Master communication techniques that build rapport and trust with clients.
- Build lasting client relationships and become a more resilient, motivated sales professional.

PERSONALITY DEVELOPMENT AND PROFESSIONAL IMAGE ENHANCEMENT COURSE

Course Description

Unlock your potential and elevate your career with our Personality Development and Professional Image Enhancement Course. This course focuses on building self-awareness, refining communication skills, and projecting confidence through grooming, body language, and etiquette, helping you create a lasting and professional impression.

Learning Objectives

- Grasp the significance of personality development and image enhancement in career growth.
- Improve communication through verbal, non-verbal, and body language mastery.
- Learn how to present yourself confidently through appearance, grooming, and etiquette.
- Develop a personalized action plan for continuous self-improvement.

Course Outline

1. Introduction to Personality Development and Image Enhancement
 - Welcome, Course Overview, and Icebreaker Activity
 - Importance of Personality Development and Professional Image
2. Building Self-Awareness and Personal Insight
 - Reflective Exercises for Self-Discovery
 - Exploring Personal Values, Beliefs, Strengths, and Areas for Improvement
3. Leveraging Strengths for Personal and Professional Success
 - Strategies for Personal Growth and Success
 - Setting Actionable Goals for Development
4. Mastering Communication for Impact
 - Verbal and Non-Verbal Communication Techniques
 - Listening, Responding, and Harnessing the Power of Body Language
5. Professional Appearance and Etiquette
 - Understanding Professional Dress Codes and Grooming Standards
 - Dressing for Success Across Various Professional Settings
 - Grooming Habits to Reflect Confidence and Professionalism
 - Workplace Etiquette and Professional Behavior
 - Mastering Meeting and Networking Etiquette
6. Radiating Confidence and Professionalism
 - Habits of Confident Individuals
 - Overcoming Confidence Barriers
 - Practical Exercises to Build and Maintain Confidence
7. Crafting a Personal Development Action Plan
 - Creating a Personalized Growth Plan for Long-Term Development
 - Embracing Continuous Learning and Self-Improvement
 - Conducting Self-Assessments and Seeking Constructive Feedback
 - Committing to Consistent Practice and Application

Benefits to Your Organization

- Enhanced employee self-awareness and personal growth.
- Improved interpersonal communication and professional behavior.
- Boosted confidence and morale among team members.
- Stronger alignment with and representation of the company's values and image.

Benefits to Your Audience

- Gain deeper self-awareness for career advancement.
- Present a polished, professional image in various settings.
- Communicate effectively and confidently in diverse scenarios.
- Display behaviors that radiate confidence and professionalism.

BUILDING CONFIDENCE AND PUBLIC SPEAKING MASTERY

Course Description

Unlock your potential with Toni Miranda's Building Confidence and Public Speaking Mastery course. This immersive full-day program empowers individuals to speak with impact, connect authentically, and conquer stage fright. Led by renowned international speaker Toni Miranda, participants will develop the skills and mindset needed to deliver captivating presentations and leave a lasting impression.

Learning Objectives

- Build unshakeable confidence and overcome self-doubt.
- Align purpose with aspirations to enhance message clarity.
- Master public speaking techniques for crafting and delivering impactful presentations.
- Use storytelling, persuasive communication, and body language to engage audiences.
- Establish a personal public speaking brand and legacy of influence.

Course Outline

Module 1: Cultivating Clarity

- Overcoming limiting beliefs and negative self-talk.
- Discovering purpose aligned with aspirations.
- Visualizing goals through vision boards.

Module 2: Building Competence

- Identifying skills and strengths for growth.
- Setting mastery milestones and self-assessment tools.
- Sharing experiences in building confidence through competence.

Module 3: Contributing Your Legacy

- Defining a personal legacy and actionable steps.
- Mapping the positive ripple effect of contributions.

Module 4: Prepare with Power

- Understanding the audience and crafting a captivating message.
- Structuring speeches and enhancing with storytelling.
- Mastering voice and body language for confident delivery.

Module 5: Present with Power

- Conquering stage fright and projecting composure.
- Engaging the audience through gestures, posture, and eye contact.
- Handling Q&A sessions confidently.

Module 6: Promote with Power

- Building a public speaking presence on social media.
- Crafting a compelling speaker bio and identifying a niche audience.
- Exploring diverse speaking opportunities (conferences, webinars).

Benefits to Your Organization

- Improved presentation skills, boosting internal and external communication.
- Stronger leadership with confident, competent individuals.
- Enhanced organizational reputation and public image.
- Increased employee engagement and a culture of growth.
- Strategic branding through impactful speaking engagements.

Benefits to Your Audience

- Greater confidence to overcome self-doubt and speak with authority.
- Enhanced communication through storytelling and body language mastery.
- Increased audience engagement and presentation impact.
- Professional growth through a strengthened public speaking brand.
- Creation of a meaningful legacy for lasting influence.

LEADERSHIP BRANDING AND EXECUTIVE PRESENCE COURSE

Course Description

This course empowers leaders with the essential skills to enhance their leadership presence and personal branding. It equips participants with practical strategies to strengthen their professional image, communication, and interpersonal skills, ensuring success in diverse industries. Whether you're an aspiring leader or a seasoned executive, this course helps you project authenticity, confidence, and influence in every professional setting.

Learning Objectives

- Understand the key principles of executive presence and leadership branding.
- Identify personal strengths and values to create an authentic leadership brand.
- Master techniques for making a positive first impression in professional settings.
- Acquire business etiquette, networking, and client relations skills for leadership success.
- Enhance verbal and non-verbal communication skills to project confidence.
- Develop a professional appearance and style tailored for corporate settings.

Course Outline

1. Integral Image Development: The ABCs of Image
 - Appearance, Behavior, and Communication as the Foundations of Executive Presence
 - Developing Leadership Branding: Individuality, Positioning, and Credibility
2. Impressions Management
 - The Traits of a Good First Impression: Credibility, Likeability, Attractiveness, and Power
 - Non-verbal Ways to Make a Positive First Impression
 - The Art of Effective Introductions
3. Executive Etiquette
 - Key Traits of Executive Presence: Gravitas, Confidence, Decisiveness, Integrity, Emotional Intelligence, Reputation, and Vision
 - Business Etiquette: Meeting Decorum, Client Relations, and Networking Strategies
 - Business Meals Etiquette and Professional Networking
4. The Power of Communication
 - Verbal Proficiency: Coherence, Assertiveness, and Tone of Voice
 - Influential Non-verbal Communication Techniques
 - Presence and Visual Pose: Projecting Leadership through Body Language
5. Packaging Your Brand: Enhancing Your Professional Appearance
 - Professional Grooming, Dressing, and Accessories for Leadership Success.
 - Developing Personal Style: Understanding Style Personality, Body Type, and Color Palettes.
 - Choosing and Incorporating Accessories to Elevate Your Look.
 - Dressing for Various Occasions: Corporate, Corporate Casual, Formal, Semi-formal, and Smart Casual.

Benefits to Your Organization

- Improved leadership effectiveness and communication across all levels.
- Enhanced professional image of leaders, contributing to the organization's overall credibility.
- Stronger client relations through polished professionalism and executive presence.
- Increased organizational credibility, attracting more opportunities and fostering trust.
- Empowered leaders who will inspire and positively influence teams, contributing to a healthier corporate culture.

Benefits to Your Audience

- Boosted confidence through an enhanced personal brand and executive presence.
- Better communication skills to lead with clarity and influence.
- Professional growth, equipping participants with skills to succeed in leadership and high-level professional interactions.
- Enhanced personal branding, positioning yourself as an influential leader within your industry.
- Increased adaptability in diverse business settings, positioning participants for greater opportunities and growth.

CORPORATE ETIQUETTE IN THE MODERN WORKPLACE

Course Description

In today's dynamic business world, a solid understanding of corporate etiquette is essential for building strong relationships, boosting professional image, and succeeding in diverse environments. This course provides practical insights into modern business etiquette, effective communication, navigating social events, and handling digital challenges. It equips professionals to confidently engage in both in-person and virtual settings, ensuring they leave a lasting positive impression in their workplace and beyond.

Learning Objectives

- Demonstrate a clear understanding of modern business etiquette and digital communication.
- Communicate effectively and professionally in in-person and virtual settings.
- Navigate business dining and social events with confidence.
- Build and maintain a strong personal brand and professional image.
- Apply etiquette principles in challenging workplace situations.

Course Outline

1. Introduction to Business Etiquette
 - Importance of etiquette in the modern workplace.
 - The role of etiquette in relationship-building.
2. Effective Communication Skills
 - Verbal and non-verbal communication.
 - Digital communication and online etiquette.
 - Conflict resolution strategies.
3. Business Dining and Social Etiquette
 - Formal dining etiquette and table manners.
 - Navigating business dining scenarios.
 - Hosting and attending social business events.
4. Networking and Relationship Building
 - Building and maintaining professional networks.
 - Leveraging social events for career growth.
5. Professional Image and Personal Branding
 - Developing a professional brand.
 - Workplace dress codes and grooming standards.
6. Ethics and Etiquette in the Digital Age
 - Impact of digital technology on business etiquette.
 - Best practices for social media and online presence.
7. Handling Special Business Scenarios
 - Etiquette for business travel and corporate events.
 - Meetings, presentations, and negotiations.
8. Workplace Etiquette
 - Navigating office dynamics and respecting personal space.
 - Managing workplace challenges with diplomacy.
9. Practical Application of Etiquette
 - Role-playing exercises.
 - Case studies and feedback.
10. Continued Professional Development
 - Creating an action plan for ongoing etiquette improvement.
 - Resources for further learning.

Benefits to Your Organization

- Enhanced professionalism across the team.
- Improved communication and collaboration.
- Stronger client relationships and business outcomes.
- A more polished, confident workforce.
- Better adaptability to cross-cultural business environments.

Benefits to Your Audience

- Increased confidence in various professional situations.
- Stronger personal brand and professional image.
- Practical, real-world etiquette application.
- Improved digital communication and social media presence.
- Ability to confidently navigate global and business challenges.

ENGAGE TO EXCEL: UNLOCKING EXCELLENCE WITH MOTIVATIONAL INTELLIGENCE AND COMMUNICATION

Course Description

This immersive, full-day program is led by Ms. Toni Miranda, a renowned Clarity Coach and Reiss Motivation Profile® Master. focuses on enhancing team engagement through Motivational Intelligence (MI) and effective communication. Using Growth Mindset Strategies and the ACE Framework, participants will learn to overcome engagement barriers and foster a motivated, high-performance culture within their teams. This course integrates Self-Awareness modules, helping participants improve communication and team dynamics through MI and Love Languages.

Learning Objectives

- Acknowledge Engagement Roles: Understand the leader's role in driving team motivation.
- Conquer Barriers: Identify and overcome common team engagement barriers.
- Enhance Team Engagement: Implement strategies to sustain team motivation and commitment using Growth Mindset strategies.
- Apply the ACE Framework: Use the ACE Framework to manage interference and boost team engagement.
- Action Planning: Develop a personalized plan to apply MI for enhanced team performance.

Course Outline

1. Introduction to Motivational Intelligence and Team Engagement
 - Overview of MI's role in engagement and team dynamics.
2. The INNER GAME Formula for Team Engagement
 - Addressing interference and using MI pillars to boost team engagement.
3. Self-Awareness: Understanding Communication and Motivational Style
 - Self-assessments to enhance team communication and engagement.
4. The ACE Framework for Team Engagement
 - Acknowledge: Role of the leader in team engagement.
 - Conquer: Overcoming barriers.
 - Enhance: Proactive strategies to improve engagement.
5. Managing Interference with the ACE Framework
 - Stress management and communication improvements to enhance team dynamics.
6. Customizing Reward Systems and Communication
 - Tailor communication and rewards based on MI and Love Languages.
7. Action Planning for Team Engagement
 - Create an actionable plan for sustained team engagement and motivation.

Benefits to Your Organization

- Higher Engagement: Increased motivation and productivity within teams.
- Stronger Dynamics: Improved communication and collaboration.
- Effective Leadership: Leaders can create a culture of engagement and retention.
- Sustained Success: Teams stay motivated and high performing, driving organizational goals.

Benefits to Your Audience

- Leadership Growth: Practical tools for engaging teams and improving leadership skills.
- Better Communication: Tailored strategies for effective team communication.
- Increased Performance: Skills to sustain team motivation and performance.
- Personal Development: Create a plan for continuous leadership and team engagement improvement.

MASTERING EMOTIONAL INTELLIGENCE A LEADER'S GUIDE TO SUCCESS

Course Description

This training program equips leaders with essential emotional intelligence (EI) skills necessary for effective leadership. Participants will explore the four key components of EI—self-awareness, self-regulation, social awareness, and relationship management—through interactive exercises, case studies, and role-playing. Leaders will learn to make impactful decisions, communicate effectively, resolve conflicts, and empower teams. By the end, participants will lead with empathy, resilience, and a deep understanding of themselves and others.

Learning Objectives

- Enhanced Self-Awareness: Understand personal emotions, strengths, and areas for leadership growth.
- Effective Self-Regulation: Manage emotions under pressure and make balanced decisions.
- Improved Social Awareness: Enhance empathy and understand others' emotions and perspectives.
- Relationship Management Skills: Build trust, resolve conflicts, and inspire teams.
- Emotionally Intelligent Leadership: Apply EI to navigate challenges, improve team dynamics, and adapt leadership styles.

Course Outline

Module 1: Understanding Emotional Intelligence for Leaders

- Define EI and explore its importance in leadership success.
- Take an EI assessment for personal reflection.

Module 2: Cultivating Self-Awareness

- Identify personal emotions and triggers.
- Learn self-reflection techniques to boost confidence.

Module 3: Mastering Self-Regulation

- Manage stress and maintain composure in challenging situations.
- Develop emotional balance and resilience through mindfulness.

Module 4: Expanding Social Awareness

- Understand others' emotions and perspectives.
- Practice active listening and empathy for effective communication.

Module 5: Building Strong Relationships through Relationship Management

- Foster trust and rapport with teams.
- Master conflict resolution and inspire others.

Module 6: Applying Emotional Intelligence to Leadership Challenges

- Use EI to drive collaboration and resilience within teams.
- Create an action plan for future leadership challenges.

Personal Reflections and Closing Activity

- Develop a personal action plan to continue EI development.
- Group discussion on key takeaways and actionable next steps.

Benefits to Your Organization

- Improved Leadership: Enhances leaders' ability to navigate team dynamics and foster collaboration.
- Stronger Teams: Builds trust, cooperation, and performance within teams.
- Effective Conflict Resolution: Enables leaders to resolve conflicts constructively.
- Increased Engagement: Inspires teams, boosting satisfaction and productivity.
- Enhanced Culture: Creates a positive, resilient, and adaptive work environment.

Benefits to Your Audience

- Increased Self-Awareness: Gain insights into personal emotions and leadership impact.
- Improved Stress Management: Learn practical techniques to stay balanced.
- Enhanced Communication: Develop empathetic communication for team success.
- Stronger Decision-Making: Make thoughtful, balanced decisions.
- Empowered Leadership: Create a personalized action plan for confident leadership.

L.E.A.D. THE WAY: BECOMING A RADIANT MULTIPLIER

Course Description

This full-day training program employs the L.E.A.D. framework—Legacy, Engagement, Awareness, and Development—to empower leaders as "Radiant Multipliers." Participants will explore strategies to build high-performing teams, boost self-awareness, and foster resilience. By integrating practical leadership techniques and wellbeing strategies, attendees will gain actionable tools to lead with purpose, adapt to challenges, and create lasting impact.

Learning Objectives

- Legacy: Build a lasting, positive impact through empowered leadership.
- Engagement: Foster a culture of high engagement using proven strategies.
- Awareness: Enhance self-awareness to navigate change effectively.
- Development: Integrate purpose-driven leadership with wellbeing to sustain resilience and drive growth.

Course Outline

Module 1: Legacy – Building Lasting Impact

- Define your role as a Radiant Multiplier.
- Address underutilized team potential with strategies to build a positive legacy.

Module 2: Engagement – The ACE System

- Acknowledge: Recognize your role in cultivating an engaged team.
- Conquer: Overcome barriers to engagement like communication gaps and workload issues.
- Enhance: Apply strategies to boost collaboration, recognition, and team morale.

Module 3: Awareness – Leadership Identity and Adaptability

- Understand how beliefs and emotions shape leadership.
- Leverage emotional intelligence to improve self-awareness and decision-making.
- Build adaptability to lead in uncertainty.

Module 4: Development – Purpose-Driven Leadership and Wellbeing

- Align leadership actions with core values to inspire growth.
- Incorporate wellbeing strategies to foster resilience in teams.
- Cultivate mental, emotional, and organizational resilience to thrive in dynamic environments.

Benefits to Your Organization

- Sustainable Growth: Equip leaders to inspire long-term impact.
- Increased Engagement: Boost team morale and productivity.
- Resilient Leadership: Strengthen adaptability and thrive in change.
- Wellbeing Culture: Promote emotional and mental health for teams.

Benefits to Your Audience

- Empowered Leadership: Inspire teams with purpose and clarity.
- Stronger Self-Awareness: Enhance decision-making and adaptability.
- Improved Team Dynamics: Foster collaboration and motivation.
- Resilience Tools: Cultivate strategies to navigate challenges effectively.
- Wellbeing Focus: Build personal and team wellbeing for sustained success.

BUILDING HIGH-PERFORMANCE TEAMS LEADERSHIP STRATEGIES FOR PEAK COLLABORATION

Course Description

This full-day training program equips leaders with the tools to build and sustain high-performance teams. By applying the refined TEAMS framework (Trust, Engagement, Accountability, Motivation, Soar High), participants will learn how to foster an environment that encourages collaboration, drives results, and promotes continuous improvement. Emphasizing agility and a growth mindset, the course will empower leaders to inspire and lead teams to peak performance.

Learning Objectives

- **Build Trust:** Understand the pivotal role of trust in team success and develop strategies to cultivate a transparent and supportive environment.
- **Enhance Engagement:** Foster a culture of commitment and active participation by engaging team members in meaningful ways.
- **Promote Accountability:** Instill a sense of ownership and responsibility in team members, ensuring alignment with team goals and objectives.
- **Inspire Motivation:** Learn how to empower and encourage team members, boost morale and drive performance.
- **Soar High:** Cultivate a mindset of excellence, encouraging teams to continuously push boundaries and strive for high achievement.

Course Outline

Module 1: Trust

- The importance of trust in high-performing teams.
- Developing strategies to build and sustain trust within the team.
- Role of transparency and communication in fostering trust.

Module 2: Engagement

- Techniques for engaging team members and fostering a sense of ownership.
- Creating alignment between individual motivations and team goals.
- Cultivating a cooperative, collaborative, and committed team environment.

Module 3: Accountability

- Building a culture of accountability where team members take responsibility for their actions and outcomes.
- Implementing systems and practices that ensure consistent performance and alignment with team goals.
- Overcoming obstacles and maintaining accountability in challenging situations.

Module 4: Motivation

- Strategies to motivate individuals and teams, driving higher levels of performance.
- Understanding intrinsic and extrinsic motivators and aligning them with team goals.
- Techniques for sustaining motivation through feedback, recognition, and development.

Module 5: Soar High

- Encouraging teams to aspire to excellence and continuously improve.
- Building resilience and embracing a growth mindset.
- Celebrating team successes and pushing boundaries to achieve exceptional results.

Benefits to Your Organization

- **Enhanced Collaboration:** Strengthen team cooperation, leading to more effective communication and collaboration.
- **Higher Team Performance:** Develop high-performing teams that consistently meet and exceed goals.
- **Sustained Growth:** Create a culture of continuous improvement and excellence that drives innovation and long-term success.
- **Resilient Leadership:** Leaders will be equipped to manage dynamic teams, fostering a culture of trust, engagement, and accountability.

Benefits to Your Audience

- **Stronger Leadership:** Leaders gain practical tools to build and lead high-performing teams with trust, motivation, and accountability.
- **Team Cohesion:** Improve team dynamics, engagement, and collaboration through actionable strategies.
- **Actionable Mindset:** Foster a sense of ownership and commitment, ensuring team members are motivated to perform at their best.
- **Excellence and Growth:** Encourage teams to embrace a mindset of excellence, continuously striving for improvement and pushing for higher performance.

CULTIVATING ETHICS, WINNING ATTITUDES, AND VALUES ENHANCEMENT IN THE WORKPLACE

Course Description

Embark on a transformative journey with Toni Miranda, a distinguished Reiss Motivation Profile Master, NLP and CBT practitioner, and Transformational Coach. This comprehensive one-day course delves into the profound impact of work attitudes, ethics, and values, offering a holistic approach to personal and professional development. With a focus on cultivating a positive attitude, ethical decision-making, and effective communication, participants will explore practical strategies to foster a positive work culture. The course integrates Toni's expertise in Clarity and Confidence, NLP, CBT, and REBT to empower individuals to enhance their professional effectiveness and personal wellbeing. Through interactive exercises and self-reflection activities, participants will learn to create lasting, impactful change in their workplace environment.

Learning Objectives

- Understand the impact of attitudes on workplace dynamics and the importance of maintaining a positive work attitude.
- Develop a growth mindset and overcome negativity through practical self-reflection exercises.
- Master active listening techniques and communicate with clarity and empathy.
- Apply ethical decision-making frameworks to navigate workplace challenges.
- Identify and enhance key dimensions of professional wellbeing for improved performance and attitude.

Course Outline

Session 1: Introduction to Work Attitude and Values

- Realities on the Impact of a Bad Attitude
- Importance of Positive Work Attitudes
- Overview of Key Values in the Workplace
- Understanding the Heart of the Company
- Icebreaker Activities to Engage Participants

Session 2: Cultivating a Positive Work Attitude

- Recognizing and Overcoming Negativity
- Developing a Growth Mindset
- Interactive Exercises and Self-Reflection
- Group Activity to Identify Personal and Team Attitudes

Session 3: Effective Communication Skills

- Active Listening Techniques
- Clarity in Communication
- The Power of Words
- Role-playing Exercises for Communication Skills Development

Session 4: Enhancing Values with Work Ethics

- Understanding Workplace Ethics
- Ethical Decision-Making Frameworks
- Case Studies and Group Discussions to Analyze Ethical Dilemmas

Session 5: Improving Professional Wellbeing for Better Attitude

- Understanding the Role of Time in Professional Wellbeing
- Discovering the Key Dimensions of Wellbeing
- Identifying Dimensions in Need of Improvement
- Wrap-up and Q&A
- Summary of Key Takeaways and Participant Reflections

Q&A and Feedback

Benefits to Your Organization

- Improved workplace culture: Foster a positive, collaborative, and supportive environment.
- Enhanced ethical decision-making: Encourage responsibility and integrity in all professional dealings.
- Better communication: Strengthen team collaboration through active listening and empathetic communication.
- Increased professional wellbeing: Higher morale and productivity through enhanced personal and team wellbeing.

Benefits to Your Audience

- Stronger, more positive attitudes: Cultivate a growth mindset that leads to improved performance.
- Better communication and interpersonal skills: Master the art of active listening and effective expression.
- Clear understanding of workplace ethics: Learn how to navigate complex ethical dilemmas with confidence.
- Improved professional wellbeing: Enhance emotional, mental, and physical wellbeing to foster a balanced, productive work life.

WORK-LIFE HARMONY: THE C.A.L.M. PATH TO PEAK PERFORMANCE & WELL-BEING

Course Description

Feeling stretched thin and out of sync? This insightful training program explores the C.A.L.M. approach to achieving work-life harmony—the ultimate fuel for peak performance and long-term well-being. Discover powerful techniques to identify hidden work-life harmony blockers, manage stress effectively, and cultivate joy in your daily life. Learn how to prioritize tasks, set healthy boundaries, and create a sustainable work-life rhythm for lasting success. The C.A.L.M. strategy is designed to help participants achieve balance, reduce stress, and improve overall well-being, ensuring they thrive both personally and professionally.

Learning Objectives

- Understand the importance of work-life harmony for personal and professional well-being.
- Identify personal work-life balance challenges and blockers.
- Develop strategies to manage stress and cultivate calm through the C.A.L.M. approach.
- Implement effective time management and prioritization techniques for work-life harmony.
- Learn to set healthy boundaries and create a sustainable work-life rhythm.

Course Outline

1. Why Work-Life Harmony Matters
 - a. Interactive Icebreaker Activity: Share work-life balance experiences and challenges
 - b. Shocking Statistics: Present statistics on the impact of poor work-life balance (stress, burnout, health issues)
 - c. The Cost of Imbalance: Discuss the emotional and financial consequences of work-life imbalance
 - d. Benefits of Harmony: Explore how work-life harmony enhances well-being, happiness, and productivity
2. What is Work-Life Harmony?
 - e. Defining Work-Life Harmony: A holistic approach to work-life integration
 - f. Individual Needs: Understanding that work-life harmony is personal and unique for each person
 - g. Myths & Misconceptions: Debunk common myths about work-life balance
3. The CALM Strategy for Work-Life Harmony
 - h. Cultivate Awareness (C)
 - Stress Assessment: Identify symptoms and assess stress levels
 - Recognizing Blockers: Discuss work-life balance blockers (e.g., perfectionism, unclear boundaries)
 - Identifying Stress: Recognize stress signs impacting work-life balance
 - i. Assess Levels (A)
 - Energy Audit: Identify energy patterns and how work impacts them
 - Assessing Energy Levels: Learn strategies to assess energy capacity for work
4. Live Joyfully (L)
 - a. The JOY Framework: Cultivate joy in daily life through gratitude and mindfulness
 - Joyful Gratitude Practice: Exercises for integrating gratitude
 - Being Present: Techniques for mindfulness
 - Nurturing Relationships: Strategies for prioritizing and strengthening relationships
5. Mindful Strategies (M)
 - b. Time Management & Prioritization: Develop skills for effective time management and prioritization
 - c. Healthy Boundaries: Setting boundaries between work and personal life
 - d. Work-Life Rhythm: Creating a sustainable rhythm for well-being
 - e. REST Strategy (within Mindful Strategies):
 - Remember Self-Compassion: Techniques for positive self-talk
 - Engage in Self-Care: Strategies for mental and physical well-being
 - Set Boundaries: Developing healthy boundaries for work-life integration
 - Thankfulness: Cultivating gratitude in daily life
6. Work-Life Harmony Action Plan
 - f. Participants develop a personalized action plan to integrate the C.A.L.M. strategy into their daily lives
 - g. Share action plans for feedback and support, fostering accountability and community

Benefits to Your Organization

- Improved employee well-being and job satisfaction: Foster a healthier, happier workforce.
- Increased productivity and reduced burnout: Empower employees to be their best without compromising their well-being.
- Stronger work-life balance leading to higher retention rates: Employees are more likely to stay with organizations that support their well-being.
- Enhanced employee engagement and commitment to organizational goals: Engaged employees are more aligned with company success.

Benefits to Your Audience

- Practical tools to manage stress and avoid burnout: Equip participants with the skills to stay calm and balanced.
- A clear path to achieving work-life harmony and peak performance: Real-world strategies to reach personal and professional goals.
- Improved relationships and communication both at work and personally: Create stronger bonds with colleagues and loved ones.
- Increased energy, joy, and overall well-being for sustained success: Participants feel revitalized, focused, and empowered to lead a balanced life.

RESILIENT LEADERSHIP THRIVING AMIDST CHALLENGES

Course Description

This dynamic program equips leaders with the tools and mindset to not only survive but thrive in the face of adversity. Focused on resilience and leadership effectiveness, the R-U-O-K framework—Reignite Optimism, Unleashing Emotional Intelligence, Optimizing Connections, and Know What to Focus On—is designed to empower leaders to lead confidently through crises, uncertainties, and change. By cultivating emotional intelligence, reinforcing optimism, optimizing relationships, and sharpening focus, leaders will be better equipped to maintain peak performance, inspire their teams, and navigate organizational challenges with clarity and composure.

Learning Objectives

- Reignite Optimism: Harness the power of optimism to restore confidence in oneself and the team during difficult times.
- Unleash Emotional Intelligence: Master emotional intelligence to navigate complex emotions and foster an empathetic, collaborative leadership style.
- Optimize Connections: Strengthen relationships and build a supportive network that enhances team resilience and collaboration.
- Know What to Focus On: Cultivate the ability to focus on key priorities and eliminate distractions to lead with purpose.
- Sustain Leadership Resilience: Develop the mindset and strategies needed to lead effectively and maintain high performance during adversity.

Course Outline

1. Reignite Optimism: Cultivating a Positive Leadership Mindset
 - The transformative impact of optimism on leadership effectiveness.
 - Strategies to reframe challenges and maintain a solution-focused mindset.
 - Overcoming setbacks with a growth-oriented perspective, encouraging resilience and hope.
 - Creating a resilient organizational culture that thrives on optimism.
2. Unleashing Emotional Intelligence: Leading with Empathy and Self-Awareness
 - Understanding and developing emotional intelligence for leadership success.
 - Practical techniques for self-regulation, self-awareness, and emotional management under stress.
 - Using empathy to build deeper connections with teams, enhance trust, and foster collaboration.
 - Leveraging emotional intelligence to navigate conflicts, manage uncertainty, and support mental wellbeing.
3. Optimizing Connections: Building Strong Relationships that Drive Resilience
 - Strengthening team dynamics through clear communication and transparency.
 - Building trust and respect within teams to support collaboration and problem-solving.
 - Cultivating a network of support inside and outside the organization.
 - Enhancing leadership presence through authentic connections that inspire confidence and teamwork.
4. Know What to Focus On: Sharpening Leadership Focus and Prioritization
 - Developing laser-sharp focus to prioritize the right tasks in times of crisis.
 - Techniques to simplify complex challenges and make informed, strategic decisions.
 - Building clarity by setting clear goals, aligning actions with core values, and ensuring team alignment.
 - How to block out distractions and remain consistent in the face of overwhelming demands.
5. Sustaining Leadership Resilience: Thriving Amidst Adversity
 - Building personal resilience through mental toughness, adaptability, and self-care practices.
 - Creating a sustainable leadership plan to ensure long-term success, even in challenging environments.
 - Empowering teams by modeling resilience and fostering a supportive environment.
 - Leveraging lessons from adversity to drive innovation, performance, and growth.

Benefits to Your Organization

- Resilient Leadership: Equip your leadership team with the ability to navigate crises, setbacks, and challenges with confidence and composure.
- Improved Team Collaboration: Strengthen inter-team relationships and communication, fostering a resilient, supportive, and high-performing work environment.
- Enhanced Decision-Making: Sharpen focus and prioritization skills, ensuring leaders can make quick, strategic decisions that align with organizational goals.
- Sustained Organizational Success: Build a culture of resilience that enables teams to thrive during adversity, leading to sustained growth and adaptability.

Benefits to Your Audience

- Reignited Optimism: Learn to overcome setbacks and keep a positive outlook, motivating teams through challenging times.
- Empowered Emotional Intelligence: Master the emotional skills necessary to lead with empathy, strengthen relationships, and inspire loyalty.
- Stronger Connections: Build and nurture authentic connections that foster collaboration, trust, and a sense of unity within the team.
- Laser-Focused Leadership: Develop the ability to focus on what matters most, ensuring you and your team are aligned with key objectives even under pressure.
- Long-Term Resilience: Gain the mindset, strategies, and tools to maintain peak leadership performance, regardless of external challenges.

INCLUSIVE LEADERSHIP FOSTERING DIVERSITY, EQUITY, AND INCLUSION

Course Description

This full-day program equips leaders with the tools to foster diversity, equity, and inclusion (DEI) within their teams and organizations. Through understanding and applying inclusive leadership practices, participants will learn how to create an environment where all individuals feel valued, respected, and empowered to contribute to innovation and growth.

Learning Objectives

- Define the core principles of diversity, equity, and inclusion in leadership.
- Create actionable strategies to build an inclusive and equitable organizational culture.
- Address biases and barriers to ensure fairness in decision-making.
- Develop leadership practices that celebrate and leverage diversity for growth.
- Build a sustainable and inclusive environment for long-term success.

Course Outline

Module 1: Introduction to Inclusive Leadership

- Defining inclusive leadership and its importance in today's workplace.
- The value of diversity, equity, and inclusion for organizational success.
- The leader's role in promoting DEI and inspiring others.

Module 2: Building an Inclusive Culture

- Key strategies for cultivating a diverse and inclusive organizational culture.
- The importance of psychological safety in fostering inclusivity.
- Tools for engaging team members from diverse backgrounds.

Module 3: Identifying and Addressing Bias

- Understanding unconscious bias and its impact on decision-making.
- Strategies for mitigating biases in hiring, promotions, and daily interactions.
- Best practices for creating fair and equitable systems.

Module 4: Leveraging Diversity for Innovation and Growth

- The link between diversity and innovation: How diverse teams drive better business outcomes.
- Approaches for fostering collaboration among diverse team members.
- Leveraging different perspectives to solve complex problems.

Benefits to Your Organization

- **Increased Innovation:** Diverse perspectives lead to creative solutions and innovative products.
- **Improved Employee Retention:** A culture of inclusion boosts employee morale and reduces turnover.
- **Enhanced Brand Reputation:** A commitment to DEI enhances the organization's reputation as a progressive and ethical employer.
- **Stronger Team Dynamics:** Teams perform better when inclusivity is prioritized, fostering collaboration and trust.

Benefits to Your Audience

- **Broadened Perspective:** Understand the value of diversity and inclusion in leadership and organizational success.
- **Increased Leadership Confidence:** Equip yourself with actionable strategies for leading diverse teams.
- **Empowered Decision-Making:** Build the skills to address biases and create a more equitable work environment.
- **Growth Mindset:** Cultivate a mindset that celebrates diversity and harnesses its power for innovation.

STRATEGIC THINKING AND DECISION-MAKING FOR LEADERS

Course Description

This session enhances leaders' ability to think strategically and make high-impact decisions in uncertain environments. Participants will learn key frameworks for critical thinking, decision-making under pressure, and aligning decisions with long-term organizational goals.

Learning Objectives

- Strengthen critical thinking to make better decisions in complex situations.
- Apply strategic frameworks to identify opportunities and mitigate risks.
- Make informed decisions under uncertainty and high-pressure situations.
- Foster a growth mindset that supports agile decision-making.
- Align leadership decisions with organizational vision and goals.

Course Outline

Module 1: Foundations of Strategic Thinking

- What is strategic thinking, and why is it essential for leadership?
- Key frameworks for analyzing business challenges and opportunities.
- The importance of long-term vision in short-term decision-making.

Module 2: Decision-Making in Uncertainty

- How to navigate uncertainty and make decisions with incomplete information.
- Techniques for managing risk and assessing potential outcomes.
- Tools for decision-making under pressure and in crisis situations.

Module 3: Applying Critical Thinking to Leadership

- The role of critical thinking in improving decision quality.
- Avoiding cognitive biases and improving objective analysis.
- Practical exercises for honing critical thinking skills in leadership.

Module 4: Aligning Decisions with Organizational Vision

- The process of aligning decisions with long-term organizational goals.
- How to ensure decisions support business growth and development.
- Strategies for engaging teams in strategic decision-making.

Benefits to Your Organization

- **Enhanced Decision Quality:** Leaders make more informed and strategic decisions that align with business goals.
- **Improved Organizational Agility:** Leaders can respond swiftly to changes in the market, increasing competitiveness.
- **Better Risk Management:** Strategic thinking helps mitigate risks and anticipate challenges.
- **Stronger Leadership Alignment:** Alignment with organizational goals ensures a unified vision and cohesive direction.

Benefits to Your Audience

- **Improved Decision-Making Skills:** Make more confident and informed decisions, even in uncertain situations.
- **Strategic Agility:** Learn how to adapt strategies quickly in a rapidly changing environment.
- **Critical Thinking Development:** Develop a deeper ability to analyze complex issues and make thoughtful decisions.
- **Growth-Oriented Leadership:** Cultivate a mindset that embraces change and continuous learning.

LEADING WITH AGILITY

NAVIGATING CHANGE AND INNOVATION

Course Description

In this session, leaders will learn how to successfully lead teams through change and innovation. The focus is on developing agility in leadership, navigating uncertainty, and driving continuous transformation within organizations.

Learning Objectives

- Cultivate a mindset of agility to respond quickly to change.
- Learn how to lead through periods of uncertainty and innovation.
- Manage team resistance and guide others through change with confidence.
- Promote a culture of continuous innovation and adaptability.
- Foster leadership that inspires agility and creative problem-solving.

Course Outline

Module 1: Leadership Agility and its Importance

- What is leadership agility, and how can it drive organizational success?
- The role of agile leadership in a rapidly changing business environment.
- Key traits of agile leaders: flexibility, resilience, and responsiveness.

Module 2: Leading Through Change

- How to manage organizational change effectively.
- Strategies for reducing resistance and fostering a change-positive mindset.
- Communicating change and inspiring confidence during transitions.

Module 3: Cultivating a Culture of Innovation

- Building a team culture that thrives on innovation and new ideas.
- Encouraging risk-taking and creativity in the workplace.
- Overcoming obstacles to innovation and sustaining creativity in the long term.

Module 4: Developing Personal Agility in Leadership

- The role of self-awareness in leading with agility.
- Tools and strategies for improving personal adaptability and resilience.
- Leading by example: How to inspire agility and adaptability in your team.

Benefits to Your Organization

- Increased Organizational Agility: Leaders equipped to handle change and innovate quickly.
- Enhanced Innovation: A culture of agility promotes continuous improvement and innovative thinking.
- Higher Employee Morale: Employees feel more engaged and supported during times of change.
- Resilient Leadership: Leaders develop resilience, helping to overcome challenges and keep the organization moving forward.

Benefits to Your Audience

- Confidence in Leading Change: Learn how to lead with confidence during times of uncertainty.
- Innovation Mindset: Develop a mindset that embraces continuous improvement and creative solutions.
- Agility in Leadership: Cultivate personal and team agility to navigate an evolving business landscape.
- Resilience and Flexibility: Build the skills necessary to lead through change with resilience and flexibility.



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