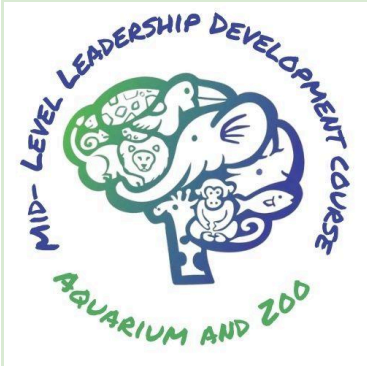


## Growing Resiliency for Aquarium and Zoo Employees



### SUPPORTIVE MATERIAL (hard copies provided)

**Leadership and Self-Deception**, Arbing Institute  
**The Good Fight**, Liane Davey  
**Dare to Lead**, Brenè Brown  
**Five Dysfunctions of a Team**,  
Patrick Lencioni

### COURSE REQUIREMENTS

**Time Commitment:** 4-5 hours per month consisting of pre-recorded videos and 2, one hour long Zoom meetings to discuss content and practical applications. Also a pre- course 1 hour coaching session. End of the year 2 hour wrap up zoom meeting.

#### Technology requirements:

computer, internet access with Zoom platform capabilities, microphone, camera

### INSTRUCTORS

**Hannah Fullmer**  
**Shannon McKinney**

Phone: 720-449-6787  
grazee@zoomentalhealthsupport.com  
www.zoomentalhealthsupport.com

### COURSE OVERVIEW

This is a year-long program (January 2026 – December 2026), divided into quarterly areas of focus. Throughout each month individuals are required to watch a pre-recorded lecture, complete a practical application activity related to the month's topic, and engage in two, hour long live group video conferencing sessions to discuss lessons learned, practice skills, and develop action items unique to their circumstance. Dates for live sessions will be determined by cohort participants.

Participants will learn researched based tools to integrate mental wellness with their distinctive leadership skills, fostering an environment that encourages and supports staff at all levels.

### COURSE OUTLINE

- Gaining Awareness of Personal Style and Preferences
- Communication in All Directions
- Developing People Skills
- Creating a Healthy Work Ecosystem

### ADDITIONAL TAKEAWAYS

- Mental Health First Aid Certification for Adults (3 year Certification)
- Everything DiSC Workplace and Management Assessment Profiles
- Five Behaviors of a Cohesive Team Personal Development Assessment Profile
- Pre and Post Experience Survey
- Option to add on one on one coaching packages to elevate skills

**Cost:** Single payment of \$1,500 or  
12 monthly payments of \$135/month