WORKSHOP · ENLIGHTENED COACH · FROM THE AUTHOR OF THE DURING™

Leading, Living and Deciding When the Future Is Still Unclear

For leaders who can't wait for certainty.

Nonprofit leaders, boards and women in leadership are often asked to make sound decisions and steady other people while the outcome is still uncertain, and while carrying their own lives at the same time. This workshop gives leaders language and practice for deciding, communicating and leading well in the middle, before the answers arrive.



WHO IT'S FOR

Nonprofit executive directors and leadership teams, boards, women's leadership retreats and summits, and leadership offsites outside the corporate revenue world. 12 to 40 per room.

FORMATS

90 minutes after The During keynote, or a half day for a retreat or offsite.
In person or virtual.

WHAT THEY PRACTICE

Naming what is known and unknown, making decisions that hold up under uncertainty, and leading people without pretending to certainty they don't have.

> *Who on your team might be saying "we're managing" right now? What would make it safe for them to say more?*
>
> From the Reader's Guide in The During™

SIGNALS THIS IS THE RIGHT FIT

- Funding, leadership or community needs are shifting faster than plans can keep up.
- Leaders feel they must appear certain, and their teams can tell they aren't.
- Capable women in the room are carrying careers alongside complex lives, and rarely say so.
- Boards and leadership teams are stuck waiting for clarity before they act.

WHAT PEOPLE LEAVE WITH

- A shared way to name what is known, unknown and still undecided.
- Practice communicating honestly with a team or board while the outcome is still open.
- A decision rhythm that keeps moving without waiting for certainty.
- One specific, observable 30-day commitment for their team or organization.

Tamera Schmidt · Enlightened Coach · tam@yourenlightenedcoach.com · yourenlightenedcoach.com

The core session: 90 minutes

The session moves the room from recognition to practice to commitment, using fictional leadership cases.

TIME	SEGMENT	WHAT HAPPENS
0:00–0:10	Bridge and private reflection	A link to the keynote's central idea, then three quiet minutes on a private page: what am I deciding right now without the full picture? It's never shared.
0:10–0:30	Case one: the steady director	A fictional executive director loses a major grant, tells her board "We're managing," and keeps the news from her team for weeks. Tables find what the steadiness cost.
0:30–0:50	Conversation practice	Pairs practice telling a team or board the truth about an unresolved situation: what we know, what we don't, and what happens next.
0:50–1:10	Case two: deciding in the middle	A fictional leadership team stalls while waiting for certainty. Tables design a decision rhythm built around what is actually there, not what was supposed to be there, so the team keeps moving when the future is unclear.
1:10–1:25	The 30-day commitment	Each leader writes one specific, observable action, with a partner and a day-30 check-in.
1:25–1:30	Close	One line each leader will say differently this quarter.

The half-day version adds a full-room debrief of each case, a look at the leader's own during and what it asks of them, and time to redesign one meeting in the organization's rhythm.

GROUND RULES FOR THE ROOM

- Nothing personal is required. Any reflection is private and stays on each participant's own page.
- The cases are fictional. People discuss the characters, not themselves or their colleagues.
- This is not grief counseling, therapy, burnout programming or motivational speaking.
- When Tamera's own story enters the room, it is as a witness to what it looked like from where she stood, never as a lesson anyone is told to take.

WAYS TO WORK TOGETHER

- The keynote. The During: Building a Life Inside the Question, for a conference, summit, retreat or community gathering.
- The workshops. Who Are You Becoming?; Supporting Others Without Losing Yourself in the Unresolved Middle; and Leading, Living and Deciding When the Future Is Still Unclear. Each runs 90 minutes after the keynote or as a half day.
- For corporate and revenue teams. Competence Can Become Camouflage, its workshop for revenue teams, and the Strategic Partnership Engagement, each described in its own overview.

To bring this workshop to your organization or event, contact Tamera at tam@yourenlightenedcoach.com. Each proposal is tailored to your audience, format and goals.

The During™ is a body of work by Tamera Schmidt and a trademark of Enlightened Coach LLC for educational, speaking and workshop services.