WORKSHOP SERIES

Running on Commitment

Interrupting the patterns that cost leaders their capacity.



Dr. Michelle Watson-Grant
Sustainable Leadership Speaker, Facilitator & Coach

Commitment is often the reason leaders succeed.

It can also become the reason they struggle.

When resources are stretched, expectations continue to grow, and the mission remains too important to fail, committed leaders often step in to close the gap. Over time, the very qualities that make leaders effective can start costing organizations. Change stalls. Warning signs get missed. Ownership concentrates in a few people. Pressure spreads across teams. Capacity runs down.

THE FIVE WORKSHOPS

01 **When Holding On Is Holding You Back**
When commitment keeps leaders attached to plans that no longer serve the mission.

02 **The Data You've Been Ignoring**
Understanding the signals commitment sometimes teaches leaders to overlook.

03 **When Helpful Stops Helping**
Leading in ways that grow capacity instead of dependence.

04 **Are Your Best Qualities Working Against You?**
Using your strengths to serve the mission rather than the pressure.

05 **The Mission Needs You Tomorrow**
Protecting the capacity commitment alone cannot sustain.

Grounded in positive psychology, leadership development, and The Commitment-Capacity Gap™ framework

WORKSHOP SERIES

Interrupt the pattern. Protect the capacity.

Designed for leaders and teams in K-12, nonprofits, and other small to mid-sized organizations.

Bring the series to your leaders.

Let's talk about which workshops fit your leaders and teams.

Now booking for January 2027

Book a conversation

Or connect with Michelle at

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PARTICIPANTS LEARN TO

- Navigate change and uncertainty with greater adaptability, resilience, and effectiveness
- Improve decision-making, communication, and leadership effectiveness under pressure
- Strengthen accountability, delegation, and shared ownership across teams
- Sustain engagement, motivation, and performance without relying on overextension
- Develop healthier leadership patterns that reduce dependency on heroic effort
- Protect the leadership capacity required for long-term organizational success
- Build cultures where people can contribute meaningfully without sacrificing sustainability

ABOUT MICHELLE

Dr. Michelle Watson-Grant

Sustainable Leadership Speaker, Facilitator & Coach

For the last five years, Michelle has supported leaders at the intersection of nonprofits and K-12 with team development, facilitation, and coaching. She brings 25 years in education, including seven as a district leader, to helping leaders recognize the patterns that cost them their capacity and build ways of leading that last.