

DAVID HUFF



We want leaders who inspire the best in us.



David is a corporate storyteller and national champion speaker with over two decades of experience helping leaders think creatively, overcome obstacles, and achieve their goals.

He has served as a community development director for a network of inner city agencies in Washington, DC, led an in-house communications and marketing team for one of the largest public sector employee benefits companies in the southeast, and developed fundraising strategies for a regional nonprofit healthcare system.

He puts his own leadership skills into practice as a board of trustees member for the Asheville Art Museum, where he serves on the diversity, equity, and inclusion and communications committees, and on the board of AIGA (American Institute of Graphic Arts) Asheville as business outreach co-chair.

David received his training in interpersonal dynamics from Mid-Atlantic Training Consultants and his outdoor leadership training from the North Carolina Outward Bound School. He holds a master's degree in education and human development from The George Washington University and a master's in psychology from Pacifica Graduate Institute.

When not traveling, he makes his home in Asheville, NC, where he enjoys the region's rich natural beauty and vibrant culinary and arts scenes.

www.thepeak1group.com



Developing Leaders • Strengthening Teams • Improving Organizations

The Trail Guide to Leadership



There are few things more gratifying than successfully trekking up a mountain and enjoying the views. **Good leaders, like good trail guides, help their people get there.** They know the terrain they are trekking, provide the resources their team needs to reach its goals, and are confident in their ability to lead the way. What type of Trail Guide are you? What trails are you trekking? What skills do you need to reach your leadership objectives? **This seminar guides individuals to become better leaders.**

Topics covered and skills learned:

- Pre-Trip Planning - Selecting, orienting and training your team
- Map & Compass - Developing corporate culture and strategy
- Snacks and Water Breaks - Taking care of people
- Inclement Weather - Facing factors beyond your control
- Sugar Crashes & Dehydration - Dealing with difficult people
- Side Trials, Overlooks, and False Summits - Keeping everyone together
- Happy Trails - Managing Expectations
- First Aid - Solving problems and resolving conflicts
- Reaching the Summit - Celebrating successes

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Rafting the Rapids

Leading People During Challenging Times

A team leader's job involves planning, organizing and implementing, directing employees, and monitoring and evaluating their work as well as the overarching goals. Directing employees is often one of the most important but challenging parts of the job. In order to be an effective leader, we must clarify expectations, roles and responsibilities, outcomes, rewards, and know what each of our team members need in terms of communication, support, direction, and feedback. This requires an understanding of our own approach to management, both our style and outlook.



Leading other people is an art. It is complex and dynamic, and it never takes place within a vacuum.

There are always other things within the organization, culture, individual lives, etc... that impact the dynamic of our team. As managers, **we have to learn how to deal with reality and work with the people in our raft so we can successfully navigate the rapids and arrive at our destination.**

Topics covered and skills learned:

- Understanding one's own leadership style
- Charting a course for others to follow
- Clarifying expectations and providing feedback
- Dealing with poor performance and handling conflicts
- Inspiring others to keep paddling

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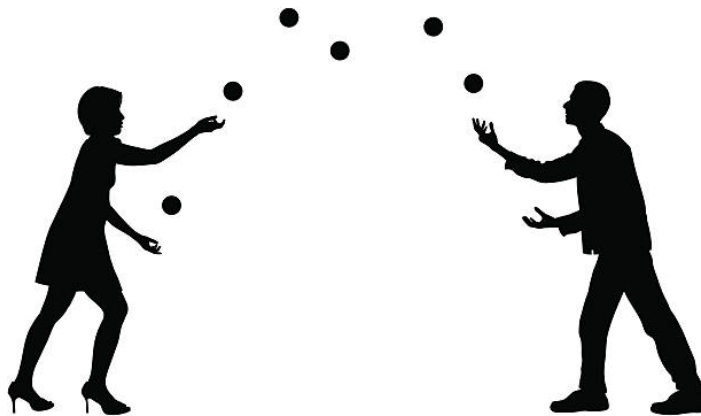
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Don't Drop the Ball

Taking Charge of Communications

We are always communicating, whether we know it or not. Nonverbal communication (aka body language) plays a major role, as do contextual factors, such as the situation, physical environment, and the relationship between you and the other person. What's more, the culmination of our own life experiences and those of the other person also factor into how we share and receive information. Technology, like texting or even email, further amplifies this complexity and leaves room for misunderstanding, as do differences in culture, age, personality, etc... In short, good communication is a skill worth mastering.



Topics covered and skills learned:

- Learning to be clear and concise
- Seeking first to understand and then to be understood
- Making sure that the messages we are sending are the messages we want to communicate
- Clarifying that others interpret our communications as we intend them to be
- What to do when we drop the ball

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Use the Force

Becoming a Conflict Jedi Master

Conflict is a natural part of life. Some of us relish it, though most of us shy away from it. Assertive, self-confident individuals neither relish nor shy away. Like a Jedi Master, they face it, engage it with grace, and move through it. We do not need to become actual Jedi Masters to deal with conflict. We do however need to find constructive ways of dealing with conflict if we are to live happy and productive lives.

Topics covered and skills learned:

- Standing one's ground with intent and grace
- Recognizing one's own conflict style
- Assessing when to fight and when to walk away
- Creative strategies for diffusing conflict
- Recovering from conflict
- Repairing relationships



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Choose!

The Secret to Personal Power and Success

Stuff happens! The stuff that happens to us is neutral. How we choose to respond to it is what gives it its power over us. Everything that happens—good or bad—is neutral. This is true of those things we perceive as positive, like being in love, winning the lottery, or beating cancer. It is also true for those things that we perceive to be negative, such as heartbreak, going bankrupt, or suffering from terminal cancer. How we respond to these events depends on the quality and character of our personal core—how we view the world and our place in it, and the choices we make.

The choices we make determine the direction our life takes. This does not mean that we can always predict or choose what life throws our way. We can however choose how to respond to life's curve balls. The more we focus on making choices, no matter how small or relatively insignificant they may seem, the greater influence we have over the courses our life takes. There is great personal power in making choices. **Being aware of the choice and our ability to respond is in itself empowering.**

Topics covered and skills learned:

- Reality check – it's all in our mind (the brain works this way)
- Beware of the games people play - some gems from Transactional Analysis
- Personal narratives are powerful - is yours an empowering one?
- Identifying and operating within circles of influence
- Making assertive choices



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