Michelle Anne

LEADERSHIP DEVELOPMENT

THE SCIENCE OF LEADING UNDER PRESSURE

Real-Time Leadership

Find Your Winning Moves When the Stakes Are High

New managers are caught in an impossible squeeze.

Turnover, onboarding, client demands, and upward expectations all land on managers who are already burned out. Under chronic stress, the brain's problem-solving center shuts down—unconscious reactions replace sound judgment, surface agreement replaces ownership, and stress trickles down to the team. **Execution stalls, and your best people leave.**

The business cost is measurable.

Gallup research shows managers drive roughly **70% of team engagement,** meaning reactive leadership spikes turnover and thins your bench. Replacing one manager costs roughly **200% of their salary**, and worse, your top talent is increasingly turning down promotions because the role looks unsustainable.

This evidence-based program gives managers the real-time principles and core competencies to reverse the pattern and thrive under pressure.

Participants learn to interrupt their unconscious stress response, restore clear judgment under heavy load, and resolve team conflict before it stalls execution. For predictive insight, an optional add-on provides individual **Pressure Profile** assessments conducted by Michelle Anne.

Backed by 30 years of coaching leaders at **FEMA, the U.S. Forest Service, Mayo Clinic, and Fortune 100 organizations**, this program equips your managers to turn strategy into results—no matter how high the pressure climbs.

WHAT'S INCLUDED

- Cohorts, individual or group programs
- Includes one-on-one coaching for every leader
- Evidence-based playbook
- Customer crowd-sourced practice scenarios



TAKEAWAYS

- **Lead clearly under pressure** using practical, real-time regulation tools.
- **Eliminate decision doubt** with structured decision-making matrices.
- **Build deeper resilience** by identifying blind spots through Pressure Profiles.
- **Boost team engagement** by converting surface agreement into genuine ownership.
- **Master tough conversations** with proven communication protocols and scripts.

"She is an excellent leadership coach, speaker and manager with the necessary skills to see any leadership challenge and training through to completion. She gets surprising results."

- Terri Gates (Retired)
Chief of Staff, U.S. Forest Service"

FOR MORE INFORMATION
Contact us at michelleanne.com