



CINDY ISHIMOTO

IMPACTING, INFLUENCING & INSPIRING
LEADERS AT EVERY LEVEL



The single greatest advantage any business can achieve is *organizational health*.

To run a business effectively, leaders must be able to:

- Strategize
- Set visions and priorities
- Build relationships
- Influence others
- Make things happen

Cindy Ishimoto is passionate about cultivating self-directed leaders to help their businesses flourish.

EXPERIENCE MATTERS

Having coached, trained, and delivered presentations for over 35 years, Cindy knows how to deliver proven results. She is well known for her expertise in developing leaders, creating a passionate team, and cultivating a positive workplace culture.

Cindy is a highly sought-after international speaker known for her unique ability to excite, engage, and motivate audiences. If you're looking for a speaker who delivers excellent content with heart and soul, then Cindy is the perfect choice.

WHAT ARE YOU LOOKING TO IMPROVE?

Cindy's highly acclaimed coursework presentations include:

- › **LEAD THE WAY:** Maximize Your Leadership Potential
- › **TRANSFORMATIONAL TEAMWORK:** Growing Leaders at Every Level
- › **MICROMANAGING:** Let it Go
- › **NARROWING THE GENERATION GAP:** How A Team of All Ages Can Find Common Ground

LEAD THE WAY

Maximize Your Leadership Potential

Leadership is the process of influencing others to work toward a mutually desired vision. Would being a better leader in your organization make a difference?

To become a leader is to become a learner. Leadership is not a natural gift but a set of abilities, and like any other skill set, it can be learned and improved. Leadership skills ensure that teams stay on track, meet objectives, and keep the business profitable.

The single greatest advantage any business can achieve is organizational health. What's it worth to you to have that? If an organization wants to maximize its potential, it must exemplify being smart and healthy. You can embrace both and lead the way to creating a high-performing organization!

There's much more to effective leadership than task management. Successful leaders establish trust, foster a commitment to a shared purpose, and shape constructive team culture. Many have said they never thought of themselves as leaders, only business owners and employers when speaking to others. They expect employees to do their jobs as they are supposed to, not cause any drama, and take care of clients. To unlock your full potential as a leader, you must commit to growth and development. No matter where you are in your leadership journey, there's always room to grow.

Consider growing the business health by including a strong culture of trust, communication, and flexible leadership that will help your organization grow and

thrive. You can improve your leadership and create a team of leaders committed to the success of the organization.

Cindy delivers transformational learning that has an immediate and lasting impact on a practice's performance and culture.

SUGGESTED AUDIENCE: Business Owners and Teams

SUGGESTED FORMAT: Onsite or Virtual Webinar; Full or Half Day; Lecture, Workshop, Keynote

LEARNING OBJECTIVES:

- Build the capacity of the leader to drive their development with simple, practical, and immediately applicable strategies for the participants
- Align your business and team through the seven processes that lead to organizational health.
- Grow leaders at every level by addressing needs that ignite passion
- Develop a high-performance team by raising the trust level



TRANSFORMATIONAL TEAMWORK

Growing Leaders at Every Level

Develop a high-performance culture that will light a fire within team members rather than under them. What businesses need to ensure growth and sustainability cannot be purchased with a paycheck. Trust and respect are the currency of winning cultures fueling everyone on the team to generate exceptional results.

If you satisfy employees' needs, they will trust you. If you satisfy the needs that ignite passion, not only will your employees trust you, they will also be passionate about what they do AND what they bring to the organization. When everyone on the team is on the same page, all team members are clear about what they are doing and why they are doing it. They become committed to fulfilling their responsibilities to achieve the team's goals. As a result, highly aligned teams become high-performing teams. This level of alignment can only be achieved when there is a high level of trust in the team.

Join us and learn clear steps to building a culture of trust, aligning teams, and developing leaders with more effective trust-building and flexibility skills. A strong culture of trust and flexible leadership helps your business to grow and thrive.

If you are looking for a speaker who delivers great content on leadership and creating high-performance teams with heart and soul, then Cindy is the perfect choice.

SUGGESTED AUDIENCE: Business Owners and Teams

SUGGESTED FORMAT: Onsite or Virtual Webinar; Full or Half Day; Lecture, Workshop, Keynote

LEARNING OBJECTIVES:

- To understand the employee passion pyramid
- Learn leadership skills to create passionate employees
- Learn the difference between engagement and passion
- To understand the foundations for a culture of trust and personal responsibility
- To learn how to support the organization to build stronger trust relationships with owners, team members, and clients
- To learn how to support leaders in being flexible and grow their ability to build trust within their organization
- Walk away with the action steps necessary to create lasting behavior change and empowering team performance



MICROMANAGING

let it go

The best leaders have sense enough to pick good people to do what they want done and self-restraint enough to keep from meddling with them while they do it.

Micromanagement is one of the most widely condemned managerial sins and one of the most common employee complaints. It results in significant direct, indirect, and hidden costs to organizations, contributing to:

- Low morale
- High turnover
- Inefficiency
- Instability
- Lack of continuity

The line between an effective leader and a micromanager can be thin. Micromanagers can hurt morale and productivity and contribute to high turnover rates. Learn ways to help a micromanager become a leader and, ultimately, improve the entire team's well-being and performance.

The role of managers is to “manage the process so that team members can be successful.”

Control is the opposite of trust and micromanaging sends the message to your team members that you don't trust them to do their jobs.

LEARNING OBJECTIVES:

- Understand the micromanagement challenges and learn the keys to avoiding micromanaging your team
- Learn effective delegation and empowerment techniques
- Learn how trust creates a culture of passionate, self-directed employees
- Learn how to create an atmosphere of open communication

SUGGESTED AUDIENCE: Business Owners and Teams

SUGGESTED FORMAT: Onsite or Virtual Webinar; Half Day; Lecture, Workshop, Keynote

Cindy Ishimoto shares proven solutions and dynamic tools to guide participants to “Let go of micromanaging” and improve their leadership potential.



NARROWING THE GENERATION GAP

How A Team of All Ages Can Find Common Ground

There is a wealth of information today but a poverty of understanding. Today's multi-generational, vastly diverse, high-flux, technology-accelerating, info-inundated, headline-reading culture demands that we seek more understanding of teammates. Now that our workplaces are more generationally diverse than any other time in history and at risk of conflict because of this, how do we all work together harmoniously?

It is crucial to be aware of generational tension. When leaders and employees recognize that they each have different skills and bring other things to the table, they'll find common ground to create strong working relationships.

When a leader learns to connect people across the generations, they can:

- Start to find a way to bridge the so-called generational borders.
- Learn best practices for engaging both clients and team members across the generations.
- Gain actionable strategies and integrated tools that build rapport, camaraderie, and cooperation among team members.
- Capitalize on the team's strengths to develop a care process that creates stronger relationships and opportunities for the best possible outcomes for your clients.

SUGGESTED AUDIENCE: Business Owners and Teams

SUGGESTED FORMAT: Onsite or Virtual Webinar
Full or Half Day; Lecture, Workshop, Keynote

LEARNING OBJECTIVES:

- Explore strategies for improving multi-generational team performance
- Improve inter-generational communications and increase case acceptance by understanding the generational common ground
- Develop verbal and relationship skills to manage generational differences that increase quality and productivity, reduce conflict, and maximize all team members' contributions
- Learn to focus on individual strengths rather than on generational differences for greater workplace satisfaction and business profitability

If you're looking for a fresh perspective and strategic ways to improve team performance and commonality within your business, let Cindy show you how so you can enjoy the many benefits.





MEET *Cindy*

Cindy Ishimoto is passionate about cultivating self-directed leaders who help their businesses flourish. She wants owners and teams to know that they **CAN** make a change and grow as professionals and leaders.

With over 35 years of experience with one-on-one coaching, training, and delivering meaningful, powerful presentations helping organizations achieve new levels of success in terms of both clients and profitability. You'll hear Cindy say that this type of experience truly matters, having been in the business long enough to see it through both the personal and professional perspectives. Cindy is widely recognized for her expertise, having been named a Leader in Consulting by Dentistry Today from 2006-2022.

Cindy is a passionate speaker and motivator who has the unique ability to engage her audience and ignite the same powerful emotions in you and your team through dynamic communication and presentations. With her extensive background and experience, you'll never have to guess if she's encountered a situation — Cindy has and knows what kinds of solutions are most effective. See how she can create high-performing teams and leaders at all levels.

Your future depends on many things, but mostly *yourself.*

—CINDY ISHIMOTO

"I appreciated the information, enthusiasm, and humor with which it was presented. Implementing change is challenging for many people, and however, seeing the benefits as part of the vision makes it possible. Thanks!"

— Steve Junken, DDS, IN

"A great day presented in an enjoyable format."

— Brian Fung, DDS, CA

"Cindy was great. I was dreading coming, but I'm very happy leaving."

— Suzanne M., Office Manager, CA

"A dynamic and fun speaker."

— Greg Sasaki, DDS, CA

"Cindy was great — very thorough, high energy and very patient. She was willing to expand on any point and never rushed through anything — always with a smile."

— Maureen K., Front Office, CA

"Great speaker, very informative, really kept my attention. I think every front office staff should take a course from Cindy."

— Shawna R., Office Manager, CA

PROFESSIONAL AFFILIATIONS

- American Association of Dental Office Managers
- Authorized Partner Everything DiSC, A Wiley Brand
- Certified Associate for Trust Inside Assessments by Intégro Learning Company

PAST PRESENTATIONS

- American Dental Association
- American Association of Dental Office Managers*
- American Association of Women Dentists
- American Association of Endodontists*
- California Dental Association
- Connecticut State Dental Association
- Dentsply 360 Ohio
- Detroit District Meeting
- Greater New York Dental Meeting
- Hawaii Dental Association*
- Hinman Dental Meeting
- Holiday Dental Conference
- Inland Northwest Dental Conference
- Kentucky Dental Association
- Loma Linda University Alumni Meeting
- Ontario Dental Association
- Pacific Northwest Dental Conference*
- Periodontal & Implant Associates of Hawaii
- Professional Dental Assistants Association
- Rocky Mountain Dental Conference
- Texas Dental Association
- UCLA Aesthetic Continuum*
- West Virginia Academy of General Dentistry
- World Aesthetic Congress; London, UK
- Yankee Dental Congress

*Multiple Occasions