

Dear Potential Client:

Welcome to **Enliven Learning** and its 2026 catalogue. At **Enliven Learning**, we sprout research-driven ideas to enliven professional learning, leadership development and human-AI collaboration at work.

In 2025, **Enliven Learning** created and facilitated sessions on such themes as:

- Leading with Integrity through Change, Crisis and Uncertainty
- Are We Really Collaborating?
- Steering Workplace Change
- Enacting EDI and Intercultural Competence
- The Strategic Leader as Host: Building Connection and Collaboration in Polarized Times
- From Anxiety to Augmentation: Exploring the Impacts of AI on the Workforce and the Human Skills to Thrive

From curriculum design to leadership strategy to keynote speaking, we partner with you to design and deliver original sessions that are cost effective and outcomes-driven. For 2026, **Enliven Learning** is excited to focus on three timely areas:

- **Enliven Leadership**
- **Enliven Human & AI Work**
- **Enliven Generations**

Please take a look at our offerings. Our principal, Dr. Nitin Deckha, would be happy to discuss further how to bring a session (or three!) to you.

Kind regards,

Nitin

Nitin Deckha, PhD, CTPD, MCATD (he/him)

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Theme A: **Enliven Leadership**

A1. Leading with Integrity and Ethics

This session adapts to internal and external challenges that your leaders are facing. It leverages research on leadership integrity and ethical leadership, provides a framework for leaders to navigate personal ethics with professional expectations and offers tactics to strengthen decision-making and judgment in times of crisis and uncertainty.

A2. Building a Culture of Collaboration

Organizations large and small face challenges with fostering collaboration that drives productivity, innovation and growth. This session draws from research on why people resist collaboration, addressing behaviours of defensiveness and vulnerability. In addition, it uses a tool to allow participants to identify how they have been working with team members, from competition to cooperation to real collaboration. As such, the session highlights how leaders and managers can effectively overcome barriers to build a culture of collaboration at their workplace.

A3. Leading and Managing Culturally Diverse/Global Teams

In an increasingly interconnected world, managing global, culturally diverse teams presents both unique challenges and significant opportunities. This session will equip participants with essential skills and knowledge to navigate the complexities of leading teams with multiple cultural backgrounds. Participants will learn how to enhance understanding of diverse cultural values and practices, foster empathy and trust among team members, and adapt communication styles and social norms to fit different cultural contexts. Additionally, the session emphasizes the salience of greater self-awareness for leaders in leading and managing culturally diverse and/or global teams.



Theme B: **Enliven Human & AI Work**

B1: From Anxiety to Augmentation: AI at Work

As organizations grapple with integrating AI into work processes, many workers are fearful and anxious about the impact on their jobs and livelihoods. This session incorporates a historical view to better situate this transformation as one of ongoing, albeit accelerated change. Leveraging insights and perspectives from organizational experts, it identifies how workplace people leaders can better implement and integrate AI at work, recognize and mitigate anxiety, and thereby support worker buy-in and engagement with AI integration.

B2: Human Skills to Thrive in the AI-Integrated Workplace

Based on global academic scholarship and thought leadership, this session introduces participants on how and why human skills, from adaptability, creativity, critical thinking, intercultural competence, decision-making, judgement, problem solving and social intelligence, among others, are increasingly valuable in the AI-integrated workplace. Varying based on the organization and work roles and tasks, it offers strategies for workers to strengthen their human skills and for HR and people leaders to integrate human skills into their workplace competency frameworks.

B3: Redesigning Work Skills and Tasks

This session supports HR and people leaders' efforts to redesign work that seeks to integrate and optimize AI. It provides tools and models to assess people's work skills and tasks and identifies risks and opportunities for automation and AI integration. The session closes by emphasizing the potential of AI to augment the ways that humans work, driving productivity and greater engagement.



Theme C: Enliven Generations

C1: Generation Z and Burnout

Inspired by Nitin's recent article that garnered more than 50,000 views, ["Gen Z is burning out at work more than any other generation — here's why and what can be done"](#), this session explores research into why Generation or Gen Z is more likely to report burnout and how burnout is connected to cynicism, disengagement and the loss of self-efficacy at work. The session addresses individual, organizational and societal changes that are intensifying burnout risk and provides strategies to mitigate this risk individually and organizationally.

C2: Cross-Generational Communication and Leadership

This session connects research from intercultural dynamics and applies it to segment generations into cultures, with specific values, beliefs, and worldviews. Leveraging intercultural concepts such as communication styles, conflict resolution styles, face needs, among others, it presents strategies for managers and leaders to develop a more flexible communicative and leadership style that can be speak to and across different generations.

C3: Improving WE (Wellness and Engagement): Lessons from Generation Z

As relative newcomers to the workforce and by coming of age during the COVID-19 pandemic, Gen Z is transforming work expectations. This session curates research and case studies of how Gen Z (and subsequent generations) are seeking more integrated and holistic processes and programs that combine learning, career and professional development, mentorship, and occupational health that collectively promote greater WE (wellness and engagement).



How **Enliven Learning** works with you and for you:

- **We are catalysts and customizers:** We will sprout ideas based on your workplace needs and challenges and customize sessions
- **We are adaptable and flexible. Sessions can:**
 - be held across multiple formats: virtual, hybrid, and in-person
 - be adapted to 60, 90 or 120-minute or expanded to 1 or 2 day offerings for professional development events
 - can vary from brainstorm sessions, strategic planning and town hall facilitation to keynote speaking at conferences
- **We are interactive and engaging:** All sessions are designed around adult learning principles and feature high levels of interactivity and application to your workplace to drive impact and results.
- **We can extend learning:**
 - Sessions can be recorded upon request and pre- and post-learning materials can be designed and distributed
 - Sessions can be redesigned as narrated, asynchronous modules or courses for inclusion in your LMS
- **We are cost effective:**
 - We can create a cost effective and custom session packages and offer discounts for multiple sessions

About our Principal, Dr. Nitin Deckha

Nitin Deckha (he/him) holds a PhD in Anthropology from Rice University, Houston, Texas, a Master's Certificate in Adult Training and Development from the Schulich Executive Education Centre, York University, Toronto, and is a Certified Training Development Professional (CTDP). As Principal of Enliven Learning, Nitin sprouts ideas and strategies to guide learners, clients and organizations in the areas of leadership development, intercultural competence, and the future of work, including human-AI integration. Nitin has 15+ years' experience of curriculum development and facilitation, and has taught at various universities in Canada and Germany. Nitin speaks at a range of conferences and events, and has written on workplace topics such as on [AI, Anxiety and Human Skills](#) and [Generation Z and Burnout](#). Nitin is based in Toronto, Canada, where he is also an active volunteer, organizer, and fundraiser.



Thank you. We look forward to working with you. [Book an exploratory chat with Nitin to discuss how!](#)