



This meeting is
being recorded

HBA Ambassador PROGRAM

Ambassador Exchange

October 2025



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Welcome



Lauren Peck
Director, Stakeholder Engagement, HBA

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Ambassador Exchange Agenda

- Welcome
- **Mini-Impact Workshop**
 - **Topic:** Leadership Starts with You: You Choose How You Show Up and the Impact You Have
 - **Speaker:** Amy Scialdone, The Empowerment Key
- Connection Session
- Insights and Highlights



*Did you know...
Impact Workshops are available for
your cohort? Scan for more info!*



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Mini-Impact Workshop

Leadership Starts with You: You choose how you show up and the impact you have



Amy Scialdone

Founder, Leadership Development Coach,
The Empowerment Key

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Leadership Starts with You:

You choose how you show up and the impact you have

AMBASSADOR PROGRAM | THE EMPOWERMENT KEY, LLC | Oct 2025

Welcome| Amy Scialdone



- Specialist in Management & Leadership Development, coaching emerging leaders and executives through key career stages as they develop their Leadership Versatility, Voice and Presence.
- Human Resource Leader and Thought Partner with over 20 years of corporate and executive experience from Sales Management to Head of HR and an Executive Committee Member.
Certified Executive and Professional Coach, iPEC CPC
International Coach Federation, PCC
- Focused on clients gaining Clarity, building Confidence and enhancing Connection as they make Small Adjustments for Big Impact.
- Proud HBA Advisor to the Ambassador Program and the NY Tri-State Regional Director of the Mentoring Program

PRESENTATIONS
INITIATIVES SALES
CERTIFICATES EXECUTION COMPANY P&L
CREATIVE PROJECTS DEPARTMENT BUDGETS
GOALS TEAM MEETINGS
MARKETING STRATEGY RESEARCH
DIPLOMAS DEADLINES
CONFERENCES



Today we focus on YOU!

Your Greatest Asset is YOU
Your only Obstacle is your MINDSET!



- Clarity 1 ----- 5 ----- 10
- Confidence 1 ----- 5 ----- 10
- Connection 1 ----- 5 ----- 10

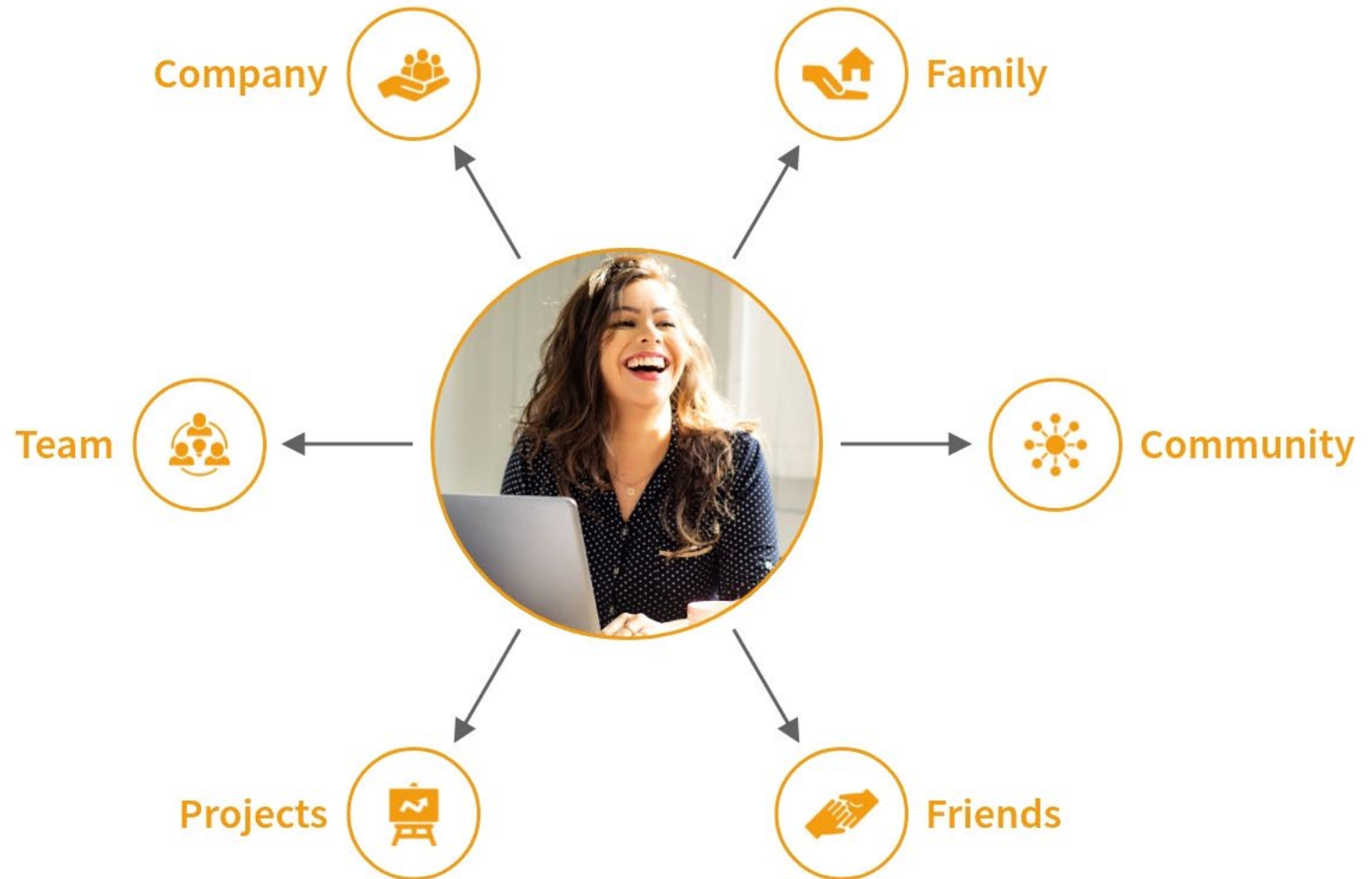


Your Impact

You influence and inspire
through all your interactions.

Both personal and
professional.

Whether you have direct or
indirect responsibility of a team,
a project, an outcome.



The KEY: It All Starts With You!



Your Thoughts

Your Feelings

Your Actions

Your Impact

What is Energy?



Anabolic (+) Energy

Happiness Enthusiasm Connection

Peace Exhilaration Love

Respected Appreciated Trusted

Confident Proud Unstoppable

Optimistic Eagerness Joy

Catabolic (-) Energy

Mad Frustrated Angry

Ignored Shut Down Devalued

Anxious Indifferent Fear

Bored Passive Disconnected

Doubt Guilt Jealousy Stress

You Choose Your Energy and How You Show Up



Energy Perception Chart | 2024 Institute for Professional Excellence in Coaching (iPEC)
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“I'm afraid to speak up or share my POV;
it's not important enough”

LEVEL 1: I LOSE

“I'm not good enough; smart enough;
experienced enough. I have self doubt”



“I'm always second guessing what I said, wishing I acted differently”

“I want to get promoted, but when I compare
myself I'm probably not ready yet”

“Why would they select me anyway,
I don't deserve it”

“It's always their fault, they don't know what they are doing”

LEVEL 2:

I WIN, YOU LOSE

“They never support me, why should I help them, they never help me”



“Of course I'm right; you are wrong”

“I have to do everything myself because no one else gets it right”

"We wouldn't be in this mess if people actually listened to me"

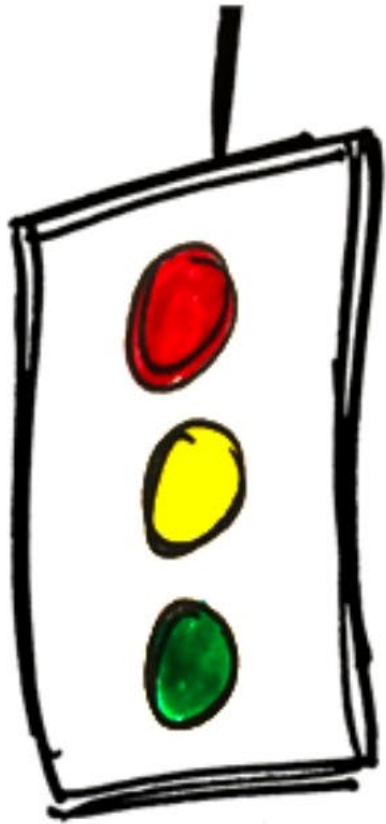
Energy Blocks:

The four types of thoughts that hold us back

- Gremlins/Fear: Not _____ enough
- Assumptions: It happened before
- Interpretations: My perspective
- Limiting Beliefs: Generalizations

Energy Shift:

The Power in the Pause to get unstuck and move forward



- **STOP:** Recognize triggers and pause
- **RESET:** Assess energy & reframe perspective
- **SHIFT:** Create new actions forward



Anabolic Energy (+) Level 3, 4 and 5

Your mindset for success - make it work for you!

5. We Both/All Win

Feel confidence, ability to see opportunities and possibilities

4. You Win

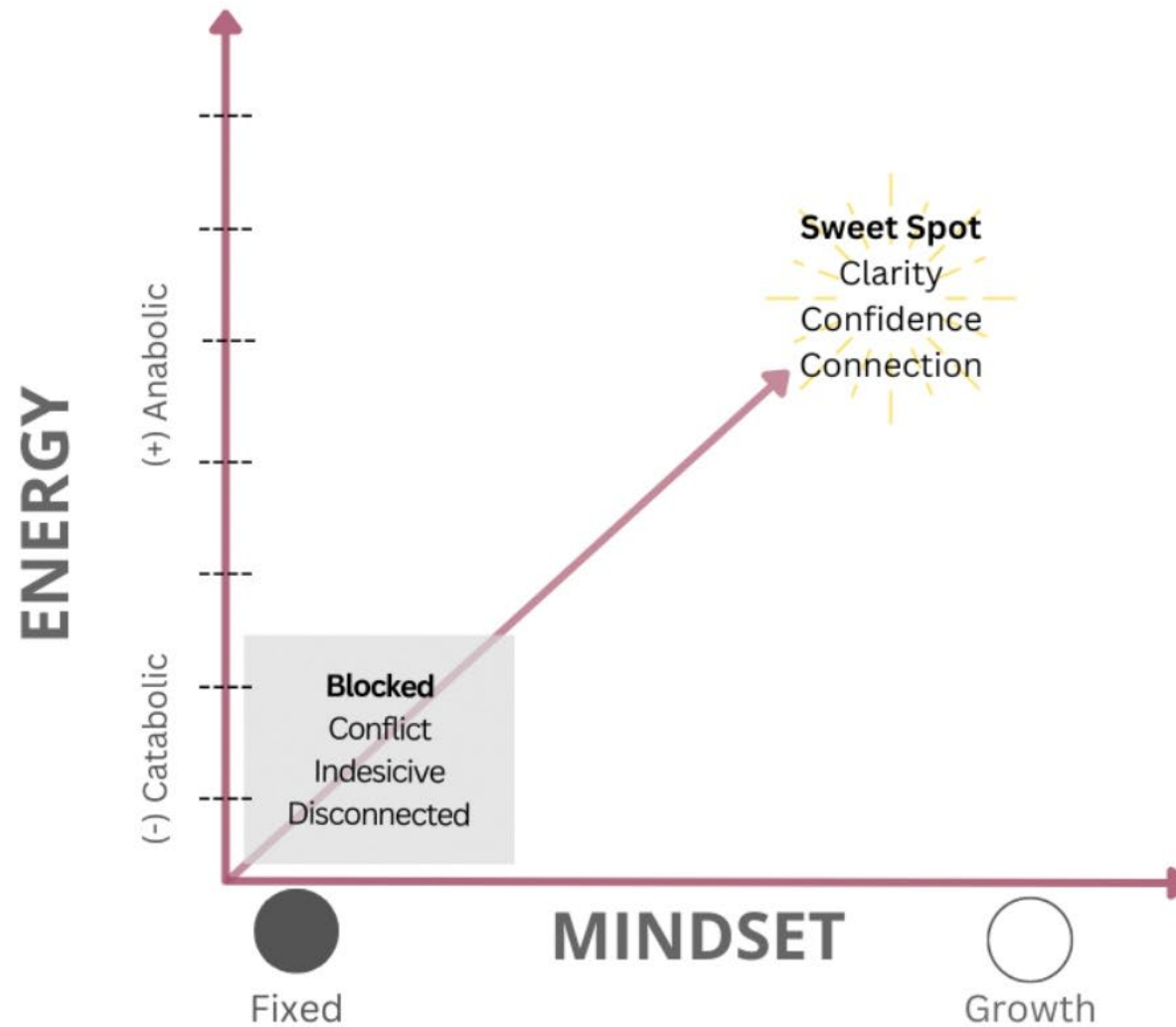
Feel gratitude and compassion for others

3. I Win - If You Win Too Great

Feel ability to respond, rationalize and take responsibility; Good enough



You Have the Power to Choose & Create Your Success



Put Your Energy into Action

In your discussion groups share the following:



- Where might I hold myself back, L1 or L2, and what does that sound like?
- When I'm at my best I can accomplish.....
(list top three things you can accomplish and what strengths you are using)
- The one small adjustment I will make for big impact is....



Reflection



“Each moment describes who you are, and gives you the opportunity to decide if that's who you want to be.”

-iPEC Foundation Principle

You've Got This!



Small Adjustments
=
Big Impact



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PAUSE
The power of the





Connection Sessions



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Connection Session Guide

Over the next 30 minutes:

1. Quick introductions *(name, location, title/company, fun fact)*
2. Dive deeper into today's topic
3. Connect before you go!

TODAY'S DISCUSSION

1. Where might I hold myself back, L1 or L1, and what does that sound like?
2. When I'm at my best, I can accomplish...
(list top three things you can accomplish and what strengths you are using)
3. The one small adjustment I will make for big impact is...

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We are currently in our Connection Session breakouts...

You will be moved into a room momentarily.

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Highlights and Insights

What are you taking away from today?

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amy@theempowermentkey.com

Thank you to today's speaker: Amy Scialdone

linkedin.com/in/amyscialdone/

Explore HBA Impact Workshops (and coaching!)

Visit the Ambassador Learning Center at my.hbanet.org/ALC to book an Impact Workshop or Coaching session. *Additional content topics available.*



We value your feedback! Tell us how we did on today's session.



Join us for next month's Ambassador Exchange

Don't forget to register for next month's session: The Culture of One – Transforming Cross-Cultural Barriers into High-Performance Drivers!
19 November | 9:00 AM EST





Healthcare
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Association