



2026 BROCHURE

# PEP TALK WITH PEPZ

THE KEY TO YOUR NEXT LEVEL



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# The Hidden Cost of Unaddressed Pressure in the Workplace

Many organizations are operating with a silent performance risk inside their teams: employees experiencing stress, communication breakdowns, and competing priorities that never surface in formal conversations.

Research by Mind Share Partners shows that **60% of employees experienced symptoms of a mental health condition in the past year, yet only 10% sought treatment.** Even more concerning, **half avoided seeking help due to fear of professional consequences.**

When pressure remains unaddressed, the impact extends far beyond individual well-being. It erodes communication, collaboration, decision-making, and team performance.

The economic consequences are significant. Untreated mental health challenges cost the global economy **nearly \$1 trillion annually in lost productivity.**

Organizations that invest in leadership development and well-being strategies see measurable results. Research from Deloitte and the World Health Organization shows companies experience:

- **11% productivity increases**
- **\$4 return for every \$1 invested**

Forward-thinking organizations recognize that strengthening leadership, communication, and team resilience is not simply a wellness initiative – it is a strategic investment in organizational performance.

## What Organizations Gain

Organizations I partner with gain practical frameworks to:

- Strengthen leadership communication and accountability
- Improve team alignment and execution
- Increase productivity and organizational clarity
- Build resilient, high-performing workplace cultures

## Expertise That Drives Results

With 16 years of Human Resources and organizational development experience and a decade of executive coaching and facilitation, I bring strategic insight grounded in real organizational challenges.

## Strategic Human Capital Experience

Sixteen years improving employee performance, leadership development, and recruitment systems across complex organizations.

## **Cross-Industry Perspective**

Experience across nonprofit organizations, financial services, entertainment, and sales environments provides practical insight into diverse organizational dynamics.

## **Bilingual Leadership Facilitation**

Programs available in English and Spanish, enabling organizations to engage multicultural teams and strengthen communication across diverse workforces.

## **Example Impact**

A centralized hiring and payroll system I designed for Good Shepherd Services continues to support a youth internship program serving 20 schools and 1,300-1,800 interns annually across New York City, more than a decade after its implementation.

Before the redesign, the program operated through decentralized processes that created compliance risks and administrative inefficiencies. I developed and implemented a standardized infrastructure that streamlined hiring, payroll management, and program administration.

**The result was a uniform system that improved compliance, strengthened operational oversight, and enhanced the experience for administrators and interns.**

## **Select Leadership and Workforce Development Programs**

### Employee Experience and Retention Strategy

Identify drivers of attrition and redesign onboarding and leadership practices that strengthen retention.

### Inclusive and High-Trust Work Environments

Equip leaders with practical strategies to strengthen psychological safety and collaboration.

### Mental Resilience and Cognitive Clarity

Provide science-informed strategies to manage pressure, reduce cognitive overload, and sustain productivity.

## **Let's Collaborate**

If your organization is navigating leadership challenges, communication breakdowns, or organizational growth, I would welcome the opportunity to discuss how these programs can support your team. For consulting services details and rates, please email [pepz@peptalkwithpepz.com](mailto:pepz@peptalkwithpepz.com).

# SPEAKING TOPICS

## FOR THE WORKFORCE

### **Time Management:**

- Practical frameworks that help employees prioritize effectively, execute responsibilities efficiently, and maintain sustainable productivity.

### **Owning Your Role:**

- Empower employees to take greater ownership of their responsibilities, strengthening accountability, initiative, and overall team performance.

### **Mental Decluttering:**

- Strategies to reduce cognitive overload, improve focus, and support healthier mental habits in demanding work environments.

## FOR LEADERS

### **Communicating to Win:**

- Strengthen leadership communication to build trust, improve clarity, and align teams around shared goals.

### **Coaching for Effective Leadership:**

- Equip leaders with practical coaching techniques to guide team development, improve feedback conversations, and drive growth.

For custom programs or a full list of topics and curriculum, please contact:  
[pepz@peptalkwithpepz.com](mailto:pepz@peptalkwithpepz.com)

## AS SEEN IN



# TIME MANAGEMENT

## WHAT'S COVERED:

- Introduction to Time Management
- Understanding Time Management
  - Setting Priorities & Best Practices
  - Urgent vs. Important Tasks
  - Eliminating Distractions & Time Wasters
- Cultural Awareness in Time Management:
  - Collaborating Across Time Zones
  - Developing Empathy for Global Colleagues Schedules
- Goal Setting
- Work Life Balance
- Creating Your Action Plan

## LOGISTICAL DETAILS

**Length:** 4 Hours/8 Hours (Contingent of depth coverage desired)

**Audience:** Employees of all levels

# ELEVATING THE ROLE

## WHAT'S COVERED:

- Introduction:
  - Different Types of Mindsets
  - Understanding the purpose of your role
  - Cultivating an Employee-preneur mindset
- Characteristics of Employee-preneur
  - Traits & Qualities
  - Self Assessment: Identifying Entrepreneurial Traits
- Innovation & Opportunity
  - The Role of Innovation in Professional Growth
  - Identifying Opportunities within Your Role
- Goal Setting & Strategic Planning
  - Setting Goals
  - Personal Vision Statement

## LOGISTICAL DETAILS

**Length:** 4 Hours/8 Hours (Contingent of depth coverage desired)

**Audience:** Employees of all levels

# MENTAL DECLUTTERING

## WHAT'S COVERED:

- Introduction
  - What is Mental Health?
  - What Is Mental Decluttering?
- Understanding Mental Health
  - Common Signs of Mental Health Challenges
  - Reducing Stigma and Promoting Openness
  - Mental Health & Work Life Balance
- Mental Health Tips
  - Mental Decluttering Practices
  - Identifying Sources of Stress & Stress Management
- Goal Setting, Time Management, & Mental Health
- Self Care at Work and Home

## LOGISTICAL DETAILS

**Length:** 4 Hours/8 Hours (Contingent of depth coverage desired)

**Audience:** Employees of all levels

# COMMUNICATING TO WIN

## WHAT'S COVERED:

- Introduction:
  - Impact of Leadership Communication
- Trust
  - Strategies to Build Trust
  - Transparency & Openness in Leadership
- Different Communication Styles
  - Personality Types
  - Body Language
- Active Listening & Responding
  - Improving Listening Skills
  - Resistance
  - Handling Challenging Conversations
- Self- Assessment
  - Communication Style
  - Creating Personalized Action Plan for Improvement
- Technology & Communication
  - E-mail Best Practices
  - Leveraging Technology for Effective Communication

## LOGISTICAL DETAILS

**Length:** 6- 8 Hours (Recommended | Can be modified based on client needs)

**Audience:** Managers, Senior Leadership

# COACHING FOR LEADERS

## WHAT'S COVERED:

- Introduction to Coaching & Leadership
  - What is Leadership? (Group Discussion)
  - Role of Coaching in Leadership
- Understanding the Coaching Mindset
  - Defining Coaching
  - Coaching vs. Traditional Management
- Communicating as a Coach
  - Coach Mindset
  - Techniques to Establish Rapport
  - Feedback: Message vs. Delivery
  - Conflict Resolution
  - Addressing Performance Gaps
- Coaching for Employee Development
  - Identifying Employee Strength & Development
  - Career Development & Succession Planning
  - Promoting a Culture of Continuous Improvement
- Role Playing Exercises

## LOGISTICAL DETAILS

**Length:** 6- 8 Hours (Recommended | Can be modified based on client needs)

**Audience:** Managers, Senior Leadership

# PEPZ

Coach/Keynote Speaker  
Pep Talk with Pepz, LLC Founder

Andres “Pepz” Javier, a Dominican-born multi-faceted performing artist, speaker, and coach who is on a mission to change the world. As an entertainer, Pepz has worked with globally recognized brands and artists (Oaktree Capital Management, VH1, FOX, Diplo), while establishing and running a successful coaching practice that has seen clients find a greater sense of happiness, improved self-confidence, and exponentially multiplying their income on an average of 50% , by learning practical strategies and transformational concepts to yield incredible and tangible results. Pepz inspires others to pursue their dreams, through his professional and personal accomplishments that are rooted in the belief that anything is possible.



With over 16 years of Human Resource experience, over 1400 personal coaching calls, and a thriving entertainment and entrepreneurial career, Pepz helps aspiring and experienced professionals develop a positive and strategic mindset, tools, and practices to grow abundantly professionally and personally, that have been proven to yield results.


Pepz is a charismatic speaker who guides his audiences to their next level, by providing them with transformative information and inspiration. With his humble beginnings, diverse career, and strong personal development foundation Pepz relates to and communicates with professionals to help them acquire the success and abundance they seek and deserve.

## Get in Touch!

Reach out today to book  
Pepz for your next event.

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# TESTIMONIALS

"I've had the privilege of working with Coach Pepz at Springboard since January 2022. From the onset, his dedication to the student outcome is very commendable. Pepz doesn't just coach; he genuinely invests himself in every student's success, consistently going above and beyond to ensure that the placements help learners to fulfil their long-term goals. Furthermore, his support isn't limited to students alone. He's also been a great team member and looks for ways to create an atmosphere of teamwork and shared growth. He is truly an asset to any team, and I wholeheartedly recommend him."

*Nitti Mohan, Senior Career Services Manager - Springboard*



"Pepz's vibrant spirit and flawless delivery made his presentation easy to follow. Everyone left uplifted and inspired to reach their goals."

*Ashley Anne, Quality Consultant - PPL Electric*



"He makes sure to give concrete steps for you to take to reach your goals. I am already seeing results of my work with him. After having worked with several coaches over the years, I truly consider Pepz to be the best in the business!"

*Alicia Sand, CCSD*



## COMPANIES WORKED WITH



# I'M READY FOR MY NEXT LEVEL!

@2026 Pep Talk with Pepz, LLC.

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Connect with me here:



To your next level,

*Pepz*

