



Wouldn't leadership be easier if there weren't any people involved?

Let's face it: people are messy. We bring emotions, assumptions, different experiences, competing priorities, and a whole lot of other "stuff" into every interaction.

And that's where real leadership happens—not in a textbook or a model, but in the middle of real people living real lives.

Real Leaders. Real Life. gives leaders practical, people-centered tools to understand themselves, connect with others, and respond more effectively when leadership gets complicated.

Leadership for Real Life

Leadership models can be useful. But real people rarely follow the model. Knowing what good leadership looks like is only the beginning; leaders also need to know how to respond when the situation becomes complicated.

Through honest conversation, practical tools, and interactive activities, participants examine how they think, communicate, react, and influence others. They leave better equipped to understand themselves, connect with the people they lead, and create environments where people can do their best work.

During This Session, Participants Will

- Recognize how emotions influence their decisions, reactions, and relationships—and use them as valuable information.
- Notice how expectations, roles, and old patterns shape how they show up as leaders.
- Understand why messages get distorted and use practical tools to close the communication gap.
- Recognize what motivates different people and help them grow and move forward.

Who Is This For?

Real Leaders. Real Life. is designed for new and experienced leaders who want to better understand themselves, communicate with greater clarity, and lead real people through complicated situations. It works well for leadership-development programs, organizations navigating growth or change, conferences, retreats, and employee-development events.

Available Formats

Full-Day Interactive Leadership Experience: A focused day of honest conversation, practical instruction, reflection, and hands-on activities.

Three-Day Immersive Leadership Experience: A deeper exploration that gives participants more time to practice, apply, and integrate the concepts into real leadership situations.

Delivery: Both formats are designed for in-person delivery and can be customized around your organization's people, culture, and leadership challenges.

About Ed Shanley



Ed Shanley is a speaker, facilitator, and tech leader who helps organizations navigate the human side of leadership. With decades of experience leading teams and working inside complex organizations, Ed understands what happens when leadership theories collide with real people and messy situations.

His work explores communication, emotional intelligence, self-awareness, and the assumptions that shape how we see one another. Candid, relatable, and grounded in real life, Ed combines hard-earned insight with humor and practical tools. He creates interactive experiences that help leaders better understand themselves, connect with the people counting on them, and respond more effectively when leadership becomes real.

Bring Real Leaders. Real Life. to Your Organization

Let's connect about your audience, the communication challenges they're facing, and how this workshop can be adapted to meet their needs.

Call 614-388-8731 or email Info@EdShanley.com for booking information.