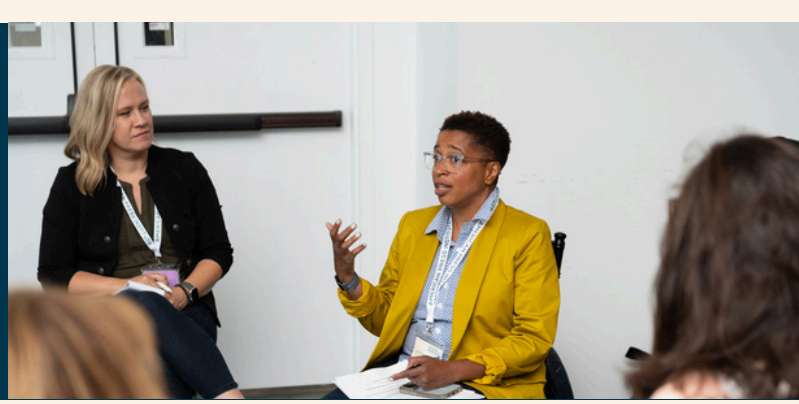


CHANGE COACHES SIGNATURE WORKSHOPS

CHANGE COACHES



Every Change Coaches workshop is rooted in the Leading Below the Surface™ methodology—original IP, practical tools, and emotionally intelligent strategies for meaningful, measurable change. Looking for something not on this list? We also offer custom workshops. Email us at info@change coaches.io to learn more.

Leadership & Coaching Workshops

Day-to-Day Coaching for Leaders: A Practical Approach to Building Trust, Accountability, and Engagement

In today's workplace, leaders are expected to do more than manage—they're expected to coach. But what does that actually look like in everyday leadership moments? This highly interactive workshop helps leaders develop practical coaching skills they can apply immediately on the job. Participants will explore the difference between tactical and strategic coaching, and learn how everyday conversations can drive psychological safety, trust, and team accountability.

- Foundational coaching techniques
- Powerful questions + below the surface™ listening
- Personal plan for coaching culture

Ideal For: managers, emerging leaders, HR, orgs building a coaching culture

Strategic Coaching for Leaders: Elevating Impact Through Trust and Long-Term Growth

This advanced coaching workshop is designed for leaders who are ready to move beyond day-to-day conversations and into deeper, more strategic coaching relationships. Participants will learn how to apply coaching as a long-term leadership tool to develop people, navigate tension, and create cultures rooted in psychological safety, accountability, and trust. Through a comprehensive live demonstration, small-group coaching practice, and guided action planning, leaders will build confidence and skill in using coaching to drive lasting growth—at both the individual and team levels.

- Tactical vs. strategic coaching
- Coaching through growth and performance challenges
- Tools for building trust + accountability
- Action planning for strategic coaching challenges

Ideal For: experienced managers, senior leaders, culture leaders

Leading Below the Surface: Becoming the Type of Leader the Future Workplace Demands

The workplace is evolving faster than many leaders can keep up—with rising burnout, multi-generational tensions, AI integration, and cultures of fear becoming more common. Traditional leadership approaches are no longer enough. Today's workforce craves psychological safety, trust, empathy, and purpose. In this interactive workshop, participants will explore how to lead through uncertainty and complexity using LaTonya Wilkins' Leading Below the Surface™ approach. Grounded in the REAL Leadership™ framework—Relatable, Equitable, Aware, and Loyal—this experience helps leaders move beyond performative leadership and into courageous, human-centered impact.

- Future-of-work insights
- Tools for psychological safety + connection
- Immediate actions you can take to become a future leader

Ideal For: senior leaders, HR, DEIB leadership programs

The Senior Leader Shift: Rewiring How You Think, Show Up, and Lead

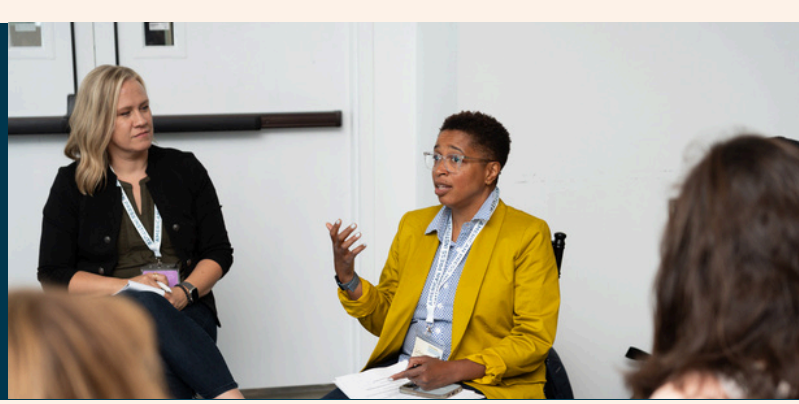
Making the leap to senior leadership requires more than mastering new responsibilities—it requires rethinking how you lead, influence, and operate. In this workshop, participants explore the often overlooked shift from managing work to leading at scale. Using the Leadership Pipeline model, we'll identify the mindsets and behaviors that must evolve in order to succeed at the next level. Leaders will reflect on what they may have "skipped over" in their development journey, and gain clarity on how to lead with greater strategy, influence, and presence.

- Identify outdated behaviors
- Clarify senior-level expectations
- Create a personalized plan for strategy, presence, decision-making

Ideal For: new/emerging senior leaders

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Psychological Safety, Belonging & Culture

Creating Psychologically Safe Relationships Across Differences

Psychological safety isn't just a leadership responsibility—it's something we all contribute to, every day. This session gives participants a clear, actionable model for building trust and respect in their peer relationships, especially across lines of difference (race, age, gender, generation, and more).

- Define what daily psychological safety looks like
- Explore identity, power, and bias
- Receive practical conversation tools

Ideal For: teams, ERGs, early-career employees

Everyday Actions That Change Culture

You don't need a formal leadership title to shape your culture. This energizing and interactive session gives team members the tools to recognize their daily influence and use it to foster more inclusive, psychologically safe, and connected workplaces. Participants will reflect on their role, build awareness of micro-actions, and learn how to support cultural change in everyday moments.

- Learn small actions that build/erode trust
- Gain awareness of personal impact
- Contribute to creating a shared language

Ideal For: ICs, ERGs, cross-functional teams

Leading for Belonging: How Managers Build Trust, Safety, and REAL Team Culture

Managers play a critical role in shaping the daily experience of belonging on their teams. In this interactive workshop, participants will explore what a culture of belonging looks like—and what it actually takes to create one in today's complex workplace. Through discussion, reflection, and a real-time team assessment, leaders will learn how to model empathy, foster psychological safety, and apply elements of REAL Leadership™ to support connection, trust, and team well-being.

- Understand what belonging on teams looks like
- Link empathy, trust, safety
- Receive everyday REAL Leadership™ tools
- Participate in a mini-team culture assessment

Ideal For: people managers, team leads

Navigating Uncertainty: Building Resilience Across Teams and Identities

In today's ever-changing world, resilience isn't just about bouncing back—it's about moving forward with intention, empathy, and awareness of difference. This interactive workshop helps leaders and teams explore what resilience really means in diverse workplace settings—and how it can be built equitably across roles, generations, and identities. Through facilitated dialogue and hands-on tools, participants will co-create a shared understanding of resilience, learn practical strategies for modeling it in their teams, and explore how identity and lived experience shape how people respond to change.

- Define resilience across cultures
- Explore what safety, trust, agility have to do with resilience
- Receive tools for leading through change

Ideal For: teams, mid-senior leaders, DEIB programs

Psychological Safety for Leaders: Why It Matters and How to Build It

Psychological safety is one of the most powerful predictors of team performance—but building it is easier said than done. In this workshop, leaders will explore what psychological safety really looks like, what gets in the way, and how to intentionally create it within their teams.

- Learn about the relationship between psychological safety, trust, and performance
- Explore common missteps
- Learn three concrete tactics to build safety

Ideal For: managers, leaders, L&D programs

Building Below the Surface Relationships (Individual Contributor Version)

The most impactful workplace relationships are built below the surface. This workshop gives individual contributors the tools to build stronger, more productive relationships with colleagues, regardless of background or title. Participants will explore how to lead with empathy, navigate differences through trust-building, and create inclusive environments by recognizing and valuing the knowledge, perspectives, and experiences (KPEs) that everyone brings.

- Explore the REAL relationships framework
- Understand identities + lived experiences play a role
- Learn small shifts to create collaboration

Ideal For: early-career, ERGs, cross-functional teams

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Leading Across Differences

Leading Across Identities and Differences: How to Build REAL and Productive Relationships that Last

Creating strong relationships across lines of difference isn't just a DEIB goal—it's a leadership imperative. In today's diverse and emotionally complex workplace, leaders and teams must develop the skills to engage across race, gender, generation, and more with empathy, psychological safety, and sustained accountability.

- Explore identities + team KPEs
- Navigate conversations + power dynamics
- Build equity-centered environments

Ideal For: managers, ERG leaders, DEIB champions

Working Across Generations: How to Build Connection, Trust, and Respect at Any Age

(A Practical Guide to Navigating the Multigenerational Workplace) The modern workplace spans up to five generations—and while that diversity brings value, it can also create tension, misunderstanding, and disengagement. In this interactive session, participants will learn how to recognize generational patterns, challenge stereotypes, and build strong working relationships grounded in trust and empathy.

- Challenge stereotypes + assumptions
- Receive tools for bridging gaps
- Create respectful, empathetic collaboration

Ideal For: cross-functional teams, managers, senior/early-career professionals

Let's Design the Right Workshop for Your Team.

Not sure where to start? We'll help you choose the best fit
—or design a custom experience for your goals.

CONTACT US FOR A CONSULTATION