

# Signature Workshops + Leadership Academy Bundles

## Leadership Academy Bundles

**In addition to a la carte workshops, Change Coaches also offers signature Leadership Academies and Bundles. Whether you are looking to improve relationships across your organization, build psychologically safe teams, or develop leaders to lead today's teams, our bundles have you covered!**

### Change Coaches Leadership + Team Effectiveness Accelerator

Change Coaches Leadership Accelerators are custom programs that start with an assessment for each leader, which results in a collective summary report of strengths and collective development opportunities across the team. Specific data-based accelerator actions include individual and team coaching, group workshops, and APPLY™ sessions.

*Typical Bundle Workshops Include:*

- Creating a Sense of Belonging, Psychological Safety, and Trust through Coaching
- Intergenerational Workplaces: How to Be an Amazing Colleague Across Generations
- Change Coaches LEAD Assessment Overview and Prep Session
- Psychological Safety: Why it's a Vital Leadership Skill and Three Tactics You Can Use to Create it on Your Team

### Building and Thriving in Cultures of Belonging

(Advanced DEI for Individual Contributors)

This bundle is a great way to get your entire organization in a room to learn how to build relationships across differences. In addition to bundled workshops, participants will also have an opportunity to participate in an APPLY™ session.

*Typical Bundle Workshops Include:*

- Intergenerational Workplaces: How to Be an Amazing Colleague Across Generations
- Allyship: How to Be an Amazing Colleague by Practicing REAL Allyship
- Exploring Cultures of Belonging: What They Are and Your Role in Creating Them
- Exploring Equity, Power, and Privilege: Understanding These Important Concepts and Your Role in Them

### Leading in Today's Workplace

(Advanced DEI for Leaders)

This bundle is a great way to develop senior leaders and middle managers on concepts that are most needed in the workplace today. In addition to bundled workshops, participants will also have an opportunity to participate in optional group coaching sessions and a Leadership + Team Effectiveness Assessment.

*Typical Bundle Options Include:*

- Leading Below the Surface™: Becoming the Leader that the Future Workplace Demands
- Exploring Equity, Power, and Privilege: Understanding These Important Concepts and Your Role in Them
- Creating a Sense of Belonging, Psychological Safety, and Trust through Coaching
- Psychological Safety: Why it's a Vital Leadership Skill and Three Ways You Can Use to Create it on Your Team

### Leadership Coaching Fundamentals

When leaders feel more confident as coaches, they also report feeling more empowered, less stressed, and gaining a higher sense of accountability. In this bundle experience, leaders will not only learn how to coach, they will also learn how to use coaching as a tactic to meet strategic individual and team goals. Leaders will also have an opportunity to attend an APPLY™ practice session to master their skills.

*Typical Bundle Options Include:*

- Creating a Sense of Belonging, Psychological Safety, and Trust through Coaching (separated into two 90-minute workshops)
- Coaching Below the Surface: How to Coach People Who Are Different from You
- Coaching Practice APPLY™ Sessions

Learn more at [changecoaches.io/workshops-all](https://changecoaches.io/workshops-all)

# Leadership + Coaching Workshops

## **Coaching Below the Surface: How to Coach People Who Are Different from You**

Coaching is now a vital skill for managers. Why is this and what are some best practices managers can lean on to coach people across differences? These are just a couple of questions that this workshop explores. Participants will learn that even if they might hang their hats on treating everyone the same, there is more work to be done. This session will discuss why managerial coaching is essential for the future of work, common mishaps that come up when coaching people who are different, and how to navigate bias when delivering coaching and feedback.

## **DiSC Assessment: Understanding Your Leadership Style to More Effectively Work with People Who Are Different From You**

Effectively interacting across work styles is one of the biggest challenges leaders face today. In this experiential DiSC workshop, you will identify your DiSC leadership style, learn how it presents itself in your daily interactions, and how to be more understanding of other behavior styles in the workplace. Participants will leave this session with a clear framework they can effectively work across differences as well as a few ideas around how to create more belonging within their teams.

## **From Leader to Senior Leader: Exploring What Needs to Change to Be Successful at the Next Level**

What is truly needed when shifting to a senior leadership position for the first time? In this course, we will explore what it takes to be an effective senior leader in today's workplace. You will also gain an understanding of what competencies you might have "skipped over" in your leadership journey. Participants will work both individually and collaboratively to devise plans to move from a leader to senior leader mindset.

## **Creating a Sense of Belonging, Psychological Safety, and Trust through Coaching**

According to HCI, over half (51%) of organizations with a strong coaching culture have higher revenue than other, similar companies without the same culture. 62% of employees in these organizations also feel highly engaged. But, what if increased employee engagement as a result of coaching is only a start? In this workshop, participants will learn what coaching is, explore its benefits, learn the differences between tactical and strategic coaching, and have the opportunity to practice newly learned coaching skills. Participants will also explore how to use coaching to create psychological safety, belonging, accountability, and trust. The format is hands-on and features a comprehensive coaching demonstration, opportunities to practice coaching skills within small groups, and structured time for each participant to develop goals and a coaching approach within their own teams.

## **Leading Below the Surface™: Becoming the Leader that the Future Workplace Demands**

The workplace is changing at an alarming rate. There are more generations in the workplace than ever, anxiety is at an all time high, AI has arrived, and employees are working outside of a common space more than ever. All these changes (and more) have caused dominant, traditional leadership approaches to become obsolete. With a workforce that demands belonging, it's important for leaders to acknowledge the rapidly shifting landscape by getting Below the Surface within their teams. In this workshop, participants will gain an understanding of the future of work, how REAL Leadership fits in, and why we need to challenge traditional leadership approaches. Participants will also leave with a blueprint of their own personal leadership style that they will embrace in the future to keep up with the pace of the changing workplace.



# Diversity, Equity, Inclusion, and Belonging + Psychological Safety Workshops

## Allyship: How to Be an Amazing Colleague by Practicing REAL Allyship

*(Individual Contributor and Manager versions available)*

What's the difference between an aspiring ally versus a REAL ally? In this session, participants will learn what it means to be a REAL ally and how to stay Below the Surface to sustain allyship. Upon completion of this session, participants will have a clear plan on areas they are strong and lacking in to improve their own approach to REAL allyship in the workplace.

## Exploring Cultures of Belonging: What They Are and Your Role in Creating Them

In this session, participants will learn what a culture of belonging looks like and how to create one through interacting below the surface. Upon completion of this session, participants will feel empowered to create a culture of belonging regardless of role. This workshop includes a real-time assessment, allowing participants to leave with specific ideas that can help them create a culture of belonging on their team(s).

## Intergenerational Workplaces: How to Be an Amazing Colleague Across Generations

“Back in my day,” and “nobody wants to work anymore” are two commonly heard phrases that foster animosity and factions in the workplace. In times where teams can include up to five generations, becoming an amazing colleague across generations is more important than ever. Learn how to Lead Below the Surface to break down these generational barriers and build REAL relationships across age groups.

## Creating a Culture of Belonging Through Leading Below the Surface

*(Manager Focused)*

The modern workplace demands that leaders cultivate a sense of belonging. This workshop will explore this very demand, examine what a culture of belonging looks like, and discuss how to create one by leading Below the Surface. This workshop includes a real-time assessment, allowing participants to leave with specific ideas that can help them create a culture of belonging on their team(s). They will also identify specific actions they can immediately take from at least one of the following areas: empathy, REAL leadership, and/or psychological safety.

## Exploring Equity, Power, and Privilege: Understanding These Important Concepts and Your Role in Them

In this session, participants will unpack the meaning of equity, power, and privilege. They will also realize how a true understanding of each of these concepts (and the outcomes they produce) can help them build cultures of belonging within their teams. Upon completion of this session, participants will have an immediate clear path forward on actions they can take to acknowledge the meaning of these concepts on their teams. Participants will also begin to understand how to create an equity-centered workplace and immediate actions they can take to do so.

## Psychological Safety: Why it's a Vital Leadership Skill and Three Ways to Create it on Your Team

Facilitated through the lenses of belonging and trust, this session will explore psychological safety, an important concept that is often difficult to achieve, on a deep and advanced level. In this session, leaders will learn detailed ins and outs of psychological safety, common mishaps when trying to create psychological safety, tactics they can use to create it on their teams, and how to measure success. Participants will leave this session with specific and valuable actions they can immediately take on their teams.

