



Chapman Foundation *for*  
**CARING**  
COMMUNITIES



# IMAGINE

What if every interaction became an opportunity to build trust, strengthen relationships, and create more caring workplaces and communities?

At the Chapman Foundation for Caring Communities, we believe that strong, meaningful connections—both personal and professional—are the foundation of thriving organizations and engaged communities. When individuals feel truly heard, valued, and supported, collaboration deepens, trust grows, and teams flourish.

As a family foundation, we partner with organizations to provide evidence-based programs that develop essential communication and leadership skills. Through our hands-on, experiential approach, participants gain the tools to foster trust, navigate challenges, and cultivate workplaces and communities rooted in care, respect, and shared purpose.

Together, we can build a legacy of care—transforming relationships, strengthening workplace cultures, and shaping a more connected and compassionate world.

Join organizations across the U.S. that have chosen the Chapman Foundation as their trusted partner in leadership development.



[learning@chapmancommunities.org](mailto:learning@chapmancommunities.org) | [chapmancommunities.org](http://chapmancommunities.org)



# FOUNDATIONAL CLASSES

At the Chapman Foundation for Caring Communities, we believe that leadership is not just learned—it is experienced. Our foundational classes are designed to immerse participants in an engaging, hands-on learning journey that goes beyond theory to real-world application. Grounded in evidence-based practices, our classes equip individuals with practical skills that improve families, workplaces, and communities.

Led by highly skilled facilitators, each class is an interactive experience that challenges participants to reflect, practice, and grow in ways that have an immediate and lasting impact. Through experiential learning, we empower individuals to become more effective leaders, creating positive change in their families, workplaces, and communities.

## LEADERS WITH THE SKILLS AND COURAGE TO CARE

### Our Community **LISTENS**

Communication skills training to connect with those in your span of care.

### Our Community **SERVES**

Shifting cultures from me-centric to we-centric through the power of a culture of service.

### Our Community **TRANSFORMS**

Teaching leaders how to create caring environments for wellbeing and flourishing. Develop leadership approaches to unleash the potential of people inside the organization that increase engagement, performance, and results.

Demonstrating to the people in your span of care that they are seen, valued, and heard.

# Our Community **LISTENS**

Our Community Listens is the first foundational class, designed to help participants learn to listen effectively, express themselves clearly, and build better relationships. These skills are essential for success in both personal and professional contexts. Our Community Listens provides opportunities for self-reflection, personal practice, and tangible takeaways to bring back to your organization to better team member interpersonal communication.

## What You'll Learn

- Understand your unique communication profile
- Learn about core behavioral tendencies
- Discover how to flex your communication for the comfort of others
- Appreciate the diverse contributions others bring to our lives and leadership
- Express yourself more clearly and effectively
- Skills to resolve conflict
- Improve self-awareness
- Comprehend what motivates your team members
- Experience how listening empowers people to help themselves, improve relationships, and increase the opportunity for personal and team achievement
- Learn the common misgivings about confrontation and power and receive a practical method to positively and respectfully confront others to create change
- Connect the principles and practices learned in class to your life and leadership to reset relational defaults, and learn how to leverage the most value out of the Continuous Learning process after the classroom experience ends



## Why You'll Learn It

Taking this class will equip you with practical communication and leadership skills to build stronger relationships, resolve conflicts effectively, and enhance team engagement. You will gain self-awareness, understand behavioral tendencies, and learn how to adapt your communication to foster trust and collaboration. By applying these principles, you will improve both personal and professional interactions, creating lasting impact in your leadership and everyday life.

## What You Can Expect

Participants will receive a customized eight-part DISC profile and valuable insight from trained facilitators in a small class environment. Learn, reflect, and practice new techniques over three days in person or seven weeks virtually. This class is designed for deep engagement and practical application.



# Our Community **SERVES**

In today's fast-paced world, leadership is often measured by individual achievement, but true impact comes from fostering a culture where collaboration, trust, and shared purpose thrive. This class shifts mindsets from me-centric to we-centric through emotional intelligence and a culture of service. Participants will develop self-awareness and the skills to build a culture that instills accountability and inspires collective success. This class lays the foundation where people work together—not just for results, but for each other.

## Prerequisite

Our Community Listens alumni.

## What You'll Learn

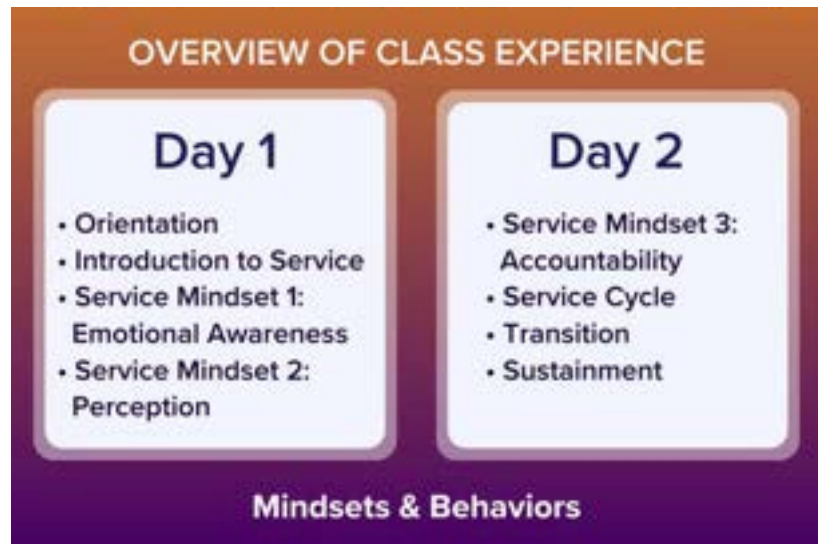
- Distinguish between Me-Centric and We-Centric mindsets and their impact on leadership and relationships
- Explore mindsets that enhance emotional intelligence, broaden perception, and strengthen personal accountability
- Identify your emotional triggers and develop strategies to maintain balance under pressure
- Understand how perception shapes your worldview and influences interactions
- Compare the Five Destructive Behaviors with the Five Accountability Behaviors to foster trust and collaboration
- Apply the Service Cycle model to recognize and act on opportunities to serve effectively
- Cultivate a culture of service that fosters connection, engagement, and long-term success

## Why You'll Learn It

Developing we-centric leadership enhances trust, collaboration, and engagement, leading to stronger relationships and better outcomes. By mastering emotional intelligence and a culture of service, you will build deeper connections, navigate challenges effectively, and inspire collective success. This approach not only improves culture but also creates lasting impact in every aspect of your life.

## What You Can Expect

Our Community Serves is an enriching two-day experience led by two highly skilled facilitators. In a small class setting, you will learn we-centric leadership behaviors. Every detail of this class has been thoughtfully arranged to foster your growth. You'll have the chance to learn new skills, engage in meaningful self-reflection, and immediately apply what you've learned in practical settings.



# Our Community TRANSFORMS

Our Community Transforms is the third foundational class, designed to help organizational leaders develop strategies for transforming their workplace culture. This class provides leaders with the tools and insights needed to drive meaningful change within their organizations. Effective transformation requires deliberate action, a deep understanding of one's impact and influence, and a strategic approach to cultivating a caring workplace environment. Through the Transforms course, participants will explore the Five Pillars of Caring Workplaces and walk away with a strategy to create an organization where team members and the workplace flourish.

## Prerequisite

Our Community Listens alumni and leaders with direct reports or influence over workplace policies.

## What You'll Learn

- Recognize how individuals adapt to change and leverage their strengths to lead transformational efforts effectively
- Identify common barriers to change and approaches to overcome resistance
- Apply coaching techniques to support development
- Evaluate leadership practices that enhance meaning and purpose in the workplace
- Develop and implement eight key leadership behaviors that foster trust and engagement
- Explore strategies to increase psychological safety
- Identify challenges that prevent providing developmental feedback and learn how to overcome them
- Analyze the impact of feedback in shaping behavior and improving performance
- Examine personal triggers when receiving feedback and develop strategies to respond constructively
- Understand the role of a Culture of Learning in driving organizational transformation
- Identify actionable strategies to cultivate a Culture of Learning that promotes growth and innovation
- Recognize the importance of continuous improvement cycles in sustaining long-term success



## Why You'll Learn It

Our Community Transforms empowers organizational leaders to build and sustain a caring work culture. In this cohort style class, participants will cultivate meaning and purpose for their team, build trust and psychological safety, and create a culture of learning within their organization.

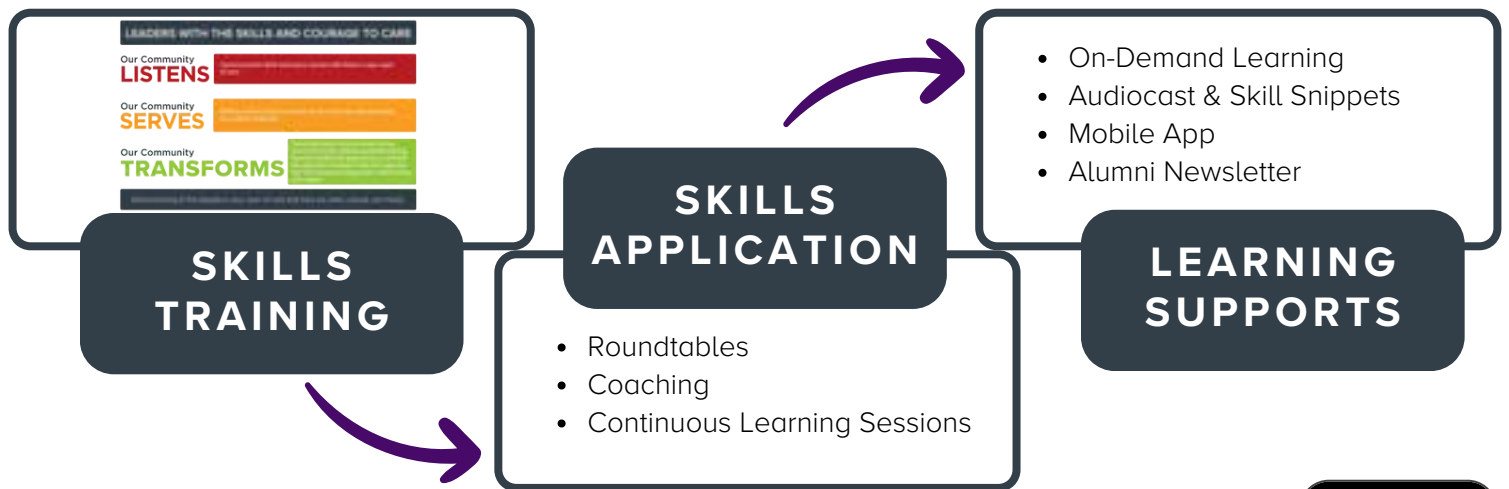
## What You Can Expect

Experience a virtual leadership class over 3-6 months with six sessions. Learn from two expert facilitators in a small, close-knit group of participants from across the US. In-class time consists of 2-3 hours for each primary session or coaching call and up to 30 minutes of pre-class preparation work and post-class homework. Class is highly interactive, with a camera-on environment, to stimulate participation, learning, and connection.





# CONTINUOUS LEARNING & SUPPORT



## CFCC Leads! App

This mobile application provides the tools alumni need to stay engaged and excited about their learning journey. Included in the application are continuous learning opportunities, skill challenges, news, daily celebrations and encouragement, and access to all CFCC media, including videos, audiocast, on-demand courses, and more.



## Beyond The Class: From Knowledge to Action

This audiocast builds on the foundational skills learned in classes, offering alumni opportunities to sustain and evolve their skills and abilities. Each episode focuses on practical applications of principles in real-world settings. Guests include alumni sharing success stories and leadership experts providing valuable insights. Episodes are designed to inspire development with challenges for self-reflection, level-up opportunities, and actionable takeaways.

## Roundtables & On Demand



Roundtables allow you to enjoy candid conversation and refresh skills with other alumni through the direction and support of expert facilitators.

On-demand classes comprise various content items such as videos, class recordings, PDFs, and presentations that learners can use quickly. Instead of joining and reviewing material at a specific time, learners can go through the class content when it is convenient for them.



# IMPACT AND RESULTS



## POSITIVE CHANGES

Were noted at work when teams of coworkers were trained together.

### 2/3

Reported positive personal changes at work such as greater job satisfaction. The majority said it had improved their work environment.

Alumni gave high positive ratings to the three-day Our Community Listens training they received.

### 96%

Were glad they took the class.

### 81% - 91%

Positive ratings for the six training modules.

### DISC/Reflective Listening

Were the highest-rated modules.

Alumni are still applying the nine skills and techniques they learned in the three-day class.



Usage ranged from about 90% for Empathy and Reflective Listening to 59% for the Three Moves Model.



The effects of training have not faded with time — those trained more than 5 years ago are still using their skills at the same rate as others.

By using their communication and listening skills, the vast majority of alumni have experienced positive life changes.

### 3

Primary types of life changes — or benefits — were found in the analysis of respondents' open-ended comments.



#### Listening and Communication

Most commenters felt that having improved communication skills was a significant life change by itself that enabled them to do much more in their lives.



#### Relationships and Settings

Alumni reported many examples of improved relationships with family, coworkers, friends, and others due to the class; also they noted improved functioning in particular settings.



#### Personal Change

Alumni cited examples of personal change including being more confident, better leaders, and more self-aware, patient, and positive about life and themselves.

### 9/10

Reported positive personal changes at work such as greater job satisfaction. The majority said it had improved their work environment.





The logo features a stylized white graphic of three human figures with their arms raised, forming a circular shape. To the right of this graphic, the text "Chapman Foundation *for*" is written in a white serif font, and "CARING COMMUNITIES" is written in a large, bold, white sans-serif font.

Chapman Foundation *for*  
**CARING COMMUNITIES**



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AS FEATURED ON

