

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

Virtual Cohort Experience

Session 1: Organizational Change & Transformation

Session 2: Cultivate Meaning, Purpose, & Value

Session 3: Build Trust & Psychological Safety

Session 4: Know, Grow, & Celebrate People

Session 5: Culture of Learning and Continuous Improvement

Session 6: Capstone & Celebration

Between Sessions: Peer-to-Peer Coaching

Developing Leadership Approaches to Unleash the Potential of People

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.

