

CHAPMAN FOUNDATION CARING WORKPLACE PROGRAM

Through our Caring Workplace program, organizations build leadership capability that drives performance. Leaders are equipped with practical behaviors that strengthen trust, accountability, engagement, and alignment, and when embedded at scale, these capabilities extend across organizations and sectors through a shared, disciplined approach to culture and results.

A Three-Part Approach to Culture Change

When organizations work with us, they gain strategic support in three key areas to ensure lasting culture transformation:

- 1. Empowering Every Team Member:** We provide engaging learning & development opportunities designed to strengthen emotional intelligence, improve teamwork, and build a culture where everyone thrives.
- 2. Equipping Leadership Teams:** Culture change doesn't happen by accident. We help leaders embed culture into strategy, systems, and processes.
- 3. Measuring What Matters:** We ensure organizations have the data and metrics needed to track progress, measure impact, and maintain an accurate pulse on their culture—helping them drive meaningful, results-driven change.

Caring Workplace Leadership Model

These six strategies are the core drivers of human-centered culture. Each one matters on its own, but their power is in how they intersect.



Supported by a Solid Foundation

- Research-informed culture strategies grounded in organizational psychology and decades of leadership practice
- Six proven culture strategies: Intentional Connection, Trust, Accountability, Culture of Learning, Appreciation Practices, and Meaningful Work
- Evidence-based measurement tools to track shifts in engagement, retention, and leadership behavior
- A structured, scalable pathway for partnership and sustaining culture over time
- Practical application through real-world cases, reflection, and on-the-job practice

The Result

Organizations that complete the Caring Workplace program build the internal capability to sustain a culture where people and performance thrive. Leaders leave equipped to consistently demonstrate behaviors that strengthen trust, deepen connection, and help team members experience meaningful work every day.