

CHAPMAN FOUNDATION LEARNING SESSIONS

Chapman Foundation for Caring Communities offers targeted learning sessions designed for teams and organizations looking to grow in specific skills and deepen their understanding of key concepts taught within our foundational classes. Some sessions are open to all, while others may require completion of a foundational class. Whether reinforcing existing knowledge or introducing new ideas, these sessions drive confidence, practical application, and meaningful growth.

Know Yourself, Grow Yourself: DISC and Style Flexing Essentials

Self-awareness is the first step to influence.

Unlock the power of self-awareness in this dynamic 4-hour DISC training session! Participants will receive their personalized DISC report, revealing key insights into their behavioral style. Through interactive activities and guided discussions, they'll explore their natural tendencies, communication preferences, and decision-making patterns. The session also equips attendees with the skills to identify the behavioral cues of others and adapt their approach accordingly. By mastering the art of "style flexing," participants will enhance collaboration, reduce conflict, and build stronger relationships both personally and professionally. This engaging experience is perfect for teams seeking to boost emotional intelligence and workplace effectiveness.

- **Core Concept/ Skills:** DISC and Style Flexing
- **Session Duration:** 4 hours

The DISC Advantage: Transforming Leadership and Team Dynamics

The edge every leader needs to unlock team potential.

After a review of the four DISC behavioral tendencies, you will be led through a reflection on how the DISC tendencies show up within your work teams. A review of style flexing will provide opportunities to examine the ways that you have been effectively flexing to your teammates' preferred styles of communication, as well as discover strategies that will help you take your style flexing to the next level. In the second half of this session, you will receive a custom team DISC report portraying how your team's behavioral tendencies work together, the strengths of your team, and potential blind spots within your team. Participants will walk away from this session with increased self-awareness as well as an actionable plan for how to better work together as a team.

- **Core Concept/ Skill:** Team Building With DISC
- **Session Duration:** 4 hours
- *Prerequisite: Our Community Listens or Half-Day DISC*

Courageous Leadership and Its Role in Creating Psychological Safety

Because safety is not soft – it is the foundation of high performance.

This 90-minute session is designed to equip leaders with the tools and insights needed to foster a workplace where people care for each other first. Participants will explore the principles of psychological safety and learn what elements are critical in cultivating a supportive and high-performing team environment.

- **Core Concept/ Skill:** Psychological Safety
- **Session Duration:** 90 minutes

From Resistance to Readiness: The Science of Leading Change

Discover how people process change and how leaders spark tipping points that transform organizations.

Leaders can create care and connection within a community, organization, or family. If we want to lead people in a way that values them, we need to understand how people process change. Understanding the change process impacts the ability of leaders to build trust and create an environment where others are motivated to accept change. This interactive workshop explores the individual stages of change, an organizational change model, and how to leverage individual gifts and talents in implement change well. No matter our position in the environment, we can use our own behavior to help a group move from awareness to action, improving connection and trust.

- **Core Concept/ Skill:** Change Leadership
- **Session Duration:** 90 minutes

Coach Like a Leader: Build Trust, Drive Results

Unlock potential, one coaching moment at a time.

Discover the transformative power of coaching in this interactive session. Learn what coaching truly is—and isn't—while exploring essential mindsets and practicing three core coaching skills. Gain clarity, build confidence, and leave equipped to foster growth and performance through meaningful coaching conversations.

- **Core Concept/ Skill:** Coaching Skills
- **Session Duration:** 90 minutes or 3 hours
- *Prerequisite: Our Community Listens (preferred)*

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From Point A to Potential: Coaching on the Scale

A practical tool for advancing growth, confidence, and results.

Discover the power of coaching in the workplace. Learn what coaching truly is (and isn't), explore its potential benefits, and experience the transformative impact of scale coaching firsthand through practice.

- **Core Concept/ Skill:** Coaching Skills
- **Session Duration:** 60 minutes
- *Prerequisite: Our Community Listens (preferred)*

Ignite the Spark: Leading a Culture of Learning

Build a culture where learning never stops.

Discover how cultivating a Culture of Learning can spark meaningful transformation across your organization. In this interactive session, explore its impact, uncover common barriers, and leave with actionable strategies to lead and inspire continuous learning as a catalyst for change.

- **Core Concept/ Skill:** Creating A Culture of Learning
- **Session Duration:** 60 minutes

Critical Clarity: Mastering The Three Moves

Transform uncertainty into action by choosing to accept, adapt, or confront.

This training empowers participants to identify their options and make an intentional choice when they have problems. Choosing to confront is one of those options, and you will learn how to confront in a way that includes clarity, empathy, and accountability.

- **Core Concept/ Skill:** Critical Thinking Framework for Uncertainty and Challenge
- **Session Duration:** 60 minutes or 90 minutes

The Empathy Edge: Awareness that Transforms Leadership

Harness emotional insight to connect, influence, and inspire.

Empathy isn't just about understanding others—it starts with understanding ourselves. In this reflective and energizing session, participants will explore the foundations of empathy by first turning inward. You'll uncover what prompts some of your own emotions, how your personal lens shapes your perceptions, and what might be getting in the way of truly connecting with others.

- **Core Concept/ Skills:** Empathy, Emotional Awareness, and Perception
- **Session Duration:** 90 minutes
- *Prerequisite: Our Community Listens (preferred)*

Feedback that Fuels: Building a Culture of Development

Harness emotional insight to connect, influence, and inspire.

This training session will empower leaders to identify and overcome barriers to effective communication. Participants will learn techniques for delivering impactful feedback and explore strategies for modeling how to receive it constructively. Join us to enhance your leadership skills and foster a culture of open dialogue.

- **Core Concept/ Skill:** How to Create a Culture of Feedback
- **Session Duration:** 3 hours

The Logic-Emotion Balance

Why clear thinking requires emotional awareness.

In today's fast-paced, emotionally charged environments, the ability to truly listen is more than a soft skill—it's a strategic advantage. This interactive learning session invites participants to explore the dynamic relationship between logic and emotion, and how mastering this balance can transform conversations and relationships.

- **Core Concept/ Skill:** Understanding the Balance of Logic and Emotion
- **Session Duration:** 60 minutes

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Meaning Matters: Building Purpose Into Everyday Work

Transform routine into relevance by aligning values and actions.

This session helps participants understand the vital role values play in creating meaning and purpose at work. It explores how to connect with the organization's vision and mission and emphasizes the importance of purpose in achieving individual and team success. The session introduces six leadership practices to empower team members in finding meaning and purpose in their daily tasks, ultimately improving overall organizational effectiveness.

- **Core Concept/ Skill:** Connecting Meaning and Purpose in Our Work
- **Session Duration:** 3-3.5 hours

The Recognition Advantage: Small Gestures, Strong Teams

Harness the power of appreciation to build trust and performance.

In this engaging session, participants will explore the emotional and relational benefits of practicing recognition, both for themselves and those around them. They will learn how to craft meaningful messages of appreciation, understand the concept of positive sentiment override, and develop a personalized plan for delivering recognition effectively. By the end of the session, attendees will be equipped to foster a culture of appreciation that enhances individual well-being, strengthens workplace relationships, and positively impacts their broader community.

- **Core Concept/ Skills:** Recognition and Celebration
- **Session Duration:** 60 minutes

Recognition That Resonates: Messages That Matter

Simple recognition, powerful results.

Have you ever noticed how easy it is to appreciate someone when you are in a positive mood? Or when you get along well with that person? For the times when this isn't the case, this session will help you develop the skills to provide recognition to all people, in all situations. In this session, you will explore the positive impact of recognition in the workplace as well as how to change your mindset to a positive one. You will practice crafting recognition messages for multiple scenarios, and you will learn about strategies on how to deliver them. Participants will walk away from this session with the ability to use recognition as a tool to create a positive environment.

- **Core Concept/ Skills:** Recognition and Celebration
- **Session Duration:** 90 minutes

Beyond Words: Listening Skills That Transform Relationships

Hear more, understand better, lead stronger.

During this session, you will learn skills to positively impact your relationships – both personal and professional. We will examine the importance of nonverbal communication, understand and utilize the five reflective listening skills, and recognize the integral role that empathy plays in being able to listen authentically. Join us to obtain concrete strategies that will change how you interact with others in your span of care.

- **Core Concept/ Skill:** Empathetic Listening
- **Session Duration:** 90 minutes

Silent Signals: The Power of Nonverbal Communication

Become aware of what you express, and what others reveal, without words.

Empathy isn't just about understanding others—it starts with understanding ourselves. In this reflective and energizing session, participants will explore the foundations of empathy by first turning inward. You'll uncover what prompts some of your own emotions, how your personal lens shapes your perceptions, and what might be getting in the way of truly connecting with others.

- **Core Concept/ Skill:** Nonverbal Communication
- **Session Duration:** 90 minutes

These sessions offer tangible value by helping teams strengthen communication, build alignment, and apply skills in real, everyday situations. They support a culture where people feel equipped to engage more effectively and work together with greater clarity and confidence. For organizations committed to developing their people and deepening team connection, these sessions are a practical and impactful next step.