



Building Bridges of Understanding, Trust & Cooperation

Workplace Well-being and Leadership Trainings



What is a Lumunos Leadership Training?

A Lumunos Leadership Training is a resiliency and empathy building 1-2 hour session for leaders. Each session includes skill-building content curated to your organization's specific needs, plus time for colleagues to share their experiences and brainstorm ways of dealing with their real time issues and challenges. Sessions can be conducted virtually or in-person.

We Offer Two Options:

1. A one time training session on any of the topics below.
2. A 6 session team-building cohort experience (for up to 12 participants) that can be conducted as a two-day intensive or as a series of weekly, bi-weekly or monthly trainings (whichever best suits your schedule).

Six of our most popular session topics are described below. Other potential topics are listed at the end. We cater our content to your organization's needs.

Pricing Guide:

To ensure affordability, we operate on a sliding scale depending on your organization's budget. Facilitators traveling more than 60 miles for in-person events will also require travel reimbursement.

1-session: \$250-\$500

6-session cohort experience: \$1500-\$3000

Called to Leadership

At the heart of leadership is a calling. Without a strong sense of purpose, challenges can become insurmountable. Leaders who are fueled by the meaning and purpose of their leadership work serve both the organization and their team with greater energy and resilience.

Focus Areas:

- Defining Call, Meaning, and Purpose (CMP), and the evidence for why they matter
- Connection of CMP in engagement and retention
- Integration of values with calling and leadership
- “Servant Leadership”
- The relationship between calling and moral injury
- Aligning personal mission with organizational mission

Trained leaders will be able to:

- Help their team members connect their “why” with their role
- Develop a healthier team culture
- Build their own individual resiliency plan

Emotional Intelligence

The research is clear—emotional intelligence is one of the key factors to successful leadership. It impacts everything from team effectiveness to employee and leader retention. When leaders know their strengths and blind spots, how to regulate their emotions, and how to build relationships, the culture improves and efficiency strengthens.

Focus Areas:

- Defining “emotional intelligence”
- How emotional intelligence (or lack thereof) shows up on the team
- Strengths and blind spots
- Strategies for knowing your team members
- Strengths and blind spots
- Individual strength-based resiliency

Trained leaders will be able to:

- Identify how their own strengths and blind spots impact their leadership
- Understand their team members’ strengths and blind spots
- Better regulate their emotions in the workplace
- Handle interpersonal relationships with more compassion and empathy

Communication Strategies

More than anything effective leadership is about relationships, and communication is central to relationships. The best strategy in the world can go bad quickly if not bolstered by good communication. Conflict and challenging conversations can either strengthen or weaken a team.

Focus Areas:

- Hard Conversations: the “Crucial Conversations” model and other strategies for dealing with conflict
- How to lead with difficult people on the team (the 9 archetypes)
- The power of assumptions in communication
- The role of encouragement
- The power of good questions
- Creating feedback loops

Trained leaders will be able to:

- Navigate conflict with colleagues and team members
- Use encouragement and feedback loops effectively
- Form good questions
- Feel more resilient when dealing with the personal impact of workplace conflict

Developing Positive Team Culture

Peter Drucker famously said, “Culture eats strategy for breakfast.” Developing a positive team culture is the most important thing a leader can do to increase efficiency, engagement and retention. A positive team culture also increases the well-being of both the team and the leader. With a positive team culture, small issues remain small and big issues are handled in healthy ways that can strengthen the team.

Focus Areas:

- Why trust matters and how to build it on the team
- What is psychological safety? And, why does it matter for team culture?
- “Maximum Feasible Vulnerability”
- Strategies that improve culture and factors that diminish it
- Leadership Tool: The Brené Brown Trust Model

Trained leaders will be able to:

- Build greater trust on the team and in the organization
- Discern when and how to be vulnerable in the workplace
- Start developing their own system of support

Leading in Times of Change

We are living, working, and leading in a time of unprecedented change. Leaders need tools and models to help themselves and those they lead to navigate the ongoing changes we are experiencing.

Focus Areas:

- Models and frameworks for change: William Bridges, John Kotter, and Brené Brown
- Sigmoid Change Theory
- What kind of leadership is required for different times of change?

Trained leaders will be able to:

- Effectively work through the human side of organizational change
- Mobilize team members to help drive lasting positive change
- Redesign their resiliency plans for times of change

Setting Priorities

Time pressure is something most leaders feel. While this session can't create more time in the day, it will help participants better prioritize and manage the time they have.

Focus Areas:

- Creating time for the important things: Eisenhower's Time Management Matrix
- Making time for leadership when there is no time
- Using friction to create good time habits and get rid of bad habits
- Re-framing time on challenging days

Trained leaders will be able to:

- Integrate the Eisenhower (Covey) Time Management Matrix into their work plan
- Balance priorities using the "Three Fold Office"
- Develop "Atomic Habits" for the workplace

Other Potential Topics

- Work/home balance
- How to work with difficult people
- Setting a vision
- Compassion and empathy
- Values-driven leadership

What's Next?

To learn more or to schedule a free 20-minute consultation, contact David Fraccaro, Executive Director at david@lumunos.org