

Curriculum Models

****Denotes courses exclusively presented by our CEO**

- **The Journey of Disruption**
 - A great place to start if this work is new to you or if your organization needs to stack hands before indulging in necessary conversations. We meticulously craft guidelines that construct a sanctuary for navigating pivotal conversations with confidence. We go beyond mere safety to forge a space that embodies true courageous dialogue. With judgment cast aside, participants embark on a transformative journey where emotions are embraced, expressions are honored, obstacles are seen as opportunities, and personal growth becomes inevitable.
- **Intent vs. Impact**
 - This course provides a platform for deep reflection and dialogue on the dynamics between personal identity and past actions. Participants dig in to the complexities of 'Who We Are' versus 'What We Did', unraveling the intricate threads that weave into leadership and interpersonal engagement. Through introspection and exchange of perspectives, individuals navigate the nuances of identity and behavior, fostering a deeper understanding of self and others.
- **The Beauty and Reality of Intersectionality and Interconnectedness**
 - Explore the intricate interplay of social identities and systemic presence as we celebrate the richness of diversity and examine how our lived experiences intersect in complex ways. Through engaging discussions and immersive learning, participants will gain a deeper understanding of how our interconnectedness shapes our lives and communities. Explore the beauty that emerges from embracing intersectionality and learn how to apply these principles to foster inclusivity, empathy, and social change.
- **Culture Shift and Culture Shock**
 - An immersive journey into the realm of cross-cultural communication and engagement, equipping participants with the tools to navigate diverse landscapes with grace and efficacy. Through insightful discussions, attendees learn to cultivate environments that celebrate authenticity, both in leadership roles and in service to others. By honing communication skills and embracing cultural diversity, individuals emerge as empowered leaders capable of fostering inclusive and authentic spaces where all voices are heard and valued.

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- **Ally » Accomplice » CO-CONSPIRATOR****
 - In this dynamic course, participants embark on a deliberate exploration of the nuanced roles of allyship, accompliceship, and co-conspiratorship. Through engaging conversations and hands-on workshops, individuals gain clarity on the distinctions between these terms and explore the implications for their leadership journeys. By examining personal identities and motivations, attendees identify their own positions within these frameworks and assess their impact on their communities. Emphasizing the transformative power of moving beyond mere allyship, this course underscores the importance of embracing the co-conspirator role as a true measure of impactful leadership. Participants walk away with a challenge of thinking even beyond the role of a co-conspirator.
- **The Importance of REPRESENTATION**
 - This course leverages the profound influence of representation, both in its presence and absence, on societal perceptions and norms. Through bold and insightful discussions, participants will examine how representation molds our notions of acceptability and preference. By dissecting the mechanisms through which stereotypes are perpetuated, participants gain a deeper understanding of how pervasive societal narratives shape our worldview across various life domains. Through critical analysis and reflection, individuals emerge equipped to challenge and reshape prevailing narratives.
- **CRITICAL RACE THEORY is not just for the classroom****
 - We delve into the pivotal role of Critical Race Theory (CRT) in shaping strategies for the allocation and utilization of public resources. Through engaging discussions and interactive workshops, participants gain profound insights into how CRT serves as a guiding framework for navigating complex socio-political landscapes. By fostering a homegrown dialogue tailored to the specific needs of your organization, this session empowers participants to harness the principles of CRT to drive strategic initiatives and cultivate an inclusive organizational culture. Explore how CRT can inform decision-making processes and enhance organizational effectiveness, ultimately paving the way for equitable resource allocation and impactful societal change.

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- **Situation vs. Circumstance**
 - A journey through historical insights and intentional research to uncover the profound disparities between situations and circumstances, and their profound impact on impacted communities. Through thought-provoking discussions participants gain an understanding of the nuanced dynamics that shape social realities. Emphasizing the importance of seeking diverse perspectives, particularly when engaging with individuals from different backgrounds, the course equips participants with the tools to foster empathy, understanding, and meaningful connections across cultural divides. By exploring the complexities of situational contexts and systemic circumstances, participants develop a heightened awareness of the dynamics at play and learn to navigate interactions with sensitivity, intentionality, and respect.
- **The Mission vs. The Missionary**
 - A thorough examination of your organization's approach of impact, delving deep into the relevance and tangibility of the resources offered to the communities served. Each group will be challenged to critically assess how effectively their organization meets the needs of its target audience. Participants will explore questions surrounding the accessibility and inclusivity of their resources, prompting them to identify specific examples of success stories as well as areas for improvement. By fostering a collaborative environment for brainstorming and idea exchange, the session empowers participants to generate innovative strategies for ensuring their organization remains responsive and impactful in meeting the evolving needs of the communities they serve.

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- **Racial Battle Fatigue****
 - Deep dialogue on the complex terrain of racial battle fatigue (RBF) and its profound implications for racially targeted communities, particularly Black individuals. Through candid and courageous dialogue, participants will confront the insidious nature of racism and the multifaceted effects of racial aggressions on psychological, social, physiological, and emotional well-being. We will navigate thought-provoking discussions on the distinction between being an ally, an accomplice, and a co-conspirator in the fight against systemic racism, empowering participants to critically assess their roles and responsibilities in advancing racial equity and justice. With a focus on the intersection of RBF and the organization, participants will explore the unique challenges faced by their constituency, shedding light on the pervasive impact and manifestations of RBF in this critical domain. Through this immersive and enlightening experience, participants will emerge equipped with a deeper understanding of RBF and a renewed commitment to fostering resilience and empowerment within their communities.
- **Educate, Donate, Affiliate**
 - In this dynamic session, we dissect and reevaluate your engagement strategies with donors, funders, volunteers, and stakeholders. Through a comprehensive exploration of language and messaging techniques, we will unearth the underlying narratives that shape your interactions and perceptions. With a keen focus on amplifying the strengths and excellence inherent within the communities you serve, we will pivot away from the outdated deficit-based approach towards a more empowering asset-based narrative. Through insightful discussions and practical exercises, participants will gain invaluable insights into reframing their communication strategies to authentically showcase the resilience, innovation, and potential of the communities they serve. By harnessing the power of positive language and reframing narratives, participants will emerge equipped with the tools and confidence to foster genuine connections, inspire meaningful engagement, and drive transformative change within their organizations and communities.

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- **Who are we? Taking on Identity and Risk**
 - A workshop-style session, where we will use thought-provoking questions aimed at fostering introspection and self-discovery. Through interactive exercises and guided discussions, participants will explore the nuances of authenticity and the barriers that prevent us, our staff, and our communities from fully embracing and expressing our true selves. Together, we will confront the challenges and complexities of navigating spaces where authenticity is not always encouraged or acknowledged, and we will collectively examine strategies for overcoming these obstacles. By creating a brave and inclusive environment where vulnerability is welcomed, participants will have the opportunity to explore their authentic selves, cultivate empathy, and foster a deeper understanding of the diverse experiences within their organizations and communities. Through this transformative journey, participants will gain valuable insights and practical tools to foster a culture of authenticity, acceptance, and belonging within their spheres of influence.
- **The Truth About Trust**
 - A comprehensive exploration of our autobiography of trust, unraveling the intricate threads that shape our perceptions, beliefs, and leadership approach. Through introspective exercises and reflective discussions, participants will dig in to the formative experiences and relationships that have shaped their understanding of trust and its role in leadership. Furthermore, we will critically examine the pervasive narratives surrounding communities and their impact on societal dynamics, shedding light on the ways in which these narratives perpetuate harm and division. By cultivating a deeper awareness of the narratives we internalize and perpetuate, participants will gain valuable insights into how to navigate their leadership roles with integrity, empathy, and a commitment to fostering trust and healing within their organizations and communities. This transformative exploration will empower participants to embrace their authentic selves, challenge harmful narratives, and cultivate a culture of trust, inclusion, and solidarity.

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- **Agreement vs. Adoption**
 - This purpose-driven session gives participants an intentional workshop experience aimed at equipping them with the necessary tools and strategies to effectively adopt equity into practice and measure equitable outcomes. Through a series of engaging exercises and thought-provoking discussions, attendees will explore practical methods for translating equity principles into tangible actions that promote fairness, inclusivity, and sustainability within their organizations and communities. This vital session emphasizes the importance of taking an introspective approach, challenging biases, and fostering a culture of accountability and action. Participants will be encouraged to examine existing policies, procedures, and initiatives through an equity lens, identifying areas for improvement and implementing concrete steps to address disparities and inequities. By embracing this transformative journey, participants will emerge with a renewed commitment to creating a more just, equitable, and inclusive environment where all individuals have the opportunity to thrive.
- **Power vs. Responsibility****
 - In this transformative session, participants explore the profound shift from a perspective of power to one of responsibility. Through a comprehensive examination of ethical leadership principles, social harmony dynamics, and sustainable decision-making strategies, attendees will gain valuable insights into the far-reaching impacts of embracing a narrative centered around responsibility. Participants will be introduced to key concepts such as accountability, empowerment of others, adaptability, civic engagement, and personal growth, uncovering the transformative potential inherent in this paradigm shift. By challenging traditional notions of power and authority, leaders will discover new pathways to fostering inclusive, collaborative environments where individuals are empowered to contribute meaningfully to shared goals. Through dynamic discussions, interactive activities, and real-world case studies, participants will emerge equipped with practical tools and strategies for implementing responsible leadership practices in their organizations and communities. This session offers a unique opportunity for leaders to cultivate a deeper understanding of their role in promoting positive change and driving collective impact for the greater good.

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- **How to Rumble**
 - In today's complex and interconnected world, conflict is an inevitable aspect of organizational dynamics, presenting both challenges and opportunities for growth and transformation. This course exposes participants to the stages of conflict and provides essential tools and strategies for navigating turbulent situations with resilience and clarity. Drawing on cutting-edge research and real-world case studies, participants will gain a deep understanding of the underlying dynamics of conflict and learn how to identify early warning signs, de-escalate tensions, and foster constructive dialogue. From the initial rumble to collective choices of how to craft resolution, this course empowers participants to remain steadfast in the face of adversity and cultivate a culture of open communication, trust, and collaboration. Through interactive workshops, role-playing exercises, and practical simulations, participants will develop essential conflict resolution skills and build confidence in their ability to address conflicts effectively. Whether leading a team, managing a department, or guiding an entire organization, this course provides invaluable insights and strategies for turning conflict into an opportunity for positive change and growth. By embracing conflict as a catalyst for innovation and learning, participants will emerge ready to navigate complex challenges with grace, wisdom, and resilience.
- **Empowering Time**
 - In this transformative course, participants embark on a journey of self-discovery and empowerment, gaining profound insights into the indispensable role of effective time management and self-starting behaviors in realizing their deepest aspirations, both personally and professionally. Through meticulously curated content, individuals not only grasp the intricacies of prioritization and proactive decision-making but also cultivate a resilient growth mindset and unshakable self-efficacy beliefs, instilling within them the unwavering confidence, tenacity, and unwavering commitment to continual improvement. Moreover, our commitment to fostering a vibrant and supportive learning environment sets the stage for collaborative exploration, constructive feedback, and mutual accountability, serving as the catalyst for reinforcing positive habits and behaviors that propel participants towards enduring success and fulfillment.

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- **Collective Leadership****
 - Introduction to the transformative potential of collective leadership in fostering high-performing teams and driving organizational excellence. Participants will gain insights into the principles and practices of collaborative leadership, emphasizing the importance of shared vision, trust, and inclusivity. From cultivating a culture of empowerment to leveraging diverse perspectives, participants will develop the skills and strategies necessary to mobilize collective intelligence, inspire innovation, and navigate complex challenges with resilience and agility. By embracing the ethos of collective leadership, individuals will not only elevate their own effectiveness as leaders but also empower their teams to achieve greater impact and fulfillment in pursuit of shared goals.
- **Infinite Restoration**
 - When the foundation of mutual respect and understanding are challenged, the journey toward restoration becomes paramount, yet achieving sustainable reconciliation requires more than just a temporary fix. This course speaks to the intricacies of fostering lasting restoration within relationships, offering participants a safe and supportive space to explore the essential ingredients for cultivating enduring harmony and connection. Participants will explore principles and practices that underpin sustainable restoration. This course equips participants with the tools and insights needed to build bridges of understanding and trust drawing on the latest research in psychology, communication, and conflict resolution.
- **Trend vs. Transformation...The New Normal**
 - This course provides dedicated space for introspection and collective commitment to driving meaningful change. Participants engage in profound reflection on how they can actively contribute to transformative initiatives. Through exploration of learned concepts and shared experiences, individuals deepen their understanding of sustainability in leadership practices. Practical strategies are offered to foster ongoing community engagement and collaboration, ensuring sustained momentum in advancing leadership goals through an inclusive lens of Inclusion, Diversity, Equity, and Accessibility (IDEA) with respect. We also leverage this space to present “legacy strategies” for clients that want to use this time to ensure that there are clear pathways beyond this work.

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- **Putting John Henryism to Rest**
 - Examining the critical importance of integrating rest and self-care into professional and personal routines, and exploring how systems create barriers for systemically impacted communities to do this due to the “perfectionist” culture. Participants will explore the detrimental impacts of perfectionism and how it leads to burnout and diminished well-being. Through a blend of insightful discussions, practical exercises, and reflective practices, the course will illuminate how perfectionism can undermine productivity and creativity. Attendees will learn strategies to overcome these barriers, and be challenged to think about their own health in relationship with work that prioritizes rest, rejuvenation, and holistic well-being.
- **Succession Planning Framework**
 - Transformative approach to cultivating robust leadership pipelines within the Black community, empowering individuals to navigate and thrive in all industries. This innovative framework addresses the critical need for strategic leadership development by integrating culturally relevant practices with universal principles of effective succession planning. Participants will learn to harness the strengths of the uniqueness of the Black community dynamics while applying adaptable strategies that transcend industry boundaries, ensuring a seamless transition of leadership and actively shaping the future of how Black voices and perspectives are leveraged in leadership. Through this course, we build a powerful legacy of leadership that uplifts and sustains Black Excellence across all sectors.

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- **Fear or Acceptance?**
 - This compelling course delves into the profound impact that fear has on perpetuating systemic inequities. Participants will uncover how fear, manifesting as prejudice, discrimination, and exclusion, serves as a barrier to equity and justice within our communities and institutions. The course will provide a comprehensive understanding of how fear-driven behaviors and policies sustain inequitable systems. Emphasizing the transformative power of acceptance, attendees will learn how to cultivate a lens of empathy, understanding, and inclusivity.
- **Your Brand and Your Legacy**
 - This comprehensive course on Succession Planning offers an in-depth exploration of creating sustainable leadership pipelines. Participants will be introduced to a robust framework that supports the development of a homegrown strategy for succession planning, ensuring leadership continuity in the community. Through a blend of theoretical insights and practical applications, the course will guide attendees in identifying and nurturing emerging leaders, assessing relevant needs, and designing tailored development programs.
- **Cultural Capital is not For Sale**
 - In this comprehensive course, we conduct a critical analysis of the far-reaching consequences of prioritizing monetary capital over the unique cultures that enrich our community. By deeply defining the concept of cultural capital, we underscore its indispensable societal role, demonstrating how it particularly benefits from the contributions of historically impacted communities. Participants will explore the ways in which cultural capital enhances our social, economic, and cultural landscapes. The course provides a balanced approach, shifting the focus from solely monetary capital to recognizing, valuing, and leveraging diverse cultural assets. It offers practical strategies for integrating cultural capital into organizational structures and strategies, promoting a more inclusive and equitable environment.

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- **Trauma Informed AND Trauma Responsive**
 - Equips participants with essential knowledge and strategies to address the wide-ranging effects of trauma. By exploring a deep understanding of trauma's diverse impacts, this course empowers participants to understand the importance of not only being trauma informed, but being trauma responsive. Through practical strategies and insights, participants enhance their cultural capital and become pivotal resources in protecting and uplifting the well-being and resilience of those they serve in the community, ensuring a nurturing space for growth and recovery.
- **Cultural Humility: Are You Ready?**
 - Deep awareness and sensitivity towards the diverse cultural backgrounds of our community, guiding participants to develop inclusive practices that genuinely respect and honor unique identity. By moving beyond traditional diversity concepts, this course equips participants with practical methods to create an environment where everyone feels valued and supported, promoting a truly inclusive and respectful space.
- **The School to Prison Pipeline**
 - This course provides a historic and profound review of the systemic issues that contribute to the school to prison pipeline and offers actionable strategies to maintain student, staff, and family engagement in education despite these challenges. By focusing on creating supportive environments that minimize disciplinary actions leading to juvenile justice involvement, this course empowers participants to address and counteract the factors that perpetuate the pipeline. Participants will gain the tools needed to understand how to recognize positive, inclusive educational atmospheres that keeps all stakeholders on a path to success and away from the justice system.

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- Unpack
 - In our commitment to delivering a transformative learning experience, we prioritize providing ample time for participants to fully engage with the course material. Through carefully mapped-out sessions, we create space for reflection, fostering clarity, addressing questions, and facilitating organic connections with the content. Our dedicated team is equipped to guide participants through this journey, ensuring that each individual has the opportunity to delve deeply into the material, extract valuable insights, and integrate newfound knowledge into their personal and professional lives. With our support, participants can navigate this process with confidence, harnessing the power of reflection to enhance their understanding and application of the course content.