

Everyone A Leader®: Lead Where You Are

Becoming a Trauma-Informed Leader

Becoming trauma-informed requires cultural change. Cultural change is first and foremost person-centered work. Ultimately, the work of a leader is to help people journey through change. Facilitative leaders understand how to do this. This type of leader has the mindset, approach, and tools to move people, the organization, and ultimately, the system through change from the inside out - rather than the outside in.

Everyone A Leader® (EAL) is person-centered work.

Through 6 modules and 15 workshops, individuals are encouraged to look first at their approach to leading where they are, and then utilize tools for how to lead in a facilitative and effective manner.

Facilitative leadership is an approach that honors principles of trauma-informed environments articulated by SAMHSA (Substance Abuse And Mental Health Services Administration), including: safety; trustworthiness and transparency; peer support; collaboration and mutuality; and empowerment and choice.

Building an Approach to Leading Where You Are

Approach Module (Two, 2-hour workshops)

Build trust, safety and transparency while providing for empowerment, collaboration, and choice. You'll learn the importance of being a regulated and mindful human at work, at home, and in your community. This approach brings intentionality and authenticity to leading where you are. Learn the foundation for trauma-informed leadership through seven elements of Being Facilitative (below), all of which align with SAMSHA's principles listed above.

From this approach:

- Positioning ▶
- Authoritative ▶
- In charge ▶
- Telling ▶
- Criticizing ▶
- Reacting ▶
- Winging it ▶

To this approach:

- Striving to understand
- Empowering
- In service
- Asking
- Being creative
- Reflecting and acting
- Being intentional

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Providing the Facilitative Tools

Thinking Together Module (Four, 2-hour workshops)

Build reflective capacity in yourself and others

Learn tools to deepen and broaden insights. These methods, when brought into the workplace, family, and community, create a thinking-together space that honors all voices, provides a brave arena for difficult conversations, and moves people through the natural thinking process together.

Action Module (Four, 2-hour workshops)

Create a plan with others and move that plan into action

Facilitative tools learned in the Action Module are used in all TeamTech strategic planning work. Below are testimonials from leaders at all levels who have participated in our highly collaborative, top to bottom strategic planning workshops:

From the top:



TeamTech facilitated our strategic planning retreat which 35 employees participated in. While making rounds throughout the facility the next day, staff that attended **spoke how much they enjoyed the retreat, how wonderful the facilitator was**, and I received emails and phone calls from staff that did not attend the retreat asking to be on one of the action teams.

DON LANGFORD, WARDEN,
Ellsworth Correctional Facility



From the frontline:



I really enjoyed this retreat - it was all good and informative. **It really opened my eyes to new ideas for change.**

WYATT SMITH,
Corrections Officer II



Empowerment Module (Two, 2-hour workshops)

How to journey yourself and others to empowerment

Empowerment is a decision. Facilitative leaders journey people to empowerment and provide a safe space for leaders at all levels of the organization to see what is possible and step into new responsibilities.

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Big Picture Module (Two, 2-hour workshops)

Learn to manage and align change through a big-picture perspective

Using tools from these workshops can guide you, your team and organization through the dynamics of change. Seeing change through a big-picture perspective helps you identify where change is moving forward and where additional emphasis is needed.

Lead Where You Are Module (One, 2-hour workshop)

Identify and practice your go-to EAL skills

This final workshop is where you'll reflect on your Everyone A Leader Journey; identifying the skills and methods that you'll apply in your role - leading at any level with a facilitative approach.

The following three core beliefs of EAL are foundational to creating a trauma-informed environment where individuals lead where they are:

Belief #1: Leadership is a decision, not a job description. You can be a leader from anywhere in the organization. Leadership springs from how you approach the tasks you accomplish and how you choose to work with others. Not from a title.

Belief #2: Everyone needs to know how to lead. In our new organizational environments, work is accomplished by collaborating and partnering across teams, departments, divisions, and even organizations – not just up and down the organizational hierarchy.

Belief #3: Trust comes when you lead where you are with intentionality and authenticity. Leaders are people you need to be able to trust. When you do what you say, say what you do, and bring purposeful direction to your actions, you demonstrate the intentionality and authenticity that builds trust.

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