



## INTROS – AWARENESS-BUILDING

Bellwether’s Intro training sessions are for participants at any organizational level. They provide conceptual models and practical tools for meeting common workplace challenges and achieving more equitable outcomes for all.

All Intro offerings include a short pre-survey, a prework video to introduce main concepts, 1.5 hours of group facilitation, a basic toolkit, a post-assessment, and a chance for follow-up.

1. **YES-AND for Collaborative Communication**
2. **The Brain Science of Motivation and Engagement**
3. **Structural Bias in the Workplace**
4. **Onboarding and Training for a Diverse Workforce**
5. **Equitable Community Engagement**
6. **A Systems Approach to Self-Care**

## HALF-DAY WORKSHOPS – EXAMINATION

Our Half-Day Workshops are for people leaders and teams working to change their “business as usual.” Each one includes a pre-assessment, a prework video, four hours of facilitation, an expanded toolkit, an in-workshop planning document, a post-assessment, and one 30-minute follow-up coaching session.

1. **YES-AND in Practice: Active Listening for Strong Teams**
  - Includes a practical guide and scripts for proactively rolling with conflict and change
2. **The Brain Science of Motivation and Engagement: On-The-Job Applications**
  - Includes a starter toolkit for updating business processes to better meet psychological needs
3. **Dismantling Structural Bias in the Workplace: Systems Thinking for Systems Change**
  - Includes a starter toolkit for reducing structural bias on the job
4. **Onboarding & Training for a Diverse Workforce: Designing Connection for Retention and Growth**
  - Includes a culturally responsive training model and an all-team new talent onboarding checklist
5. **Equitable Community Engagement: A Systems Approach for Stronger Outcomes**
  - Includes a culturally responsive engagement model and a specialized equity tool
6. **Organizational Wellness: Self-Care Systems for a Thriving Workforce**
  - Includes a wellness model and a specialized equity tool

## JET LAB – PLANNING, APPLICATION, & TRACKING

**JET Lab – Jumpstarting Equity Together** – is for change leaders and their teams who are committed to realizing more equitable long-term outcomes in their units. These engagements take place over the course of 6 months. JET Lab is highly customized to the needs and desired outcomes of each client, and may include multiple elements of any of the trainings above.

All JET Lab engagements include a pre-engagement planning meeting, a pre-assessment, a set of prework videos, 8-12 hours of facilitation, an extensive toolkit, a 1-year planning document, feedback on project work via 3-5 hours of coaching, a post-assessment, and a final report.