



CREATING A CULTURE OF CARE

Our Creating a Culture of Care program is highly experiential and interactive, and it can be delivered virtually in three 3-hour modules, or a as a one or two-day, in-person program.

Expected Outcomes || Participants will learn communication and coaching tools that they will immediately apply as leaders. They will develop skills that are needed to demonstrate their company's values and create a culture of care. Participants make a commitment to applying these tools when they're back at work. **Key Topic Areas**



Format

1-Day In-Person 2-Day In-Person 3, 3-hour Virtual Session



Staffing

1:24 Facilitator Ratio In-Person 1:48 Facilitator Ratio 1 Facilitator; 1 Tech Moderator (virtual)



Participants

Minimum 12 participants Maximum 24 for In-Person Maximum 48 for Virtual



Audience

Professionals / Managers, Emerging Leaders

- Culture of Care Framework
- Venting and Empathizing
- Deep Listening Tool
- Ladder of Inference Tool
- Keep/Stop/Start Tool
- Tailor Message to Audience Tool
- Learning Window Tool
- Continuous Improvement Tool
- Respectful Win-Win Dialog Tool

Level 1 Customization for company's desired values and behaviors. Client chooses tools for each Quadrant and customizes Role Plays.

1-DAY IN-PERSON AGENDA

MORNING AFTERNOON

8:30 am Opening

Coaching Culture Context & Framework

Quadrant 1- Company Value 1 Venting and Empathizing Tool Deep Listening Tool

Quadrant 2- Company Value 2
Ladder of Inference Tool
Keep/Stop/Start Feedback Tool

12:00 pm Lunch

1:00 pm

Quadrant 3- Company Value 3
Tailor Message to Audience Tool
Learning Window Tool

Quadrant 4- Company Value 4
Continuous Improvement Tool
Respectful Win-Win Dialog Tool

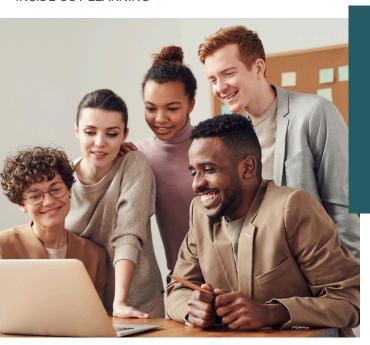
Whole Group Debrief

5:00pm Program Close

POST-PROGRAM

Optional Add On:

Post program coaching session to solidify the full presentation



THE CLIENT

Hologic

THE PROBLEM

Hologic sought a coaching program aligned with their values to support their "Culture to Perform" and "Culture of Care." The program needed to equip leaders with tools and resources for effective communication and coaching that incorporated both empathy and accountability.

CREATING A CULTURE OF CARE FOR BUILDING CARING & COACHING CULTURES

OUR SOLUTION

IOL delivered a one-day, in-person program for 25 leaders using IOL's culture of care framework that incorporates company values and behaviors. The program uses interactive Role Play and Real Play scenarios to reinforce learning and provides participants with eight practical tools for immediate implementation for creating a culture of care.

THE RESULTS

The training session was rated highly and 100% of participants said it met or exceeded their expectations. Participants enjoyed how engaging the training was and said they were excited to start using the tools to help them create a culture of care. Hologic has scheduled more programs for this year.

"This was the best training program I ever attended."

Hologic Senior Leader Participant



WHO

Inside-Out Learning is a global consulting firm based in Arizona. We change people from the inside out with our in-person and virtual programs, helping them transform their companies with increased employee engagement, improved retention, increased promotions, and revenue growth.

Over the past 20+ years, IOL has saved our clients over \$1 billion dollars by helping improve organizational dynamics, increase employee engagement, raise retention rates, and develop next-generation executives. We have also helped our clients win over \$2 billion dollars in new business with our Authentic Presence and Presentation Skills program.

We know how to transform leaders with our award-winning research and have the bottom-line results to prove it. We look forward to working with you and your most important asset, your people.

IOL MISSION

We elevate people, teams, and organizations to perform at their highest potential.

IOL VISION

Our transformative learning programs develop and inspire today's global workforce and society.

IOL SERVICES

Leaders | The Authenticity Code[™], Leadership Coaching, , Keynote Speeches

Teams | Leadership Team Off-Sites, Relationship Repair Workshops, Virtual Workplace Engagement, Training Modules

Organizations | Culture Change Programs, Change Management Consulting, Developing a Coaching Culture, Enhancing Customer Relationships, RFP & Sales Consulting, Diversity & Inclusion Workshops

IOL IMPACT

Developing next generation of leaders. Authentic, engaging leaders, better prepared for their next level positions.

50+% promotion rate and 90% retention rate.





