



At GenLead | BelongLab, we take a holistic approach to foster profound transformation for organizations. We provide this transformation through tailored programs integrating assessment, marketing and communication assistance, targeted training resulting in action and accountability, individualized coaching, and consultation with HR/PD/executive team to support cultural/systemic transformation.

Sample Programs

- **Busting Bias and Building Belonging** – This program examines and mitigates the negative impact bias has on an organization's mission and inclusion, viewing bias-busting as both science (the neuroscience of bias) and art (nuanced ways to reduce and address microaggressions and build empathy and understanding). Through this program, participants explore the benefits of a mutual sense of belonging between individuals and their organizations and learn how to identify and address the systemic and individual obstacles to diversity and inclusion, e.g., implicit bias, internalized bias, etc.
- **Owning Your Value** – This program addresses Imposter Syndrome, internalized bias, and self-doubt to help organizations elicit peak performance from and provide a genuine experience of belonging to their employees and students.
- **Capitalizing on Generational Diversity** – This program helps organizations move from complaints to capitalization in order to meaningfully engage all generations in the workplace and schools and develop cohesive inter-generational connections and teams.
- **Team Trust** – Trust and psychological security serve as the foundation of highly effective teams. This program helps teams assess their functionality, examine the components of trust, and apply team members' individual strengths to support themselves and each other and to improve team efficacy.
- **Resilience** – This program explores the impact of resilience in individuals and organizations and helps organizations boost stability and performance by teaching participants how to develop resilience within themselves and nurture it within others, as well as how to hire/admit resilient individuals.
- **Self-Care and Stress Management** – This program explores the need for self-care and how to address the societal obstacles to wellness. Participants explore and practice specific and actionable tactics to better care for themselves, and complete the program by developing a self-care action plan.
- **Leadership Summit Series** – This program utilizes group coaching, facilitation, and workshop-style activities to develop participants' leadership skills via a series of small-group meetings in discussion of relevant pieces of media (e.g., Sheryl Sandberg's *Lean In* for a group of inter-generational women).
- **Effective people management** – This program employs individual and team Hogan Assessment and analysis to leverage leadership strengths and address derailers. Through learning about themselves, their team members, and substantive topics (feedback, transparency, the role and risks of vulnerability, communication), participants become more effective leaders of their teams.
- **Career Transitions** – Through individual and/or group coaching, this program incorporates values, strengths, and goal assessment to help participants develop and embark on a career trajectory plan that engages their hearts as well as their minds.