



PROGRAM INFORMATION



in Collaboration with Psychology Matters
www.psychologymatters.ca



Photo Credit: Daniel Sundahl | <https://www.dansunphotos.com/>

Leaders of Organizations face significant challenges in today's unprecedented times. In addition to the practical and logistical aspects of their occupational duties, they also have incredible influence and impact on organizational culture. As society continues to confront complex and ever-evolving challenges, leaders are now more than ever called on to remain strong and steadfast in the face of uncertainty, high levels of stress and adversity. Wayfound is proud to introduce a new program that has been designed specifically for leaders of organizations. It is important that to do their jobs effectively; leaders must be armed with the skills to foster positive and healthy organizational culture. The Trauma-informed Leadership Program has been designed to do just that.

Every session equips participants with practical skills that they can apply. The activities conducted between sessions are primarily geared towards strengthening leader's capacity to approach their sphere of influence with a fresh perspective and take proactive steps in managing the aspects under their control.

TIL Modules

Session 1: The Historical and Biological Underpinnings of Trauma

- The first session introduces the trauma-informed leadership triangular model, which comprises self-awareness, self-regulation, and empathy. Beginning with self-awareness, the module then focuses on brain development with an emphasis on how the stress response has evolved to support the survival of our species, as well as the autonomic nervous system and its sympathetic and parasympathetic branches, hormonal dysregulation, and the impact that chronic stress can have on the brain. Participants learn to understand and differentiate between operational stress, operational stress injuries, compassion fatigue, moral injury, and sanctuary trauma. Special attention is paid to the role of leadership in sanctuary trauma as it relates to the mental health of public service personnel.
- The session then progresses into a self-regulation component, highlighting the connections between thoughts, emotions, and behaviours through a discussion of automatic thoughts, cognitive distortions, and cognitive biases. Facilitators emphasize the importance of monitoring thoughts and ways to disrupt unhelpful thinking patterns when noticed. This session concludes with an overview of the window of tolerance and thought logs as tools for self-awareness and regulation

Session 2: Influence on Trauma-Informed Leadership

- The second session provides an overview of the history of Stoic service culture, when Stoicism can be helpful, and when Stoicism can be hurtful. Participants are encouraged to reflect and discuss the role of Stoicism in their organizational culture and leadership style. To facilitate self-awareness, this module introduces the importance of recognizing one's personal values and how they may align with or differ from organizational values. Facilitators initiate thought-provoking exploration of potential value conflicts and the impact these may have on trauma-informed leadership within public service organizations. Finally, this module concludes with the exploration of generational differences in work-related values and the role that these can play in professional relationships between leaders and employees.

Session 3: Empathetic Leadership

- The third session completes the trauma-informed leadership model by introducing and exploring the integration of empathy in leadership. Participants learn about the imperative role of emotional intelligence in empathetic leadership and seven other traits of empathetic leaders. Concepts learned in the first two sessions are incorporated into this module, and the difficulties of practicing empathetic leadership in public service organizations are explored. In this session, participants demonstrate an understanding of trauma's role in their ability to lead public service personnel and are introduced to the interpersonal gap between two individuals communicating. Antidotes to the interpersonal gap are presented, and concrete tools and examples are taught to support a trauma-informed leadership style.

Session 4: Knowledge Translation

- The final session builds on the first three by providing participants with the tools to apply what they have learned in the TIL training. This module presents applicable tools for managing the interpersonal gap including validation skills, boundary setting, and active listening. Participants learn about different communication styles and how their behaviour may impact their organizational culture. The module explores various factors that may interfere with relationship building in leadership and provides additional tools to practice the competencies that participants have acquired in the program. The teaching concludes with the introduction of accountability groups as designed by Deeyah Khan with the intention of providing participants with structure and ongoing peer support in their development as trauma-informed leaders.



Trauma -Informed Leadership Program

In person/ Consultation for virtual needs available

- Offered to organizational leaders and senior staff in leadership positions
- 8 hours contact time
- Flexible and customized scheduling per organizational needs

\$500 each
Minimum \$5,000



To Book a TIL training contact:

Psychology Matters
15 Sperling Drive, Unit 203 Barrie,
ON L4M 6K9
phone: (705) 722-3729
email: info@psychologymatters.ca