



Be the brand you promised.

Course Title: Seizing the Edge through Organizational Health

Modality: In-Person/Virtual

Duration: 4, 2.5 hour sessions

Workshop Overview

Organizational health is more than a concept—it is the foundation of competitive advantage. Healthy organizations foster authentic cultures where trust, clarity, and inclusion thrive, allowing leaders and teams to consistently deliver on their mission and vision.

Seizing the Edge through Organizational Health is a four-part workshop series designed to help leaders identify, strengthen, and sustain organizational health. Over four 2.5-hour sessions, participants will explore how to:

Leaders will engage with real-world case studies, group discussions, and ideation sessions, applying tools like the ARIA Process and relevant leadership models to their own organizational structures. The program also distinguishes between predictive trust (based on performance alone) and real trust (rooted in authenticity and care), ensuring that participants walk away ready to create cultures of belonging and high performance.

	Topic	Focus	Time
Session 1	<i>Six Critical Questions of Clarity</i>	<ul style="list-style-type: none">- Identify and answer six foundational questions every leader must address to drive clarity and alignment.- Link clarity to competitive advantage.- Group ideation to refine purpose and direction.	2.5 hrs.
Session 2	<i>Rethinking Organizational Health</i>	<ul style="list-style-type: none">- Define organizational health and why it matters.- Distinguish between predictive trust and real trust.- Explore how healthy cultures support inclusion and belonging.- Case study analysis and team activities.	2.5 hrs.
Session 3	<i>Finding the Gold: Your Organizational Fit</i>	<ul style="list-style-type: none">- Discover where your leadership values and style align (or misalign) with organizational culture.- Tools for identifying opportunities to	2.5 hrs.

		“find the gold” in culture and systems. - Peer coaching conversations and feedback.	
Session 4	<i>Claiming Organizational Resilience</i>	- Build resilience to adapt to external and internal challenges. - Codifying organizational health and being throughout the organization towards sustained advantage. - Action planning for long-term health and competitive edge.	2.5 hrs.

What Participants Will Gain

- A newfound confidence in why their organizations and teams exists.
- Gain clarity and alignment by answering six critical questions that define their organization’s purpose, direction, and culture.
- Understand the difference between predictive trust and real trust, and how to cultivate deep, authentic trust within teams and across the organization.
- Rethink organizational health by shifting from transactional practices to authentic, inclusive systems that drive long-term success.
- Develop actionable strategies for building organizational resilience to thrive during change, uncertainty, and external pressures.
- Build the capacity to **lead inclusively**, ensuring vibrancy of diversity, equity, inclusion, and belonging across the organization.

Participant Outcome Statement

Upon completion of this series, leaders will leave equipped to diagnose their organization’s health and design strategies to strengthen trust, clarity, and inclusion. They will understand how to align personal and organizational values, cultivate authentic cultures, and position their teams for sustainable competitive advantage. By leveraging tools like the ARIA Process, participants will have a practical roadmap for building organizational resilience and fostering a vibrant, healthy workplace where people and performance thrive together.
