



Leadership Development

PROGRAM CATALOG

Webinars • Lunch & Learns • Team Building • Leadership Labs • Modular Development

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Equipping nonprofit employees to lead well and live fully

Customized learning experiences for Tennessee's nonprofit leaders and teams

At Tennessee Nonprofit Network, we believe that great leadership development starts from the inside out. The most lasting growth doesn't come from importing someone else's answers — it emerges when leaders are given the space, structure, and challenge to discover their own. Every learning engagement begins with a simple conviction: the facilitator's role is not to be the smartest person in the room — it's to make the room smarter. That means asking better questions, creating brave spaces, and trusting that the people closest to the work already hold most of the answers.

Every offering in this catalog is a starting point, not a finished product. Conversations begin with these descriptions, then move into a collaborative design process — shaping learning outcomes, activities, and application to fit the specific needs, culture, and context of your organization. We don't deliver off-the-shelf programs — we design learning experiences shaped by who you are and where you're headed. Whether you choose a single webinar or a multi-session leadership journey, you can expect content that is relevant, facilitation that is engaging, and outcomes that are real.

WEBINARS & LUNCH AND LEARNS

Short-format, high-impact learning for busy nonprofit professionals

Each session is 60–90 minutes and includes interactive elements, practical takeaways, and time for questions and dialogue. Sessions can be customized to fit your organization's culture and challenges.

Know Thyself: Unlocking Your Leadership Style and Strengths *Self-Awareness*

Understanding how you prefer to lead — and how others experience your leadership — is the foundation of effectiveness. Using the 'What's My Leadership Style' assessment, participants explore their natural tendencies, discover their strengths, and create a personalized plan for leading with greater intention and impact.

Your Professional Brand: Stand Out for the Right Reasons *Personal Development*

Every leader has a brand — whether they've crafted it intentionally or not. This interactive session helps participants uncover their authentic self, define a unique professional brand, and develop a personal mission statement that guides their decisions and daily interactions. Based on 'Stand Out' principles.

Vision Boarding for Leaders: See It Before You Lead It *Personal Development*

Where are you headed — and what does it look like when you get there? This creative and reflective session guides participants through the process of building a personal leadership vision board that captures their goals, values, and aspirations. Participants leave with a visual roadmap for their leadership journey.

The Happiness Advantage: Flourishing at Work and Beyond *Well-Being*

Happy employees are more productive, more resilient, and more committed to their mission. Drawing on positive psychology research, this session explores the five ingredients of workplace well-being and gives participants practical strategies for choosing positivity — and creating environments where people truly thrive.

Positive Psychology in Action: Build, Connect, Discover *Well-Being*

What if you could explore the science of flourishing through play? This hands-on session uses LEGO® bricks as a creative medium to unlock insights from positive psychology. Participants build models that represent their strengths, values, and vision — sparking conversation, creativity, and commitment to well-being. (Based on Positive Psychology with LEGO® methodology)

Energy Management: Work Smarter, Not Just Harder *Productivity*

Stop managing your calendar and start managing your energy. Research shows energy management is far more effective than time management for improving performance. This session gives participants practical strategies for organizing their day to maximize focus, reduce burnout, and leave feeling accomplished.

Curiosity as a Leadership Superpower *Innovation*

The most innovative and adaptive leaders share a common trait: they stay curious. This energizing session explores how cultivating genuine curiosity fuels creativity, sparks innovation, and opens the door to possibility. Participants learn to ask better questions, challenge assumptions, and lead with a growth mindset.

Perspective Matters: Shifting How We See to Change How We Lead *Mindset*

The lens through which we see a situation shapes how we respond to it. This thought-provoking session invites leaders to examine their perspectives — and consider what shifts when they look through a different one. Participants walk away with tools for greater empathy, openness, and adaptive thinking.

Lead Where You Stand: Making an Impact Without the Title *Influence*

Every person in your organization has leadership potential — regardless of position or title. This engaging session helps managers and individual contributors discover how to apply leadership principles, influence outcomes, and make a meaningful difference right where they are. Based on 'Leading Change at Every Level.'

The Trust Factor: Building Stronger Teams One Conversation at a Time *Team Effectiveness*

Trust is the foundation of every high-performing team. This session explores a proven model of trust-building and offers practical strategies to strengthen relationships, improve collaboration, and create a culture of reliability — one conversation at a time.

From Friction to Flow: Understanding Conflict Styles at Work *Conflict Management*

Conflict isn't the problem — unmanaged conflict is. This session helps participants discover their natural conflict style (using the Thomas-Kilmann model), understand when each approach is appropriate, and develop strategies for turning disagreement into dialogue. Topics include active listening, healthy vs. unhealthy conflict, and managing emotional reactions.

Listen Like a Leader: The Art of Empathetic Engagement *Communication*

Great leaders are great listeners. This session explores the five levels of listening, when empathetic listening is most needed, and how to avoid 'autobiographical listening.' Participants practice dialogue skills that build trust, strengthen relationships, and make people feel genuinely heard.

Feedback That Works: Coaching Conversations for Growth *Performance Development*

Transform performance discussions from dreaded obligations into powerful development opportunities. Participants learn a practical coaching model, practice asking empowering questions, and discover techniques that help team members grow — and want to stay.

The Engagement Equation: What Leaders Should Start, Stop, and Keep Doing

Employee Engagement

Disengaged employees cost organizations far more than turnover. Drawing on Gallup's Q12 framework and Lencioni's 'Three Signs of a Miserable Job,' this hard-hitting session reveals exactly what leaders need to start and stop doing to build a culture where people are genuinely motivated — and mission-driven.

Bridging the Generation Gap: Leading Across Differences *Generational Diversity*

Today's nonprofit workforce spans four generations — each with different communication styles, values, and expectations. This practical session equips leaders with strategies to foster understanding, reduce friction, and leverage the diverse strengths of Baby Boomers, Gen X, Millennials, and Gen Z.

The Giver's Dilemma: Leading Generously Without Burning Out *Sustainability & Well-Being*

Nonprofit leaders are often natural givers — which is both their greatest strength and their greatest risk. Based on Adam Grant's research, this session helps participants recognize burnout warning signs, set healthy boundaries, and sustain their generosity without running on empty.

Hope as a Leadership Strategy *Motivation & Culture*

Research by Gallup identifies hope as one of the four essential needs of followers. This session gives leaders specific, actionable ways to cultivate genuine hope and optimism — for their teams and for the mission — regardless of their role or the challenges they face.

Beliefs Bend Reality: How What You Think Changes What's Possible *Mindset*

Beliefs don't just reflect reality — they bend it. In this thought-provoking session inspired by Shawn Achor's New York Times bestseller *The Power of Beliefs*, participants examine how the beliefs leaders hold about themselves, their teams, and their organizations shape the outcomes they create. You'll explore Achor's research on the seven most predictive core beliefs that shape our health, success, and achievement — and leave with a new lens for leading with greater confidence and possibility.

The Honest Line: Setting, Holding, and Communicating Boundaries That Stick *Self-Leadership*

Boundaries aren't walls — they're agreements that protect relationships, trust, and results. In this practical session, leaders will learn a simple, repeatable framework for setting clear expectations, communicating limits with confidence and care, and holding firm when those boundaries are tested. Whether you're navigating a high-maintenance team member, a scope-creeping peer, or an overreaching supervisor, you'll leave with language and strategies you can use immediately.

Compassion Starts Here: Leading with Kindness (Including Toward Yourself) *Well-Being | Self-Leadership*

Based on Kristin Neff's research on self-compassion, this session explores how self-kindness actually improves leadership effectiveness. Participants learn to extend that same compassion to others and leave with a practical toolkit for navigating difficult moments with grace.

Leading Change at Every Level *Change Management*

Change is constant in the nonprofit sector — and leading it well requires more than a plan. This session equips leaders at every level to understand change dynamics, manage resistance, communicate effectively during transitions, and inspire commitment to a shared future.

Creativity, Innovation, and the Art of Thinking Differently *Innovation | Creative Problem-Solving*

The most mission-driven organizations are also the most creative ones. Drawing on best practices from innovation labs around the world, this session helps participants tap into their innovative side, challenge assumptions, and generate fresh ideas. Topics include design thinking, ideation techniques, and practical application to nonprofit challenges.

TEAM BUILDING

Every team building experience is customized to the unique needs, culture, and goals of your organization.

Our team building experiences are designed using a **Red, Yellow, Green** approach, in which activities are intentionally sequenced to gradually increase the level of vulnerability required of participants. Green activities are accessible and low-risk — perfect for warming up the room and building initial connection. Yellow activities invite teams to share a bit more of themselves, requiring growing trust and willingness to be known. Red activities challenge participants to step into genuine vulnerability, the kind that makes real team cohesion possible. Each sequence is thoughtfully curated in partnership with your organization to match your team's starting point, readiness, and goals. The result is not just a fun experience — it's a meaningful step toward becoming the kind of team that can do hard things together.

Personality Poker®: Leading with Strengths, Working with Differences *Team Building | One Hour*

Using a card-based activity, Personality Poker® helps teams identify individual thinking styles, understand how those differences show up on the team, and learn to leverage cognitive diversity for better problem-solving and innovation. This high-energy, memorable session is perfect for team kickoffs, retreats, and leadership cohorts.

The Five Behaviors of a Cohesive Team® *Two Days*

Built on Patrick Lencioni's 'Five Dysfunctions of a Team,' this workshop provides a comprehensive team development experience using a team assessment, structured debrief, and actionable exercises. Teams leave with a shared vocabulary, greater mutual trust, and a clear improvement plan across all five dimensions: trust, conflict, commitment, accountability, and results.

Customized Team Building: Working Through What Gets in the Way *Customized | Half- or Full-Day*

When something is getting in the way of how a team works together (stalled productivity, unclear roles, recurring conflict, eroding trust, or the strain of change), a general team building day isn't enough. This experience begins with a conversation with your leadership to understand what is really happening, and may include a brief team survey or interviews. From there, we design a session that addresses the specific issues affecting your team's productivity and relationships, using the Red, Yellow, Green approach to build the trust honest dialogue requires. Teams leave with shared understanding, agreed-upon commitments, and practical next steps for working better together.

LEADERSHIP LABS

In-depth, facilitated learning experiences for individual and team development

Leadership Labs are the heart of what we do. These are deeper, more immersive learning experiences — designed not just to inform, but to transform how leaders think, lead, and show up for the people around them.

The topics in this section are organized around an inside-out model of leadership development: we begin with the leader themselves, move outward to the people they lead, then expand to the organizations and communities they serve. This sequence is intentional. You can't lead others well from an empty place, and you can't build healthy organizations without healthy leaders. We start where leadership actually starts — with you.

Each lab is identified by a format that tells you what kind of experience to expect:

- A Skill Lab teaches a new skill you can apply immediately.
- An Information Lab delivers current, research-based content on a key topic.
- A Design Lab means you leave with a finished, ready-to-use product.
- A Skill Simulation builds new skills through immersive, hands-on experience.
- An Information Simulation delivers content through a rich, experiential scenario.

As with everything we offer, labs are customized to the needs and goals of your organization.

LEADING SELF

Building Your Individual Development Plan *Design Lab | Half-Day*

Great leaders are intentional about their own growth. This workshop guides participants through developing a personalized Individual Development Plan (IDP) rooted in their strengths, goals, and career aspirations — including 3-month, 6-month, and 5-year milestones. Participants leave with a concrete, actionable roadmap.

What's My Leadership Style? Self-Assessment and Application *Skill Lab | Half-Day*

Using a leadership style inventory, participants explore their natural approach to leading — how they make decisions, motivate others, and respond under pressure. The session moves from self-discovery to practical application, helping leaders flex their style based on team needs and situational demands.

Emotional Intelligence: The Leadership Edge *Skill Lab | Full-Day*

EQ is more predictive of leadership success than IQ. This workshop explores how emotional intelligence shows up in daily interactions, how to manage your own reactions in difficult situations, and how to read and respond to the emotions of others. Participants leave with a personal EQ development plan.

Lead with Your Strengths: CliftonStrengths® for Leaders *Skill Lab | Half-Day*

You are most effective when you lead from your strengths — not your weaknesses. This highly interactive workshop uses CliftonStrengths® to help participants understand their top talents, explore the four domains of leadership strength, and develop strategies for deploying those strengths for their team and organization's greatest good.

Your Professional Brand: Stand Out with Purpose *Skill Lab | Half-Day*

Based on the 'Stand Out' framework, this interactive workshop helps participants uncover their authentic leadership identity, craft a compelling professional brand, and write a personal mission statement that guides their decisions and daily actions.

Vision Boarding for Leaders: See Your Future Before You Build It *Design Lab | Half-Day*

Vision without a picture is just an idea. This creative workshop invites participants to build a personal leadership vision board that captures where they're headed and what matters most. A powerful session for new leaders, teams in transition, or anyone needing to reconnect with their 'why.'

Happiness at Work: The Science and Practice of Flourishing *Skill Lab | Half-Day*

What does it actually take to thrive — not just survive — in your work? Drawing on positive psychology research, this session explores the five elements of well-being and gives participants tools for cultivating happiness, resilience, and purpose in their daily work. Informed by 'Happiness at Work' frameworks.

Lead with Hope: The Strategic Advantage of Believing in What's Possible *Design Lab | Half-Day*

Hope is not wishful thinking — it is a researched, measurable leadership competency. This immersive half-day experience takes leaders beyond motivation and into the science of hope: what it is, how it works neurologically and behaviorally, and why it predicts performance, retention, and organizational culture. Through self-assessment, storytelling, case studies, and applied practice, participants identify hope-depleting patterns in their leadership and develop a personal Hope Leadership Plan to guide their teams through uncertainty, change, and challenge.

Beliefs Bend Reality: How What You Think Changes What's Possible *Design Lab | Half-Day*

What separates leaders who unlock potential from those who inadvertently cap it? According to Shawn Achor's groundbreaking research in *The Power of Beliefs*, the answer often lies not in strategy or skill — but in belief. This half-day lab guides leaders through a deep exploration of their own core belief systems — where they came from, how they're showing up, and how to reshape them. Using Achor's six belief-change strategies and the four forces driving what he calls the "Great Drift" (burnout, anxiety, loneliness, and disengagement), participants build a personalized Belief Leadership Blueprint for themselves and their teams.

Positive Psychology with LEGO®: Build What Matters *Skill Lab | Half-Day*

Using LEGO® bricks as a creative thinking tool, participants engage in structured play to explore their strengths, values, and vision for flourishing. Grounded in positive psychology research, this hands-on experience surfaces insights that traditional workshops rarely reach — and makes them memorable.

Managing Your Energy: The New Productivity *Design Lab | Half-Day*

The most effective leaders don't just manage their time — they manage their energy. This workshop explores the latest research on energy management and productivity, then helps participants build a new daily work plan that maximizes focus and minimizes depletion.

Curiosity, Creativity, and Innovation: Lead with Fresh Eyes *Skill Lab | Half-Day*

Innovation isn't reserved for the tech sector — it's essential for mission-driven organizations navigating constant change. This workshop explores how curiosity sparks creativity, how creativity enables innovation, and how leaders can cultivate all three within themselves and their teams. Includes practical ideation techniques and application exercises.

Perspective: The Leadership Superpower You're Not Using Enough *Skill Lab | Half-Day*

The lens we look through shapes everything we see — and every decision we make. This reflective workshop explores how assumptions, lived experiences, and mental models shape leadership behavior, and gives participants tools for expanding their perspective, building empathy, and making better decisions in complex environments.

Crucial Conversations®: Dialogue When the Stakes Are High *Skill Lab | Two Days*

Crucial Conversations® is a comprehensive two-day course that teaches skills for creating alignment and agreement on high-stakes, emotionally charged topics. Participants learn how to speak honestly and be heard, create psychological safety, surface the best ideas, and move from dialogue to shared commitment. (Certification available.)

Work/Life Integration: Leading a Full Life of Purpose *Skill Lab | Half-Day*

Balance isn't about equal time — it's about intentional integration. This session helps participants identify their priorities, set boundaries that protect them, and develop sustainable rhythms for work, rest, and renewal. Especially relevant for mission-driven leaders who give much of themselves to their work.

The Honest Line: Setting, Holding, and Communicating Boundaries That Stick *Skill Lab | Half-Day*

For many leaders, the hardest conversations aren't about performance or conflict — they're about limits. This half-day lab unpacks the psychology behind why boundaries are so difficult to set and even harder to hold, then equips leaders with a research-grounded, practice-rich model for boundary conversations at every level. Participants work through real-world scenarios to practice setting boundaries proactively, addressing violations constructively, and maintaining the relationship while upholding the standard. Topics include recognizing boundary drift, differentiating between preferences and non-negotiables, and recovering when a boundary has already been crossed.

Understanding Your Type: The Myers-Briggs® Experience *Skill Lab | Half-Day*

The Myers-Briggs Type Indicator® (MBTI®) is one of the most widely used and researched personality frameworks in the world — and for good reason. It illuminates the patterns that shape how we take in information, make decisions, and interact with the world around us. This certified MBTI® debrief goes well beyond identifying your four-letter type. Participants explore the rich nuance behind each preference, examine how their type shows up in their leadership, communication, and conflict style, and discover how type differences can be a source of team strength rather than friction. Whether participants are first encountering the MBTI® or returning to deepen their understanding, they leave with clearer insight into who they are — and how to work more effectively with people who are wired differently.

LEADING OTHERS

The Power of Trust: Building a Culture of Reliability and Respect *Design Lab | Half-Day*

Trust is the oxygen of effective organizations — invisible when present, catastrophic when absent. This workshop explores four models of trust-building, includes a pre-workshop team trust survey, and ends with each participant crafting a personal “trust code” for their leadership relationships.

Communicating Through DiSC®: Understanding the People Around You *Skill Lab | Half-Day*

The DiSC® Workplace Profile gives participants a practical framework for understanding how behavioral tendencies affect communication and relationships. Participants learn to read behavioral cues, adapt their communication style, and create action plans for working more effectively with the people around them.

Managing for Engagement: What Every Nonprofit Leader Needs to Know *Information Lab | Half-Day*

Drawing on Gallup's Q12 Employee Engagement framework and Lencioni's 'Three Signs of a Miserable Job,' this workshop equips nonprofit leaders with a clear picture of what drives engagement — and what kills it. Participants leave with specific, personalized actions they can implement immediately to build a more motivated, mission-committed team.

Situational Leadership: The Art of Meeting People Where They Are *Skill Lab | Half-Day*

One leadership style does not fit all situations — or all people. Situational Leadership® teaches leaders to assess the development level of each team member and flex their approach accordingly. Participants leave with a concrete framework for matching their leadership style to individual needs, building capacity, and reducing over- or under-managing.

Coaching for Development: Conversations That Grow People *Skill Lab | Half-Day*

The most effective leaders aren't just managers — they're coaches. This workshop introduces a practical coaching model, teaches the art of asking empowering questions, and gives participants hands-on practice through paired coaching conversations. Participants leave with a changed vocabulary and renewed confidence in developing others.

Feedback That Fuels Growth: Performance Conversations Done Right *Skill Lab | Half-Day*

More than half of the drivers of employee engagement are directly tied to how leaders give feedback. This workshop covers the essentials: setting clear goals, delivering regular and meaningful feedback, and having the coaching conversations that help people reach their potential — not just check boxes.

Crucial Accountability®: Holding the Line Without Losing the Relationship *Skill Lab | Two Days*

Crucial Accountability® teaches nine powerful skills for resolving performance gaps, rebuilding trust, and eliminating inconsistency — in ways that strengthen rather than damage relationships. Includes a Crucial Conversations refresher for new participants. Participants learn to hold anyone accountable, regardless of power, position, or authority.

Listen to Lead: Empathetic Listening and the Art of Healthy Dialogue *Skill Lab | Half-Day*

This workshop explores the five levels of listening and helps participants identify when empathetic listening is needed — and how to actually do it. Includes role-play scenarios practicing the dialogue skills that create trust, surface truth, and build the kind of teams people want to be part of.

Handling Conflict with Confidence: The Thomas-Kilmann Approach *Skill Lab | Half-Day*

Using the Thomas-Kilmann Conflict Mode Instrument (TKI), participants discover their natural approach to conflict, understand when that approach helps or hurts, and build a toolkit of strategies for navigating disagreement constructively. Topics include active listening, healthy vs. unhealthy conflict, and emotional regulation.

Leading Change at Every Level *Skill Lab | Half-Day*

Whether you're the CEO or a front-line supervisor, change leadership is part of your role. This workshop helps leaders at every level understand change dynamics, communicate effectively during transitions, manage resistance with empathy, and inspire commitment to what's next — even when the path is uncertain.

Mt. Everest Leadership Simulation: Teamwork Under Pressure *Skill Simulation | Half-Day*

This award-winning simulation uses the dramatic context of a Mount Everest expedition to explore team dynamics, communication, and decision-making under pressure. Participants experience what happens when individual goals compete with team goals — and discover what it takes to lead and follow well in high-stakes situations.

Building the Ideal Team: Hiring and Developing for Mission Fit *Design Lab | Half-Day*

The best teams don't happen by accident. Drawing on Patrick Lencioni's 'Ideal Team Player' model, this workshop explores three attributes of great hires — humble, hungry, and smart — and gives leaders practical interview questions and onboarding tools to build and develop teams aligned to your mission.

Generational Differences: From Challenge to Competitive Advantage *Skill Lab | Half-Day*

Four generations working side by side bring both opportunity and friction. This highly engaging workshop equips leaders with strategies to navigate and leverage generational differences — not just tolerate them — fostering collaboration, reducing misunderstanding, and building teams that are stronger because of their diversity.

Delegation as Development: Empowering Others, Advancing the Mission *Skill Lab | Half-Day*

Delegation isn't just about getting things off your plate — it's one of the most powerful development tools a leader has. This session teaches how to choose what to delegate, match tasks to individual strengths and growth needs, and provide the right level of support without micromanaging.

Setting Clear Expectations: The Foundation of Easier Accountability *Skill Lab | Half-Day*

Most accountability problems are actually expectation problems. When leaders fail to communicate clearly — about what they want, what success looks like, and what standards apply — they unknowingly set their teams up to fall short and themselves up for difficult conversations they never wanted to have. This hands-on workshop equips leaders with a practical framework for setting expectations that are specific, shared, and understood by everyone involved. Participants practice translating vague goals into clear agreements, explore how to calibrate expectations to individual roles and development levels, and leave with tools they can apply immediately. The result: fewer performance surprises, stronger trust, and accountability conversations that feel like coaching rather than correction.

LEADING ORGANIZATIONS AND COMMUNITIES

The Advantage: Unlocking Organizational Health *Skill Lab | Two Days*

Based on Patrick Lencioni's 'The Advantage,' this workshop makes the case that organizational health — more than strategy, talent, or technology — determines long-term success. Participants explore the four disciplines of a healthy organization, assess their own, and develop a concrete plan for closing the gap.

The Four Disciplines of Execution (4DX®): Strategy Into Results *Design Lab | Half-Day*

Organizations often have great strategies and poor execution. This workshop teaches the 4DX® framework — Focus on the Wildly Important, Act on Lead Measures, Keep a Compelling Scoreboard, Create a Cadence of Accountability — and guides participants through applying it to their own organizational priorities.

Prioritizing for Impact: Goal Setting That Actually Gets Done *Design Lab | Half-Day*

In a world of competing priorities, knowing what to focus on is a leadership discipline. Using a proven quadrant framework, participants categorize their current commitments by urgency and importance, develop strategies for each category, and leave with a clear list of priorities and actionable short- and long-term goals.

Leading Through Storytelling: Inspire, Engage, Transform *Design Lab | Half-Day*

The most compelling nonprofit leaders are master storytellers. This workshop teaches participants to craft and deliver narratives that move people — connecting mission to action, data to emotion, and vision to commitment. Using a proven storytelling template, leaders develop and practice stories for their most important audiences.

Crucial Influence®: Change Behavior by Understanding What Drives It *Skill Lab | Full-Day*

When traditional change strategies fail, it's often because leaders are addressing the wrong problem. Crucial Influence® teaches a research-based method for diagnosing the real drivers of behavior and applying targeted strategies that produce lasting change — at the individual, team, and organizational level.

Strategic Planning: From Vision to Actionable Goals *Design Lab | Half-Day*

Effective strategy begins with a clear vision and ends with accountable action. This workshop guides participants through developing a strategic game plan — including a thematic goal and step-by-step pathway to achieve it. Participants leave with a strategy they can actually execute.

Breaking Down Silos: Collaboration for Collective Impact *Design Lab | Half-Day*

Silos are the enemy of mission effectiveness. This workshop uses a thematic goal framework to help teams understand how their work connects to — and depends on — the work of others. Participants leave with a shared goal, defined objectives, and a renewed commitment to organizational collaboration.

Systems Thinking: Seeing the Whole to Change the Parts *Information Lab | Half-Day*

Nonprofit challenges are rarely simple or linear — they're systemic. This workshop introduces systems thinking as a leadership tool, helping participants understand how interconnected forces shape their organizations and communities. Leaders learn to identify leverage points and address root causes rather than symptoms.

Change Management: Leading People Through What's Next *Skill Simulation | Half-Day*

Most organizational change efforts fail — not because of bad strategy, but because of poor change leadership. This simulation-based workshop places participants in the middle of a major organizational change and gives them tools for creating buy-in, managing resistance, and sustaining momentum through the messy middle.

Patient Zero: Leading Through a Crisis *Information Simulation | Half-Day*

In this immersive simulation, participants are thrust into a rapidly evolving public health crisis and tasked with making consequential decisions under pressure, with incomplete information, and across competing stakeholder interests. Patient Zero challenges teams to practice crisis communication, collaborative problem-solving, and ethical decision-making in real time — revealing how leaders respond when the stakes are high and the playbook doesn't exist. The debrief surfaces powerful insights about team dynamics, communication breakdowns, and the leadership behaviors that either contain a crisis or accelerate it.

MODULAR, MULTIDAY COHORT EXPERIENCES

Some of the most significant leadership growth happens not in a single session, but over time — through repeated practice, sustained reflection, and the kind of relationships that only develop across shared experiences. The programs in this section are designed for organizations ready to make that kind of investment in their people. Modular, multi-day cohort experiences bring a group of leaders together across a series of sessions, building on each other in a deliberate sequence. Participants don't just learn concepts — they practice them, return to them, and apply them in real time between sessions. The cohort itself becomes part of the learning, as colleagues challenge, encourage, and hold one another accountable to growth.

As always, content, sequencing, and learning outcomes are customized to fit the needs and goals of your organization.

Remarkable Leadership: Leading at a Higher Standard *Skill Lab | Modular / Multi-Day*

What sets remarkable leaders apart isn't just what they know — it's how they show up, day after day. This workshop draws on the 'Remarkable Leadership' competency framework to help participants assess and develop the habits, practices, and mindsets that define leadership excellence.

The Covey Leadership Series: Modular Excellence *Skill Lab | Modular / Multi-Day*

A flexible, modular series drawing on Stephen Covey's foundational frameworks — including The 7 Habits of Highly Effective People and The Leader in Me. Modules can be sequenced across multiple sessions or delivered as a cohesive leadership development experience. Ideal for emerging leader cohorts or intact leadership teams.

INVESTMENT

Every engagement is designed with your organization, and pricing stays simple: fees are based on the length of the session, and TNN members receive half off the standard rate.

Format	Length	TNN Member	Standard Rate
Webinar / Lunch & Learn / One-Hour Session	Up to 90 minutes	\$500	\$1,000
Half-Day Leadership Lab	Half day	\$2,500	\$5,000
Full-Day Leadership Lab	Full day	\$5,000	\$10,000
Two-Day Program	Two full days	\$7,500	\$15,000
Modular Cohort Experience	Multiple sessions	Priced per session	Priced per session

Modular cohorts are priced by the number and length of sessions, using the rates above.

WHAT'S INCLUDED

Group size. All fees include up to 25 participants.

Virtual delivery. Virtual sessions are priced the same as in-person and include a dedicated producer who manages technology, breakouts, and chat, so your facilitator can stay fully focused on your people.

Travel. In-person sessions anywhere in Tennessee outside West Tennessee include a flat travel fee of \$1,500 (\$1,800 for two-day programs). The travel fee is the same for members and nonmembers.

Assessments and materials. Some programs use licensed assessments or participant materials, such as CliftonStrengths®, DiSC®, Myers-Briggs®, and Crucial Learning programs. These are billed per participant and quoted separately. The Five Behaviors® assessment is included in the program fee.

Ready to start a conversation?

Every engagement begins with a conversation about your goals. Reach out to begin designing a learning experience for your team.

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