

PERSON CENTERED LEADERSHIP TOPICS

Tri-Counties Regional Center

Date / Time Location	Topic (subject to change)
Thursday January 23, 2025 1:00pm-3:00pm Via Zoom	Orientation <ul style="list-style-type: none"> Our Why Our History and Person-Centered Principles Approach How it works
Wednesday February 13, 2025 9:30am-3:00pm In-person Santa Barbara	Day 1: Understanding our Organizational Culture and Values <ul style="list-style-type: none"> Sharing a Vision: Vision, Purpose, Values Connect to individual and collective vision, purpose, and values. Develop personalized growth plans to align leadership goals.
Wednesday March 12, 2025 9:00am-4:00pm Via Zoom	Day 2: Raising Awareness of Self and Others <ul style="list-style-type: none"> Gain insights into personality preferences, attitudes, and values using DiSC assessment results. Understand personal impact and assessment results to improve interpersonal and team dynamics.
Wednesday April 9, 2025 9:30am-3:00pm In-person Santa Barbara	Day 3: Bringing Your Whole Self to Work to Build Vulnerability-based Trust <ul style="list-style-type: none"> Apply person-centered approaches to foster psychological safety. Enhance authenticity and engagement in the workplace. One-page profiles and Stress and Support
Wednesday May 14, 2025 9:00am-4:00pm Via Zoom	Day 4: Compassionate Communication and Constructive Conflict <ul style="list-style-type: none"> Identify feelings and needs Practice compassion during emotionally charged conversations Learn strategies for effective communication and navigating conflict Introduce four levels of listening Ask for what you need – adult to adult

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<p>Wednesday June 25, 2025 9:30am-3:00pm In-person Santa Barbara</p>	<p>Day 5: Supporting Collective Results with Positive and Productive Meetings</p> <ul style="list-style-type: none"> • Create inclusive meeting environments with clear goals and outcomes. • Foster active participation and mutual respect. • Shift from power over to power with • Work through agenda item: Values to agreements
<p>Thursday July 31, 2025 9:00am-4:00pm Via Zoom</p>	<p>Day 6: Creating Team Agreements</p> <ul style="list-style-type: none"> • Learn to create team agreements that clarify what's OK and not OK about how team members work together
<p>Tuesday August 19, 2025 9:00am-12:00pm Via Zoom</p>	<p>Day 7: Building Psychologically Safe Teams Through Supervision and Development</p> <ul style="list-style-type: none"> • Support psychological safety through person-centered supervision. • Build a healthy relationship with feedback and developmental conversations
<p>Wednesday September 24, 2025 9:30am-3:00pm In-person Santa Barbara</p>	<p>Day 8: Implementing Team Agreements and Confirmation Practices (Guest: Helen Sanderson)</p> <ul style="list-style-type: none"> • Implement confirmation practices to build individual and team accountability • Establish a system of peer support for implementation and individual accountability
<p>Thursday October 9, 2025 9:00am-12:00pm Via Zoom</p>	<p>Day 9: Embracing Change and Complexity</p> <ul style="list-style-type: none"> • Reimagining organizational structure to handle complexity • Enable teams to navigate uncertainty • Enhance cross functional collaboration • Define boundaries for action in decision-making
<p>Tuesday October 21, 2025 9:00am-12:00pm Via Zoom</p>	<p>Day 10: What More is Possible? Encouraging Innovation</p> <ul style="list-style-type: none"> • Drive innovation in dynamic, fast-changing environments (small experiments) • Practice SCAMPER approach • Make values-based decisions about innovative solutions
<p>Wednesday November 19, 2025 9:00am-4:00pm Via Zoom</p>	<p>Day 11: Getting Results with Reviews, Sprints, and Retrospectives (Helen)</p> <ul style="list-style-type: none"> • Review and incorporate annual cycle of person-centered team processes • Person Centered Team Review / Retrospective on small experiments • Create plans for implementing small experiments
<p>Thursday December 4, 2025 9:30am-3:00pm In-person Santa Barbara</p>	<p>Day 12: Sharing Reflections and Celebrations</p> <ul style="list-style-type: none"> • Share personal development insights and practice reflections