



# Training Catalog 2022



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## We're all feeling it...

Whether it's the stress of looming deadlines, the emotional toll of leadership, the conflict that arises when we encounter cultural differences or simply the challenges of maintaining work-life balance, **we all feel tension at work.**

At Artesian Collaborative, we believe that tension, conflict and discomfort are not merely problems to be solved. They are growth opportunities that, when used correctly, can transform our organizations, our relationships and ourselves.

Many corporate training programs are great at helping us address the symptoms of tension and conflict, **but rarely get to the root of why we feel and act the way that we do.**

Throughout our training workshops, **our team of professional therapists will help you and your team explore the underlying causes of tension at work.** We use learning models based on psychological research to build a foundation of understanding and to develop the skills necessary for transformation and growth.

## Explore Our Trainings

We offer trainings in 3 key learning areas:

- Diversity, Equity & Inclusion
- Stress Management
- Relational Leadership

Look through our training catalog and find the opportunities that best suit your needs. Organizations are complex and the presenting problems of tension and conflict can have multiple root causes. As we get to know you and your organization, we will collaborate with you to build a custom training journey that draws from one or more learning areas.

# Our Values & Approach

## Strengths-Based

We believe that every person has something valuable to contribute that we all need for growth. We choose to emphasize the assets we all bring rather than focusing on what we lack.

## Developmental

Growth never stops and we always have the opportunity to change. We accept that change happens over time and that even when we make mistakes, they can always be turned into opportunities for growth.

- **Authentically Engaged** - Growth requires our full engagement and requires us to take the risk of showing up as we are. We're committed to showing up authentically ourselves so that you can too.
- **Compassionately Vulnerable** - We're all in the process of becoming, yet we each find ourselves in different places along the journey. It's essential to extend compassion to those who are in places we used to be ourselves, or places we don't yet understand.

## Community-Oriented

We grow best when we can learn from the experiences, missteps and strengths of others. That's why we focus on learning as a group, where we can all be part of the conversation. When our growth is tied into a shared mission, there's more support for us to take the risk because we have others standing alongside us.

# How Trainings Work

Most of our trainings are conducted via live Zoom webinars and Zoom meetings that range from 1 to 3 hours. Some trainings are available in-person. We use a variety of tools to create a dynamic environment for adult learning including:

- Experiential Activities
- Facilitated Discussion
- Group Problem Solving
- Personal Reflection
- Lecture-Style Teaching
- Pre & Post Session Assignments
- Live Q&A

The topics covered in each workshop draw from well-researched psychological models. We use proven methods to build a safe learning environment that invites teams to fully engage emotionally and experience growth together.

# Training Goals

- Help organizations build a culture that supports the psychological and emotional health of their personnel.
- Guide teams as they navigate the realities of tension and conflict in order to build better understanding of themselves and others.
- Facilitate interactive and interpersonal workshops that help teams experience positive interactions in the moment that serve as a model for healthy organizational culture.

## Founder & Lead Trainer



**Dr. Sunitha Chandy, PsyD** is a licensed clinical psychologist who has been leading diversity and inclusion trainings since 2000. Her specialization with high risk populations in her clinical work has equipped her to aid teams, even those with intense conflict, in coming to a place of shared understanding and engagement.

## Training Team

Ben Durchslag, LCSW

Ben Tudor, AMFT

Jackie Chavez, AMFT

Rosondunnii Marshall, AMFT

Sithara Stohr, MSW

## NAICS Codes

621330 - Offices of Mental Health Practitioners

611430 - Professional and Management Development Training

# Diversity, Equity & Inclusion Training Series

## **Trainings in this section:**

Why Bother with DEI?  
The Tension of Diversity  
Diversity Intensive  
Microaggressions Workshop  
Identity Journey Workshop  
Navigating Cross-Cultural Conflict  
Microaggressions Story Share  
Identity Journey Story Share  
DEI Consulting for Management  
DEI Listening Sessions  
Individual Coaching

# Diversity Training Done Differently

Engaging in DEI work feels risky. But it's also essential for creating the psychological safety required to build healthy, successful and productive teams.

Trainings about diversity tend to revolve around what not to do or say. The advice may be sound, but employees often leave these experiences feeling disconnected, angry, misunderstood or afraid of making a misstep in their interactions with colleagues. While there are a number of DEI suppliers and products available, we believe many diversity workshops leave out three essential components:

- 1. Validating the inherent value in every participant's identity.**

Everyone's story and experience is important and honoring each person's perspective is the best way to help people fully engage in uncomfortable but necessary conversations.

- 2. Preparing individuals to anticipate discomfort.**

Whether our differences are related to culture, gender, race or ethnicity, class, sexuality, politics or religion, *it's normal to experience discomfort* when faced with conflicts around diversity. Instead of allowing conflict to shut us down, we work to harness it for good.

- 3. Providing a framework for ongoing diversity and inclusion work.**

Issues of identity are deeply personal and teams need a guiding framework to help engage these topics in the workplace. We believe that teams who regularly step into the risk of authentic engagement can disrupt the status quo and create an environment that tolerates discomfort, celebrates differences, and invites employees to bring the best of themselves to work.

In our *Diversity, Equity & Inclusion Training Series*, we aim to first address the fundamental sources of conflict that are causing tension within our teams and then practice skills to move toward greater trust and growth. This training series follows a three part developmental pathway: Starting Point, Skills for the Journey, and Strength for the Long-Haul. Explore the workshops listed and find what best fits the needs of your organization. Whether you're farther along on the DEI journey or just starting out, we're excited to help you take the next steps.



# Starting Point\*

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\*We'll begin by laying a foundation for understanding the emotional side of DEI. Consider choosing at least one training from this section before moving on to Skills for the Journey.

## Why Bother with DEI?


Talking about diversity, equity and inclusion can cause discomfort or even outright resistance. We'll help participants begin to identify the emotions that keep them stuck and share why DEI work is essential for the success of our organizations.

### Concepts & Skills Addressed

- Introduction to DEI
- Internal Barriers to DEI
- Cost of Ignoring Diversity

 1.5 Hour

 Live Interactive Webinar


 50+ participants

## The Tension of Diversity


Tension is normal when addressing equity and inclusion. This reflective, 3-hour webinar goes beyond the basics of diversity to unearth the underlying emotional barriers that keep us stuck.

### Concepts & Skills Addressed

- Understanding Self
- Identity Awareness
- Naming Microaggressions
- The Tension of Privilege

 3 Hour

 Live Interactive Webinar

 50+ participants

## Diversity Intensive

This in-person workshop expands on the concepts presented in our Tension of Diversity training by providing space for experiential learning and discussion. Customizable for your team.

### Tension of Diversity skills plus:

- Group Discussion
- Team Learning
- Interactive Experiences

 1-2 Days

 In Person

 12-50 Participants

 Ideal for Management Level

# Skills for the Journey


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## Microaggressions Workshop





Learn intervention skills to effectively address workplace microaggressions that arise from unconscious bias. These skills reduce harm for the aggressed while fostering growth and connection for all parties involved.

### Concepts & Skills Addressed

- Acknowledging Bias
- Intervention Skills
- Bias Harm Reduction

 2 Hour

 Live Interactive Webinar

    50+ Participants

## Identity Journey Workshop





Our identities change over time. In this workshop we'll explore psychological models of identity development that give us a framework to better understand ourselves and those around us.

### Concepts & Skills Addressed

- Identity Development
- Owing Our Stories
- Understanding Others
- Practicing Empathy

 2 Hour

 Live Interactive Webinar

    50+ Participants

## Navigating Cross-Cultural Conflict





Cultural differences can bring up conflicts that derail our relationships. This training will help us emotionally prepare for conflict before it occurs and successfully navigate it when it does.

### Concepts & Skills Addressed

- Bias Under Stress
- Preparing for Conflict
- Conflict Resolution
- Embracing Vulnerability

 1.5 Hour

 Live Interactive Webinar

    50+ Participants

# Strength for the Long-Haul




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## Microaggressions Story Share

Practice turns skills into lifelong habits. In this 4-week series we'll practice listening and responding to each participant as they share their experiences with microaggressions. (Prerequisite: Microaggressions Workshop)

### Concepts & Skills Addressed

- Microintervention Skills
- Active Listening
- Productive Dialogue




-  Four 1 Hour Sessions
-  Zoom Meeting
-  4-8 Participants\*

## Identity Journey Story Share

It takes practice to become the kind of leaders who can navigate tense moments confidently. We'll guide your team in the moment to remain present and respond as each participant shares about their journey toward racial awareness. (Prerequisite: Identity Journey Workshop)

### Concepts & Skills Addressed

- Identity Self-Exploration
- Active Listening
- Productive Dialogue

-  Four 1 Hour Sessions
-  Zoom Meeting
-  4-8 Participants\*

## DEI Consulting for Management

Meet with our lead trainer and Psychologist for in-depth consultation to address particular DEI issues that your company or organization is facing.

### Concepts & Skills Addressed

- Addressing Conflict
- Employee Care
- Pursuing Equity
- Crisis Management

-  Hourly
-  Zoom Meeting
-  1-3 Participants
-  Management Level

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\*The group sizes for these sessions are intentionally small to foster an environment for in-depth skills practice that invites all participants to fully engage. Depending on availability, we may be able to run several cohorts simultaneously.

### **DEI Listening Sessions**

One of our team members will facilitate a dialogue session about a tense or challenging situation your team has been facing. Our goal is to create a safe space for team members with concerns to feel heard, while encouraging mutual understanding and a shared commitment to meaningful change.

#### Concepts & Skills Addressed

- Active Listening
- Conflict Management
- Emotion Regulation
- Restorative Practices

 Hourly

 Zoom Meeting

 3-50 Participants

### **Individual Coaching**

Our therapists are available to provide one-on-one coaching to develop your leadership skills while exploring your own identity and the diverse identities of those you lead. Coaching is different from therapy and focuses on the development and implementation of strategies to reach your goals.

 Hourly

 Zoom Meeting

 1 Participant

# Stress Management Training Series



**Trainings in this section:**

Stress Management in Uncertain Times

Burnout & Imposter Syndrome

Stress Management Intensive

Stress Management Skills Series

Advanced Stress Management Series

Consulting for Management

Individual Coaching

## Now is the time to focus on mental health.

We'd love to be able to wave a magic wand and eliminate stress from our lives. The bad news: there's no such magic wand. We can't simply get rid of stress. The good news: we already have the power within ourselves to navigate stress effectively and we can learn the skills to prepare for it.

Throughout our Stress Management Training Series, our professional therapists will use methods derived from clinical, developmental and behavioral psychology to help participants examine the sources of stress in their lives while learning how to effectively deal with stress when it comes.

### Together we will...

- Explore the fundamentals of stress management.
- Learn to recognize the impact stress and pressure play in our emotional functioning, our leadership and our workplace culture.
- Establish a foundation of safety that empowers participants to engage in values-based actions as they pursue workplace objectives with their teams.
- Build a culture of care through learning skills that benefit the team as well as the individual, helping everyone do their best work.
- Examine the pressures and tensions that inhibit collaborative relationships.

This training series follows a three part developmental pathway: Starting Point, Skills for the Journey, and Strength for the Long-Haul. Explore the workshops listed below and find what best fits the needs of your organization.

# Starting Point

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## Stress Management in Uncertain Times


This discussion-based seminar will help your team examine the emotional impact of destabilizing events, such as external societal challenges, grief and organizational disruptions.

### Concepts & Skills Addressed

- Communal Care
- Identifying Stressors
- Processing Emotions

 1 Hour

 Live Interactive Webinar


 50+ participants

## Burnout & Imposter Syndrome


Many of us are more insecure about our work than we realize. Together we'll explore the stress that *Imposter Syndrome* causes and how it can increase our risk of burnout.

### Concepts & Skills Addressed

- Imposter Syndrome
- Understanding Emotions
- Burnout Prevention

 2 Hour

 Live Interactive Webinar

 50+ participants

# Skills for the Journey


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## Stress Management Intensive

This workshop gives an overview of the 4 *Key Stress Management Skills* that we have found most effective in our therapy work. We will examine how stress impacts our minds, our bodies, our relationships and our work.

### Concepts & Skills Addressed

- Impact of Stress
- Reducing Stress
- Self Care
- Mental Calm

 2 Hour

 Live Interactive Webinar

 50+ Participant

## Stress Management Skills Series

This series provides an in-depth look at each of the 4 *Key Stress Management Skills* with opportunities for live practice, coaching, and at-home exercises between sessions. While we offer this material in a one-time intensive training (previous) this 4 session format is especially effective for helping participants form habits that lead to sustainable change.

Session 1: Impact of Stress

Session 2: Stress in Our Bodies

Session 3: Stress in Our Environment

Session 4: Mental Calm

### Stress Intensive plus...

- At-Home Practice
- Skills Coaching
- Group Learning

 Four 1 Hour Sessions

 Zoom Meeting

 4-8 Participants\*

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*\*The group sizes for these sessions are intentionally small to foster an environment for in-depth skills practice that invites all participants to fully engage. Depending on availability, we may be able to run several cohorts simultaneously.*



# Strength for the Long-Haul

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## Advanced Stress Management Series

This course equips leaders with skills to stay grounded as they guide their teams through stressful moments. Participants will learn strategies to tolerate increased stressors, deescalate tense interactions and re-center amidst chaotic situations.

Session 1: Strengthening Distress Tolerance

Session 2: Checking In vs. Checking Out

Session 3: Radical Acceptance

Session 4: Active Participation

### Concepts & Skills Addressed

- Stress Tolerance
- Deescalating Tension
- Leading in Stress

 Four 1 Hour Sessions

 Zoom Meeting

 4-8 Participants

 Ideal for Management Level

## Consulting for Management

Meet with our lead trainer and Psychologist for in-depth consultation to address particular stress management issues that your company or organization is facing.

### Concepts & Skills Addressed

- Assessing Culture
- Employee Care
- Organizational Health
- Culture Development

 Hourly

 Zoom Meeting

 1-3 Participants

 Management Level

## Individual Coaching

Our therapists are available to provide one-on-one coaching to aid personal performance and satisfaction at work. Coaching is different from therapy and focuses on the development and implementation of strategies to reach your goals.

 Hourly

 Zoom Meeting

 1 Participant

# Relational Leadership Training Series

## **Trainings in this section:**

Bringing Your Emotions to Work

Equipping Relational Leadership

Emotional Core Strength Intensive

Emotional Core Strength Series

Emotional Health Consulting for Management

Individual Coaching

## **Your people are more important than ever.**

Sometimes it seems that leadership would be so much easier if it just didn't involve *people*. We might be experts in our work field, but many of us don't feel like we have the expertise to navigate the emotional and relational dynamics of guiding our teams. Becoming an effective leader means intentionally building our emotional and relational intelligence so we can connect to the shared values that will equip our teams to thrive. As we learn to listen to our emotions and respond to them, they can help us tackle the big problems that hinder us and those we lead.

Our Relational Leadership Training Series draws from clinical, developmental and behavioral psychology to help participants learn to identify emotions and make them useful for positive change. We're excited to share the best of what we've learned from years of working with therapy clients.

### **Together we will...**

- Learn frameworks for identifying and responding to our emotions and the emotions of others.
- Practice skills for emotional regulation.
- Identify our core values and move toward integrating them with our daily life and work.
- Discuss and practice how to lead your people and teams with relational and emotional awareness.
- Develop emotional intelligence in our personal lives and in our leadership roles.

This training series follows a three part developmental pathway: Starting Point, Skills for the Journey, and Strength for the Long-Haul. Explore the workshops listed below and find what best fits the needs of your organization.

# Starting Point


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## Bringing Your Emotions to Work


This training strengthens emotional intelligence by helping you understand the purpose of emotions and basic skills for regulating them. We'll learn to start translating what our emotions are communicating to us and how they can help us achieve our goals at work.

### Concepts & Skills Addressed

- Internal Awareness
- Emotional Regulation
- Presence & Engagement

 2 Hour

 Live Interactive Webinar

 50+ participants

## Equipping Relational Leadership


Together we'll learn more about the social and relational dynamics that can build up our teams or tear them down. We will also practice skills to identify areas of growth for your organization and chart steps to build a healthy corporate culture.

### Concepts & Skills Addressed

- Seeking Understanding  
Engaged Listening
- Navigating our Many Roles
- Organizational Culture
- Burnout Prevention

 2 Hour

 Live Interactive Webinar

 50+ participants

 Ideal for Management Level

# Skills for the Journey


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## Emotional Core Strength Intensive

This workshop focuses on uncovering the values and beliefs that help you maintain your balance as you navigate through your varied roles, personal and professional. We'll practice skills to incorporate these values into our daily lives and work.

### Concepts & Skills Addressed

- Personal Core Values
- Values Integration
- Internal Conflict
- Intentional Living

 2 Hour

 Live Interactive Webinar

 50+ Participants

## Emotional Core Strength Series

This series provides an in-depth look at each of the concepts addressed in our *Emotional Core Strength Intensive* with opportunities for live practice, coaching, and at-home exercises between sessions.

Session 1: Values-Based Life

Session 2: The Tension of Living Well

Session 3: Priorities & Value Conflicts

Session 4: Developing an Internal Compass

### Core strength intensive plus...

- At-Home Practice
- Skills Coaching
- Group Learning

 Four 1 Hour Sessions

 Zoom Meeting

 8-12 Participants

# Strength for the Long-Haul

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## Emotional Health Consulting for Management

Meet with our lead trainer and Psychologist for in-depth consultation to further develop a culture of relational leadership and emotional health within your organization.

### Concepts & Skills Addressed

- Assessing Culture
- Employee Care
- Organizational Health
- Culture Development

 Hourly

 Zoom Meeting

 1-3 Participants

 Management Level

## Individual Coaching

Our therapists are available to provide one-on-one coaching to aid personal performance and satisfaction at work. Coaching is different than therapy and focuses on the development and implementation of strategies to reach your goals.

 Hourly

 Zoom Meeting

 1 Participant



## Past Clients

Capital One Retail and Banking Division | McLean, VA

Capital One Tech Diversity, Inclusion Belonging Team | McLean, VA

ClinicalMind | San Francisco, CA/New York, NY

The ARK Youth Mentoring Program | Chicago, IL

Universal Steel | Lithonia, GA

By The Hand | Chicago, IL

Anthem Church | Chicago, IL

Safe Families | Chicago, IL

The Field School | Chicago, IL

Carpe Ventus | Chicago, IL

University of Illinois Foundation | Chicago, IL

Premiere Systems | Chicago, IL

Tradewater | Chicago, IL

Chiefs for Change | Washington DC

Spark Microgrants | East Africa, US, UK

## Participant Feedback

"I could not have been more pleased with this training. As a growing and thriving company it is so important to me that we maintain a positive and supportive team culture. This went a long way in helping to increase team members' awareness of how our own life experiences, ethnic identity and race can really impact how we view things. It brought a much greater understanding of each other and did it in a way that everyone could feel good. Thank you!"

"Going into the training, I thought that I would be made to feel guilty for the privileges I have been afforded throughout my life based solely on my appearance and the life situation that I was born into. After, I felt like the cultural and personal identity I have developed over my lifetime was validated by the facilitators as well as the other participants. I found a safe space to talk about my experiences, both negative and positive without the fear of having these experiences devalued by others."

"Every aspect of this session was well done, thoroughly enjoyed the interaction with people I thought I knew! Fun, informative, and empowering!"

"The initial session was very helpful in not only equipping us to help others, but provided us with an opportunity to get to know each other. I got to know something(s) about so many different people in such a short time."

"I found the inventories, checklists, surveys, and identity cycles to be very helpful and informative. They required systematic reflection about ethnic identity. For me this meant naming assumptions and behaviors that are unconscious and often unseen. I found the tools provided to be a good way to see things clearly and move forward."

"I loved the initial interactive exercise to get us thinking, chatting and out of our comfort zones. Ethnic Identity and Microaggressions was so challenging and in that sense very helpful too."

"There were many moments in this workshop that turned out to be surprisingly insightful and revelatory. I thought the Identity Development session was very helpful because it caused me to think about my values in some areas and lack thereof in others and how it all connects to either what I was taught growing up or the examples I saw. I also enjoyed working in the group discussing and categorizing microaggressions."



# FAQ

## **How do you differ from other market providers?**

Many corporate training programs focus on communicating information about diversity, mental health and wellness. We take the fundamentals of psychological practice to help get at the root of problems that hold us and our teams back. We've found that the main barrier to change is not a lack of information, but rather tension and conflict that come along the way. Our approach is developmental, strengths-based and community-oriented.

## **Do you offer e-learning solutions?**

We focus on creating live, interactive training experiences that are contextualized to the unique needs of our organization. This allows participants to engage with and respond in the moment, connecting what they're learning with how they live day to day in their particular work environment. While we do not currently offer self-paced online courses, all of our workshops can be done online via live Zoom webinars except for our *Diversity Intensive* which is designed as an in-person-only experience.

## **What are your fees?**

We are glad to offer our trainings as a one-time experience or as part of a series of trainings, workshops and coaching sessions to help you reach your goals for your organization. Contact us for more information on pricing.

## **What are your areas of expertise?**

We help you have the real conversations that lead to change. We excel at facilitating spaces where teams can address the conflict and tension that keep us stuck. We currently offer trainings in diversity and inclusion, emotional health, and stress. For a number of clients, we've drawn from each of these to craft a custom training experience to meet the needs of their teams.

## **Can you handle a large group or people?**

We offer training options to accommodate most group sizes. We have worked with large corporations to train several thousand employees and also with teams of just a few leaders looking to sharpen their skills. We will work with you to determine a format and number of participants per session that fits your needs. A few of our trainings are formatted for smaller groups and will not be suitable for groups larger than 50.

## Get In Touch

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