

artesian *collaborative*

# TRAINING & COACHING CATALOG



Translating mental health science into practical skills | [artesiancollaborative.com](https://artesiancollaborative.com)

# Who we are:

Artesian Collaborative is a comprehensive mental health organization that translates psychological science into skills that empower leaders and support healthy workplaces.



We transform how systems function, enabling companies to actualize their values by bringing skills and health into their organizations to build a culture that supports their employees and processes.

Through corporate training, consultation, and coaching services facilitated by mental health professionals, Artesian Collaborative guides teams through tension equipping them to break down the walls that hold back innovation so all employees can thrive. All facilitators are master and doctorate-level clinicians with expertise in translating skills and knowledge from the psychological sciences into culturally competent and appropriate solutions. Our experience in diverse environments equips us to analyze the context in which skills are being applied and to integrate them into the day-to-day functioning of a system while taking into account the identity and perspective of the individual implementing them.

*artesian collaborative*

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# We put *tension* on the table.

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## *We all feel tension.*

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.

## *Tension is an opportunity.*

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.

## *Get to the root of the problem.*

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 trainings and workshops, our therapists will help your team explore the underlying causes of tension at work. Employing learning models grounded in psychological research, we build a foundational understanding and instill the skills needed for meaningful transformation and development.



# Our therapists *lead the way.*

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Change happens when we address underlying emotions and beliefs. As therapists, we're uniquely equipped to guide your team through that journey.

We prioritize live facilitation because it allows us to be responsive to the team dynamics in the room, whether virtually or in person. This is where working with a mental health professional adds significant value to the training experience.



# *As therapists, we offer:*

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## *1) Professional Expertise*

Emotions are complex. We have therapeutic knowledge and real-life experience to help us teach tense concepts.

## *2) Trauma-Informed Care*

Trainings that discuss difficult topics may bring up past traumas, conflicts, or triggers. We create safe spaces and manage such discussions with sensitivity and ethical concern.

## *3) Psychological Safety*

As we explore more deeply together, we create a safe and supportive environment to be a participant with facilitators equipped to guide people into authentic and engaged interaction.

## *4) Interactive Facilitation*

As trained therapeutic facilitators, we lead interactive activities, group discussions, and role-plays to foster deeper exploration and experiential learning.

## *5) Individualized Guidance*

Growth often requires personalized guidance and feedback. We can provide individualized support and insights that consider the specific challenges and strengths of each participant.

## *6) Nuanced Skills*

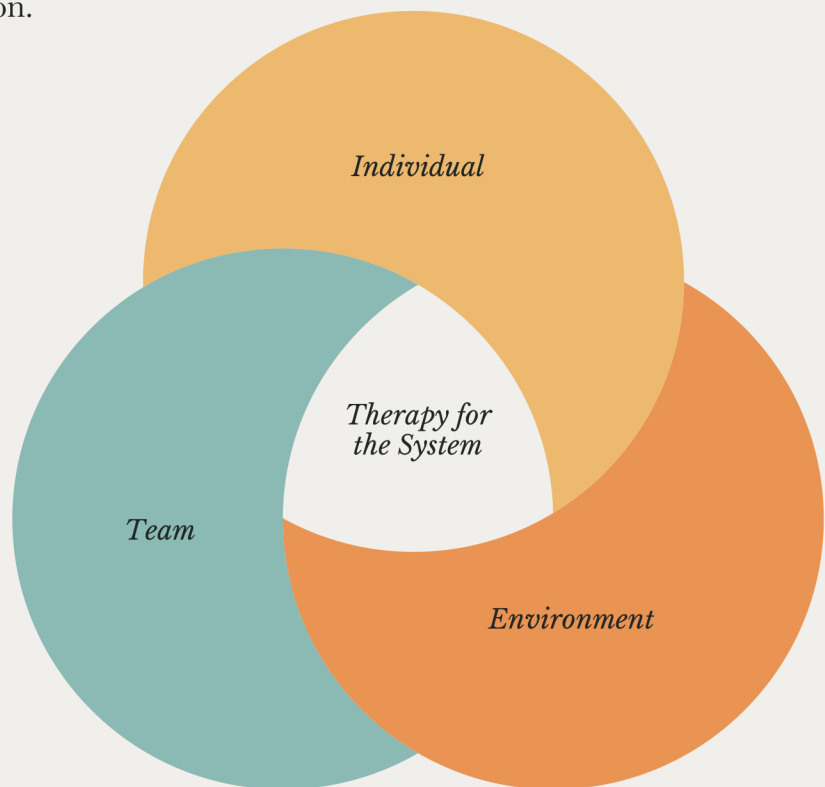
Emotions-focused growth involves nuanced skills such as self-awareness and empathy. As therapists, we help participants understand these skills and learn how to apply them in real life.

# Our Approach: *Therapy for the System*

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Our training methodology integrates insights from a psychological concept known as Systems Theory. Systems Theory provides a comprehensive view of organizational dynamics, emphasizing the relationships and feedback loops that cause problems in our workplaces and teams.

Using this model, we explore the intricate relationships within an organization, including context, rules, boundaries, and communication to pinpoint the source of underlying issues. This approach integrates a dual focus on the system and the individual, fostering change at every level for improved organizational performance and collaboration.



# We all grow *together*.

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## *It's hard to grow alone.*

We often send employees alone to get support via Employee Assistance Programs. While these can be helpful, if they're our only strategy, we unintentionally send the message that it's not okay to not be okay at work.

## *Addressing challenges together.*

Our teams need resources that work in the moment, on the job, alongside their colleagues. We specialize in translating mental health science into practical strategies, aiming to assist companies in fostering a culture that prioritizes the psychological well-being of their personnel. Instead of normalizing a culture where team members avoid discomfort and stress, we equip teams with shared language and skills to face those challenges

head-on. When there's a win, we want the whole team to feel it. When there's a challenge, we want the team to work through it together.

## *Coaching & Customization*

Culture change is hard. That's why we're committed to supporting you on your journey as you navigate the challenges of building a healthy and resilient team. We will consult with you before, during, and after training engagements, offering guidance to best implement what your team has learned. We also customize our trainings according to your company's core values. This creates shared language and skills to help your team implement changes that align with your company's goals.



# Our Values

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## *Strengths-Based*

We believe that every person has something valuable to contribute that is needed for our collective 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 us to offer our full engagement and to risk showing up as we are. We're committed to modeling authentic participation so that you can too.

## *Compassionately Vulnerable*

We're all in the process of becoming, but we are each at different stages of this 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 collaborative learning, where everyone can participate in the conversation. When our growth is tied to a shared mission, there's more support for us to take the risk because we have others standing alongside us.

# From our *founder*:

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As a clinical psychologist, my passion is to help people navigate pain and turn it into growth. 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. At Artesian Collaborative we believe that tension, conflict, and discomfort are not merely problems to be solved. They are opportunities that, when used correctly, can transform our organizations, our relationships, and ourselves.

As we work with your team our primary goals are to:

- Help your organization build a culture that supports psychological and emotional health.
- Guide your team through tension and conflict in a way that builds understanding of themselves and others.
- Facilitate interactive and interpersonal workshops that help teams experience positive interactions in the moment that can serve as a model for healthy organizational culture.

We invite you to contact us to begin crafting a custom training journey that meets your organization's needs. We're looking forward to helping you take care of your team.

*Dr. Sunitha Chandy*  
Sunitha Chandy, PsyD



# Certifications

## *Certifications*

Women-Owned Business Enterprise (WBE)  
Minority-Owned Business Enterprise (MBE)  
Women-Owned Small Business (WOSB)  
Illinois Business Enterprise Program (BEP)  
Illinois Department of Human Rights (IDHR)

## *NAICS Codes*

621330 - Offices of Mental Health Practitioners  
611430 - Professional and Management  
Development Training

## *Unique Entity ID*

NFEBL8V2H1Y5

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# Training & Coaching

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Our trainings distinguish themselves by adopting a collaborative workshop style that emphasizes practical skill development and interactive engagement. This approach encourages participants to share their skills and knowledge to build a healthy, sustainable workplace environment. As a result, the learning extends beyond the confines of the training space, empowering individuals to apply and refine their abilities in real-world scenarios.

# Diversity Equity, Inclusion & Belonging

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Oftentimes the barriers to inclusion are not due to a lack of information. Rather, we encounter conflict and emotional roadblocks that keep our organizations stuck. We can help you get unstuck.

# Why Bother with DEI?

This session addresses barriers to successful DEI work and how to move through those barriers toward growth and innovation. Tension, fear, and anger are normal responses to cultural clashes. Too often we choose silence to avoid the tension rather than creating space to learn and develop.

## *Training Details & Format*

- 🕒 2 Hours
- 👤 Live Virtual Session
- 👥 Unlimited Participants

Great for Large Groups

# About This Training

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## *Learning Objectives*

- Articulate the benefits of curious engagement with colleagues who think, function, and relate differently.
- Implement skills to navigate tension that occurs within DEI conversations
- Identify and address common barriers to effective DEI efforts

## *Skills & Core Concepts Addressed*

- Underestimated Keystone to Successful DEI Work
- Five Main Barriers to DEI Work
- Building Bridges
- Observe, Listen, Inquire Framework

## *Why this? Why now?*

Avoiding DEI work allows fear and division to flourish, missing the chance to enhance innovation and growth. Despite the urgency, the barriers to starting these conversations can be overwhelming. Initiating DEI efforts to foster diverse, equitable, and inclusive environments demonstrates to employees that healthy communication is crucial, particularly in navigating emotions like fear and anger.

## *What is Artesian Collaborative's approach to this issue?*

This training initiates healthy conversations with our therapists fostering a secure space for diverse perspectives. Safety is essential for addressing barriers in meaningful DEI work. Using the Observe, Listen, and Inquire Framework, we explore perspectives hindering DEI engagement, empowering participants to authentically collaborate and craft team-specific solutions.

*“My gender and culture both are in the minority here, but the openness to discuss and have your team articulate the problems using a solution-focussed lens which is practical and feasible for us all, has been very helpful. I left the session very inspired and motivated and more hopeful for the possibility of change.”*



# Engaging the *Tension* of Diversity

It's normal to experience discomfort when faced with conflicts around diversity; whether the difference is related to gender, race, class, sexuality, politics, or religion. Issues of identity are deeply personal and teams need a framework to actively engage these topics in their workplace. Teams willing to step into the risk of authentic engagement can disrupt the status quo and create an environment that can tolerate discomfort, allowing employees to bring more of themselves to their work.

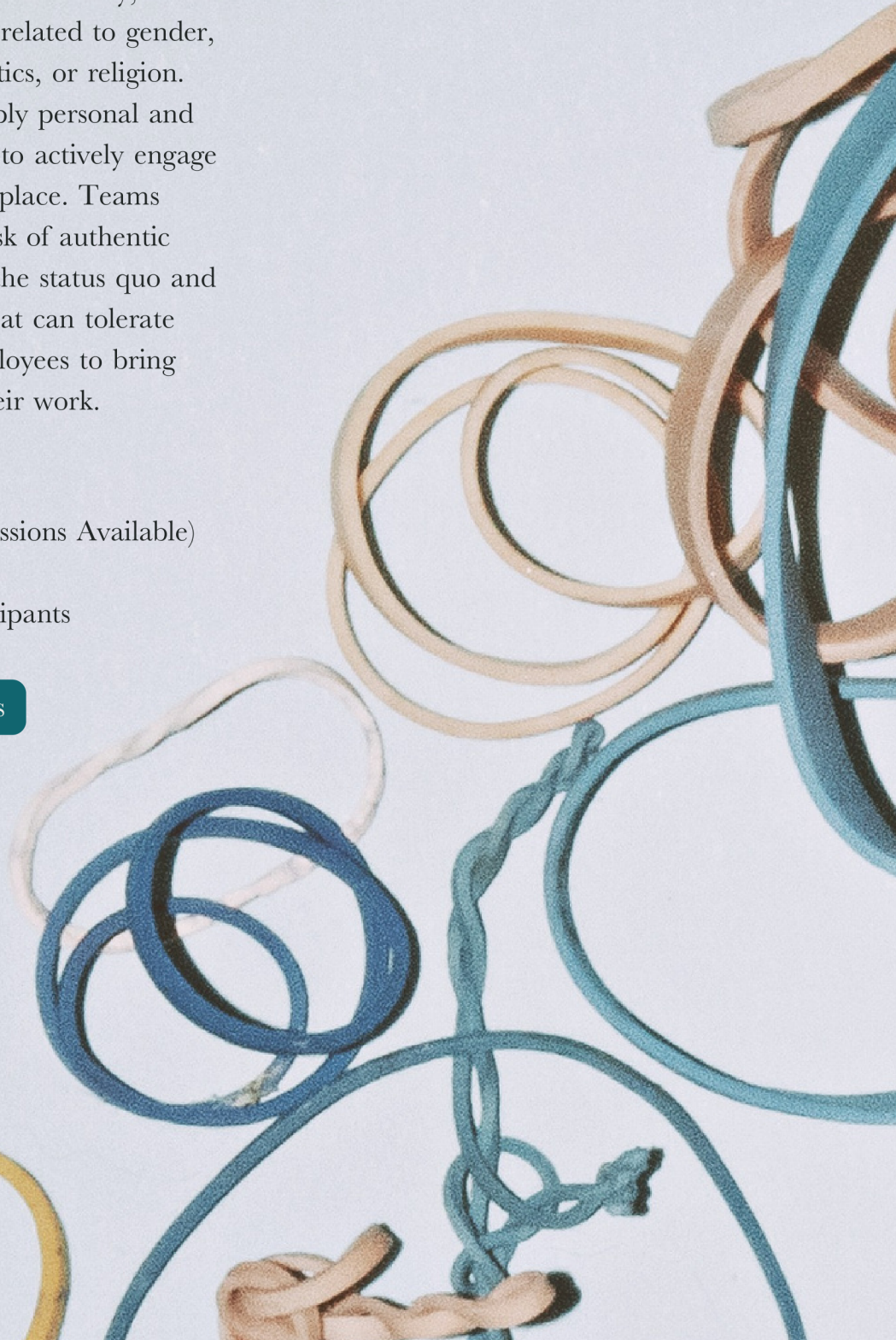
## *Session Details & Format*

🕒 3 Hours (Modular Sessions Available)

🖥️ Live Virtual Session

👥 Unlimited Participants

Great for Large Groups





# About This Training

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## *Learning Objectives*

- Examine tension's purpose and its positive impact on individual and team growth and engagement.
- Analyze how individual identity influences perspectives and group interactions.
- Define microaggressions and discuss their impact on the aggressor, victim, and observer.
- Explore different experiences of privilege based on different aspects of identity.
- Recognize the two responses to differences in conflict situations and evaluate actions to foster a culture of belonging.

## *Skills & Core Concepts Addressed*

- Understanding Yourself
- Tension of Bias
- Tension of Privilege
- Skills to Prepare for Tension
- Approaching Differences Framework

## *Why this? Why now?*

In times of tension, employees may disengage, choosing avoidance over collaboration. Mastering the skill of engaging during tension is crucial for a healthy workplace culture. An emotionally intelligent DEI foundation equips your team to address

challenges in building a diverse, equitable, and inclusive culture and navigating tension when (not if) it shows up.

## *What is Artesian Collaborative's approach to this issue?*

Mindfulness is a key tool in combatting disengagement. In *Engaging the Tension of Diversity*, therapists offer reflective space for individuals to consider their feelings and experiences during discussions. This format fosters the capacity for further exploration post-training and intentional engagement with others to build connections.

*"I really enjoyed the pace of the training and the space allowed for self-reflection, rather than just a training on what being inclusive means. I'm able to better understand what forces are driving my behavior. I now know what to improve and how!"*



# Perspectives & Navigating Differences

Actively recognizing diversity within both our own identities and others fosters curiosity and understanding which is pivotal for achieving team inclusivity. Through an interactive storytelling activity, participants explore diverse viewpoints crucial for creating a vibrant work culture. The training introduces the Approaching Differences Framework, providing insights on navigating unexpected identity conflicts and equipping participants with tension-management skills.

## *Session Details & Format*

🕒 90 Minutes

👤👥 Live Virtual or In-Person

👤👤👤 Unlimited Participants



# About This Training

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## *Learning Objectives*

- Articulate how the different dimensions of your identity have shaped how you lead and interact with peers.
- Differentiate between two responses to unexpected tension and recognize the behavioral, emotional, and cognitive reactions when approaching differences.
- Assess skills and behaviors to promote team belonging while respecting your own identity and responses.

## *Skills & Core Concepts Addressed*

- Impact of Identity
- Safety & Tension
- Approaching Difference Framework
- Preparing for Tension

## *Why this? Why now?*

The focus on empathy forward and relational interactions will create an easy-to-follow pathway for employees when collaborating with others.

Developing a reflective perspective assists individuals in addressing DEI concerns from spaces of safety and vulnerability rather than distance and disconnection.

## *What is Artesian Collaborative's approach to this issue?*

Understanding ourselves is the first step to understanding others. Our emphasis is on facilitating the development of skills and knowledge to gain a deeper perspective on how individual identities affect interactions with those around us.

*“For the first time, I realized that I don't understand myself very well. The first thing I have to focus on is understanding myself so that I can better understand others.”*



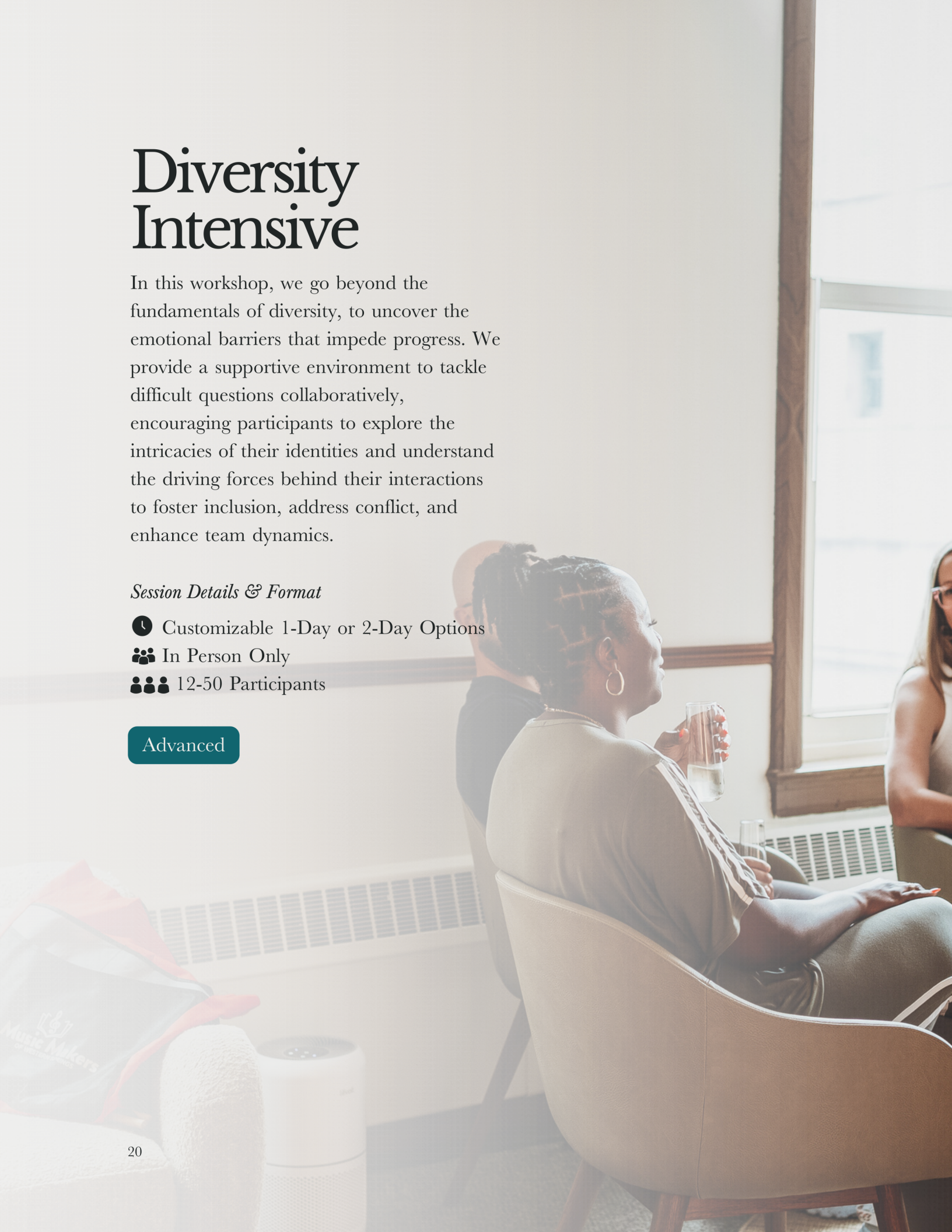
# Diversity Intensive

In this workshop, we go beyond the fundamentals of diversity, to uncover the emotional barriers that impede progress. We provide a supportive environment to tackle difficult questions collaboratively, encouraging participants to explore the intricacies of their identities and understand the driving forces behind their interactions to foster inclusion, address conflict, and enhance team dynamics.

## *Session Details & Format*

- 🕒 Customizable 1-Day or 2-Day Options
- 👥 In Person Only
- 👥👥👥 12-50 Participants

Advanced



# About This Training

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## *Learning Objectives*

- Identify and communicate the dimensions shaping your self-identity.
- Discuss cross-cultural tension navigation skills and their workplace application.
- Explore the influence of early-life experiences on asset access, leadership style, and approach.
- Evaluate the experience of privilege in diverse environments.
- Discuss the intersection of privilege and identity.
- Describe and examine microaggressions and their impact on workplace relationships.
- Analyze microinterventions and their application for addressing bias and microaggressions.
- Sequence the process of identity development.
- Develop an action plan for growth in the areas of inclusion and belonging.

## *Skills & Core Concepts Addressed*

- Understanding Yourself
- The Tension of Privilege
- Then Tension of Bias
- Identity Journeys
- Empowering Intentional Leadership
- Deep Dive: Approaching Differences Framework
- Skills to address microaggressions

## *Why this? Why now?*

Translating diversity, equity, and inclusion knowledge into action can be challenging. Even with good intentions, navigating conflicts can be tough. Without effective conversation skills, tension rises, productivity drops, and burnout grows. In *Engaging the Tension of Diversity*, our intensive format, guided by therapists, delves into the emotions behind tension and offers experiences for teams to navigate challenging discussions together.

# About This Training

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*What is Artesian Collaborative's approach to this issue?*

If we address DEI issues through a relational lens with a focus on empathy, we can create space to have tense dialogue safely. All of our trainings are led by professionals with expertise in therapeutic techniques that can help teams manage conflict as it's happening. As leaders, it often feels easiest to avoid conflict around diversity. We will help you practice skills to navigate that conflict and use it for good.

*"This was fantastic and not a cookie-cutter training where you're spoken at. Extremely interactive and thought-provoking. It was powerful to hear stories directly from our colleagues during the session. This helped me understand and connect."*



*"After training with a previous vendor, I was anxious to attend this session. The delivery in this class was VERY different - in a great way. I see the journey and actions I can take more clearly. For the first time in a long time, I'm walking away from DEI training better than I was before."*



# Addressing Microaggressions

This training aims to highlight the profound impact of microaggressions on individuals, teams, and organizations, underscoring the long-term costs for workplaces. Participants will explore a strategic approach, learning when to employ advanced microintervention skills based on their roles and relationships. Additionally, the training delves into the barriers hindering the application of these skills, providing actionable steps to address and overcome these obstacles proactively.

## *Session Details & Format*

 2 Hours (Modular Sessions Available)

  Live Virtual or In-Person

   Unlimited Participants

Advanced

# About This Training

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## *Learning Objectives*

- Communicate how microaggressions impact individuals, teams, and organizations, and recognize the long-term costs for workplaces.
- Synthesize a strategy for applying advanced microintervention skills based on your role and relationships.
- Practice utilizing microaggression skills.
- Analyze barriers to using skills for addressing microaggressions and identify steps to overcome them.

## *Skills & Core Concepts Addressed*

- Understanding Our Stories
- Microaggressions
- Microintervention Skills for Everyone
- Microintervention Skills Based on Role

## *Why this? Why now?*

Even as we make strides in DEI, microaggressions may persist. Knowing how to respond to or identify them is challenging. Unaddressed, these microaggressions create distance and disconnection, weakening team synergy, fostering disengagement, and creating unsafe workplaces. Reflecting on our stories

enhances our understanding of differences and similarities. It helps us recognize the impact of our behaviors on each other and guides us in strengthening engagement and repairing relationships during tense moments.

## *What is Artesian Collaborative's approach to this issue?*

While many trainings focus on 'what not to do,' few delve into the nuances of real human interactions. Speaking up against microaggressions feels risky, and this training not only equips with practical skills for doing so but also explores the emotions involved and how to adapt communication in these situations.

*"This training was helpful because everyone's feelings were validated. It gave space to think about the options of each party involved in a microaggression and how your decisions might impact the situation. I had not thought in depth about the impact of speaking or not speaking up."*





# Mental Health & Wellbeing

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We provide support in times of crisis and ongoing mental health development for teams. Our therapists, using methods derived from clinical, developmental, and behavioral psychology, will equip you with skills to navigate difficult issues in a way that reduces risk and builds resilience.

# Stress Management in Uncertain Times

This coaching call addresses the unique challenges of prolonged workplace stress, focusing on the emotional impact of destabilizing events such as external societal challenges, grief, and organizational disruption. Participants engage in interactive discussions to develop strategies for managing heightened stress and generate questions and suggestions to foster healthy team functioning. Emphasizing a proactive approach, the session supports individuals and teams facing chronic or intensified stress.

## *Session Details & Format*

🕒 1 Hour

👤👥 Live Virtual or In-Person

👤👤👤👤 Unlimited Participants

## Recurrent Scheduling Options\*

*\*Recurring sessions enhance effectiveness, acknowledging the dynamic changes in our world and organizations. Regular touchpoints for stress evaluation and strategy refinement ensure ongoing, adaptable skills development for teams facing multifaceted challenges.*

# About This Training

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## *Learning Objectives*

- Describe the unique challenges of dealing with long-term heightened stressors.
- Differentiate between normative stress responses related to current events and environmental stressors.
- Practice strategies and skills to address heightened stress in the workplace
- Generate questions, resources, strategies, and suggestions to support healthy team functioning.

## *Skills & Core Concepts Addressed*

- Differing Types of Stress
- Coping Skills
- Distress Tolerance Skills
- Sensory Soothing
- Emotional Regulation

## *Why this? Why now?*

Employees face various stressors both inside and outside the workplace. Concerns about employer support are common, and inadequate stress management can result in high burnout and attrition rates. This training utilizes therapy-based tools to foster meaningful connections, offering an experiential approach that enhances vulnerability and builds a shared reality for your team.

## *What is Artesian Collaborative's approach to this issue?*

To get at the root of stress, we first need to feel seen and understood. This therapist-led training creates space for your team members to acknowledge the emotional impact of stressful events in their personal and work lives.

*“Thank you for enabling our team to learn from you and build resilience in a way that is emotionally open. I enjoyed hearing tips from a mental health professional on how I can bring more intentionality into my everyday life and how to view and use my emotions.”*



# Burnout & Imposter Syndrome

This training equips your team with skills to navigate emotional tension at work. Leaders often experience anxiety, insecurity, frustration, and confusion. However, viewing these as signs of inadequacy can lead to hiding stressors rather than overcoming them. The focus here is on recognizing and responding to the emotional challenges of teamwork, teaching skills to manage intense emotions, avoid burnout, navigate stress, and develop into the leader you aspire to be.

## *Session Details & Format*

🕒 2 Hours

📺👥 Live Virtual or In-Person

👤👤👤 Unlimited Participants

Great for People Leaders

# About This Training

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## *Learning Objectives*

- Describe the signs of imposter symptoms on the impact on individuals and teams.
- Compare and contrast the risks and benefits of being open and authentic in the workplace.
- Analyze the fundamentals of growth-oriented communication.
- Assess your risk of burnout and community care skills to counteract those risks.

## *Skills & Core Concepts Addressed*

- Imposter Syndrome
- Understanding Emotions
- Risk of Burnout Self-Assessment
- Burnout Prevention
- Distraction versus Avoidance

## *Why this? Why now?*

Most of us feel more insecure about our work than we realize. When we're constantly worried about making mistakes, the resulting stress can push us to burnout. Once everyone breathes a collective sigh of relief, we can then begin to assess our stress levels and risk of burnout together. Your team will gain language and framework to discuss burnout and learn strategies to address it.

## *What is Artesian Collaborative's approach to this issue?*

Vulnerability is the antidote to imposter syndrome. When we're able to share our fears and see that others on our team are feeling the same things, it helps us know we're not alone.

In this training, we'll define imposter syndrome, providing a safe space for team members to share its impact. Building on this connection, we'll explore how stress may lead to burnout.

*"The educational component of this training gave our people the tools to counteract burnout and compassion fatigue, took away the stigma around it, and left our team with a sense of hope. People felt comfortable being themselves, discussing questions out loud, and feeling understood."*



# Stress Management Skills

This training provides an in-depth exploration of four key stress management skills with opportunities for live practice, coaching, and at-home exercises. We offer two formats: a one-time 2-hour intensive which provides a broad-based quick boost, or a series of four 1-hour sessions that allow learning and practice to be spread out over several weeks capitalizing on the benefits of repetition and steady practice amid work life.

## *Session Details & Format Options*

- 🕒 2 Hours Intensive
- 📺👥 Live Virtual or In-Person
- 👤👤👤👤 Unlimited Participants
  
- 🕒 Series of Four, 1-Hour Sessions
- 📺👥 Live Virtual or (Local) In-Person
- 👤👤👤 Up to 20 Participants

# About This Training

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## *Learning Objectives (Intensive)*

- Implement stress reduction skills
- Create plans for clear communication in moments of stress

## *Additional Objectives (Series)*

- Identify and track experiences of individual stress response
- Expand situational awareness by developing a calm mindset

## *Skills & Core Concepts Addressed*

- Distinguishing Stress & Stress Responses
- Mindfulness
- Deep Breathing
- Sensory Soothing
- Coping Ahead

## *Why this? Why now?*

Investing in preventative care now helps prevent burnout, boosts productivity, and enhances employee retention. Identifying stress is the first crucial step. In this session, we offer a toolkit of therapeutic stress management practices for daily use by your team. Rather than addressing burnout after it happens, this training empowers your team with

preventative care strategies, fostering a grounded, less stressed, and more engaged work environment.

## *What is Artesian Collaborative's approach to this issue?*

While you can find various stress management tips independently, the strength of this training lies in practicing stress management skills collectively with the guidance of a mental health professional. Our objective is to provide skills that can be immediately applied in the workplace.

*"This workshop was so helpful and informative! The facilitator's explanations of mindfulness and coping with stress provided a deeper and more practical understanding of otherwise familiar topics."*



# Stress Endurance Series

Stress is a natural part of life but often hinders our daily living. In this four-week course, you'll discover deeper insights into how stress affects you and gain advanced yet accessible skills to navigate and alleviate it. This training aids in recognizing the obstacles posed by stress and equips you with skills to overcome them, preparing you for future challenges.

## *Session Details & Format*

- 🕒 Series of Four, 1-Hour Sessions
- 👤👥 Live Virtual or (Local) In-Person
- 👤👤👤👤 Unlimited Participants

Advanced





# About This Training

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## *Learning Objectives*

- Examine distraction vs. avoidance behaviors to engage stress management skills appropriately.
- Apply skills to de-escalate distress and accept external factors
- Identify how the emotion alarm system shows up in your body
- Implement group problem-solving for community stress management
- Measure inhibiting behaviors that increase your stress

## *Skills & Core Concepts Addressed*

- Distress Tolerance
- De-escalating Tension
- Creating Safety Through the Senses
- Radical Acceptance
- Coping Ahead
- DISTRACT Skill
- Visualization
- RAINN Skill

## *Why this? Why now?*

While stress is inevitable in work life, its impact on health has intensified. Our goal is to provide your team with essential stress management skills and guide them on their application. This session goes beyond skills and self-care, delving deeply into stress, fostering an understanding of how to

tolerate it, and building endurance to thrive. Acquiring these skills and understanding the stress cycle ensures the well-functioning of your teams, both individually and collectively.

## *What is Artesian Collaborative's approach to this issue?*

Recognizing that avoiding stress doesn't eliminate it, we focus on shifting energy toward acknowledgment. We empower individuals to proactively identify and address stress with a values-oriented mindset. Utilizing an interactive approach, we navigate common stressors with the guidance of mental health professionals.

# Emotional Intelligence

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Sometimes it seems that if we could only make our emotions disappear, work would be that much easier. In reality, emotions aren't the problem. They're the key to finding solutions that move our teams forward.

# Bring Your Emotions to Work

We get it—it seems overwhelming and counterintuitive to allow yourself to bring your emotions to work! This training enhances emotional intelligence by giving a deeper understanding of the purpose of emotions and fundamental skills for their regulation. Participants will learn to interpret the messages conveyed by their emotions and leverage them to achieve workplace goals. Despite the initial resistance to bringing emotions to work, this training emphasizes that emotions are not controllable by a switch and are, in fact, valuable tools supporting individuals in their professional lives.

## *Session Details & Format*

🕒 2 Hours

📺👥 Live Virtual or In-Person

👤👤👤 Unlimited Participants

Great for Large Groups

# About This Training

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## *Learning Objectives*

- Communicate the role and purpose emotions play at work.
- Describe the flow of emotions and how they impact our internal and external responses.
- Analyze differing responses to emotions and varied ways of applying emotion regulation skills.
- Assess when and how to use these skills in specific workplace situations.

## *Skills & Core Concepts Addressed*

- Observing Emotions
- Internal Awareness
- Emotional Regulation
- Presence & Engagement

## *Why this? Why now?*

Emotions don't belong in the workplace! At least that's what we're often conditioned to believe. The reality is, we all experience many emotions throughout the workday. If left unacknowledged, these emotions can cloud our judgment, create difficulties in completing tasks, and overwhelm us. Learning to understand and regulate our emotions can help us support ourselves and others so we can all put our best forward.

## *What is Artesian Collaborative's approach to this issue?*

We cannot simply turn off our emotions. Our therapists are uniquely equipped to help participants recognize how emotions show up in everyday workplace situations. We'll work together to deepen our understanding of the process and flow of emotions and expand our skills to manage the emotions we're experiencing in healthy ways.

*"I love the interaction and advice on how to manage my emotions. The Q&A portion offered good advice on how to process my emotions more effectively and tips on setting healthy boundaries."*



# 3 Skills for Emotionally Intelligent Leadership

This training will teach you how to lead your team through tense situations. You will learn skills to strengthen emotional intelligence, communicate, and coregulate. These skills will help you bring calm in emotionally charged moments, build authentic connections with colleagues, and provide the safety needed to help your team achieve their goals.

## *Session Details & Format*

- 🕒 1 Hour
- 📺👥 Live Virtual or In-Person
- 👤👤👤 Unlimited Participants

Ideal for People Leaders

# About This Training

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## *Learning Objectives*

- Identify the impact of strong emotions on team dynamics.
- Develop skills for engaging emotions in tense situations.
- Hone the ability to rephrase challenging statements for more effective communication.
- Assess the impact of dysregulated versus calm communication.
- Practice strategies to shift your emotions assisting others in returning to a state of calm.

## *Skills & Core Concepts Addressed*

- Emotional Buildup
- Emotional Intelligence in Action
- Coregulation
- Soft Start-Up
- Opposite Action

## *Why this? Why now?*

In tense situations, leaders often face two unhelpful responses: escalation or avoidance. Ignoring emotions can lead to simmering issues that may explode later, eroding trust and causing disengagement. Strengthening emotional intelligence in leaders fosters safe organizational spaces, enabling individuals to bring their full selves to work, and enhancing creativity, passion, and skills.

## *What is Artesian Collaborative's approach to this issue?*

We recognize the significance of not only fostering individual emotional regulation but also honing skills to regulate the emotions of others. We extend beyond self-regulation and equip you with the tools to enhance the emotional capacity of the entire team. It's a strategic blend of individual skill development and team-focused strategies.

*"You provided the space for our leadership team to connect, reflect and take on additional resources as we continue to lead on this uncharted path. If we don't take care of ourselves we are not offering our full selves personally or professionally."*



# Equipping Relational Leadership

We all want to work in organizations where our effort is recognized, our skills are valued, and we can grow and thrive. Great organizations don't just happen, they are built. Learn more about the social and relational dynamics that can build up or tear down your teams while learning the skills to assess your relational culture, identify areas of growth, and chart steps to collaboratively build a healthy corporate community.

## *Session Details & Format*

🕒 2.5 Hours

🏠👥 Live Virtual or In-Person

👤👤👤👤 Unlimited Participants

Ideal for Management Level

# About This Training

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## *Learning Objectives*

- Identify factors for effective relational leadership.
- Evaluate interpersonal leadership skills through the assessment of strong and ineffective leaders.
- Analyze pressures and tensions leaders face concerning organizational expectations and burnout.
- Illustrate the connection between healthy work relationships and their influence on excellent work.
- Apply relational check-ins to align values, teamwork, and work products.

## *Skills & Core Concepts Addressed*

- The Relational Leader's Mindset
- The Relational Leader's Network
- The Relational Leader's Way
- Observe, Listen, Inquire Framework
- Interpersonal Skills

## *Why this? Why now?*

To cultivate sustainable, interpersonal, inclusive, and intentional leadership, grasping relational dynamics is crucial. It is to develop leaders who will prioritize intentional relationships and engagement. The skills acquired empower leaders to identify

needs, adapt communication, and boost overall team engagement with your company's goals and values.

## *What is Artesian Collaborative's approach to this issue?*

Many of us have encountered ineffective leadership, leading to team vulnerability, burnout, disengagement, and poor performance. This training emphasizes developing observation, listening, and inquiry skills to enable leaders to engage a relational leader's mindset, maintain strong relationships, and understand optimal collaboration within the company and team.

*"This training created the conditions for an engaging learning experience that embraced multiple learning styles. Drawing the connection from a family system to an organizational system was very helpful and using the personal example modeled vulnerability and created space for others to feel comfortable and share themselves. It was great seeing people light up as the training continued to unfold."*





# Emotional Core Strength

This training creates a pathway and space for us to first connect to our values and then take action and set goals aligned with those values. Values might feel like abstract concepts but our goal is to be grounded in our reality, our bodies, our work, and our activities in our day-to-day lives. We will work through how to navigate stress and connect to values-based action.

## *Session Details & Format*

🕒 2 Hours

📺👥 Live Virtual or In-Person

👤👤👤 Unlimited Participants

Advanced



# About This Training

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## *Learning Objectives*

- Decipher how values directly impact goals
- Integrate values into actionable steps toward goals
- Utilize skills to navigate internal conflict during moments of stress

## *Skills & Core Concepts Addressed*

- Goals versus Values
- Gratitude & Values
- Autopilot and Reprogramming
- Values under Attack
- Mindfulness Skills
- Values-Driven Action Plan

## *Why this? Why now?*

Neglecting the root cause of chronic stress or using surface-level self-care strategies can amplify an employee's sense of disconnection and isolation. This training provides a distinctive stress management approach, enabling participants to explore the meaning in their lives and develop tools for overcoming workplace stress challenges. By recognizing values as the building blocks for goals, participants are empowered to take intentional action, rising above the influence of stressful emotions on their decision-making.

## *What is Artesian Collaborative's approach to this issue?*

This training supports organizations in recognizing employees as whole people, extending beyond the workplace. It creates space for reflection on personal values, fostering collaboration, motivation, and connection. Participants will explore the root of chronic stress by addressing their inner critic. Through experiential activities, visualization, and small group discussions, they will build connections while exploring individual and shared values.

*"It was helpful that we were able to disconnect from our professional selves and to further discover what brings us into the position we are today. I think this is an excellent opportunity for us to feel the cohesiveness and re-focus on our purpose and goals."*



# Sexual Harassment Training

This training aligns your team with your company values to address the tension around sexual harassment prevention while also meeting your compliance requirements.

Throughout the training, attendees will explore the discomfort of speaking out, discover resources for bystanders, understand the laws and protections available to them, and obtain strategies that enable individuals and teams to take action proactively, preventing situations from escalating to more intensive interventions.

## *Session Details & Format*

 2 Hours (1-Hour Prevention, 1-Hour Bystander)

 Live Virtual Session

 Unlimited Participants

Meets compliance standards for required trainings

# About This Training

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## *Learning Objectives*

- Explore the definition, laws, and protections related to Sexual Harassment.
- Examine factors contributing to silence and discomfort around colleagues' behaviors.
- Articulate steps to enhance psychological safety for team members of all genders and sexual orientations.
- Apply bystander intervention skills

## *Skills & Core Concepts Addressed*

- Understanding Sexual Harassment
- Building an Open Culture
- Roots of Silence
- Bystander Interventions
- Legal Protections

## *Why this? Why now?*

Sexual harassment in the workplace is often difficult to navigate for everyone involved. These situations lead to high defenses, vulnerability, and tension. There are risks involved in how we have these conversations and work through these situations.

## *What is Artesian Collaborative's approach to this issue?*

This training goes beyond meeting compliance and focuses on creating a resilient and supportive work culture. Our approach is more than educational—it is interactive and provides tangible skills for actionable change in our interactions with others resulting in awareness, empathy, and confidence that shapes the relationships and environment of participants.

# Additional Services

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# Coaching, Consulting & Learning Circles

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## *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
- 👤👥 Live Virtual or In-Person
- 👤 Individual

## *Consulting for Management*

Meet with our lead trainer and Psychologist for an in-depth consultation to address particular issues that your company or organization is facing in the areas of DEIB, Mental Health, and Wellbeing.

- 🕒 Hourly
- 👤👥 Live Virtual or In-Person
- 👤👤👤 1-3 Participants

## *Learning Circle Coaching & Guides*

Upon request, our team can provide facilitation guides for deeper engagement, integration, and application to real-time scenarios based on the concepts addressed in your session. Your internal learning circle leaders are invited to a one-time coaching call with one of our lead trainers to help prepare them for success.

## *Therapist-Facilitated Learning Circles*

If preferred, we offer therapist-led learning circles. Our team will create a safe and collaborative environment for deeper engagement. Using the learning circle guide, our therapist will host up to 12 participants and facilitate further reflection, conversation, and application of the concepts discussed during the workshop.



# Skill-Based Groups

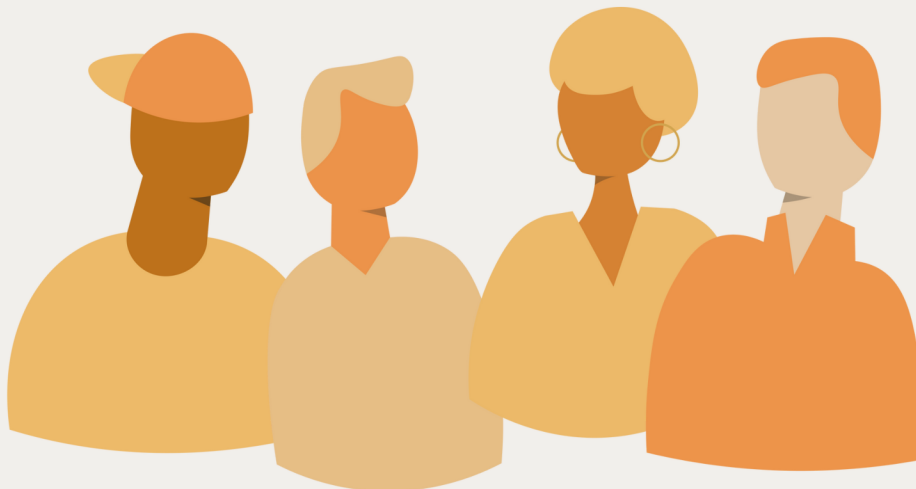
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These groups allow individuals to gather with others experiencing similar stressors to foster connection, teamwork, and community-oriented growth. In this collaborative setting, your team will learn skills, and receive group coaching and support in applying these skills to their specific life challenges.

- 5-15 people per group
- Minimum of 4 weeks in a series, 60 to 90-minute sessions
- Optional Extension to 8 weeks (transition from skill-building to process groups)
- Potential billing options may be available through participants' health insurance benefits

## *Potential Topics*

- Parenting Support
- Caring for Elderly
- Dealing with Chronic Illness
- Managing the Hybrid Workplace
- Dealing with Grief & Loss
- Stress Management Skills
- Mindfulness and Distress Tolerance
- Preparing for Retirement
- Anger Management
- Burnout
- Imposter Syndrome
- Growth Mindset
- Building & Identifying Value





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## Contact Us

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