

Social Current Workforce Resilience Learning Collaborative Activities and Organizational Commitment

The Social Current [Workforce Resilience Learning Collaborative](#) will support participating organizations through three key phases: Learning, planning, and moving to action.

Specific activities of the initiative include:

- Two kickoff meetings (one virtual and one in-person) to lay a solid foundation
- A virtual training series on concepts and strategies for advancing workforce resilience, including brain-aware interventions; psychological safety; increasing connection; advancing equity, diversity, and inclusion; and building a positive staff culture
- An assessment and results debrief for five staff on their mindset/skills around cultural difference and commonality
- Consultation, training, and technical assistance on:
 - Building a theory of change to ground your workforce culture change process
 - Embedding a developmental evaluation process to measure your impact
- Coaching series focused on applying concepts in daily work
- Cohort calls to support peer learning across the collaborative

Learn more about each of these features of the learning collaborative below.

In order to be successful, the executive leadership of each participating organization will need to commit to staff participation in the full range of initiative activities. These organizational commitments are [detailed on page 3](#).

Kickoff Meetings

Part 1: Learning Collaborative Overview and Planning Your Initiative Half-Day Virtual Meeting

- Identify learning collaborative activities and logistics
- Identify components of adaptive vs. technical leadership
- Define critical steps in the change management process
- Identify steps for forming a “Core Implementation Team”
- Describe the purpose of a theory of change
- Identify theory of change conditions needed to incite an organization’s desired impact
- Visualize theory of change conditions in ways that enable effective strategy design and collaborative action
- Describe developmental evaluation process to measure initiative progress

Part 2: Introduction to Core Concepts of Workforce Resilience

Half Day In-Person Meeting before [SPARK 2022](#), Sept. 12 in Baltimore

- Introduce concepts of workforce resilience
- Identify brain science concepts and strategies to increase resilience in the workplace
- Identify drivers of workforce concerns: Compassion fatigue and vicarious trauma, burnout, secondary traumatic stress, moral injury, and vicarious trauma
- Identify practical tools and strategies for preventing workforce concerns and mitigating their impact
- Identify strategies for building staff resilience in virtual and hybrid workspaces

Virtual Trainings in Workforce Resilience Topics

Following the kickoff, a three-hour virtual training will be held each month for the first four months of the initiative.

Session #1

Foundations of Equity, Diversity, and Inclusion (EDI) in the Workplace

- Build a shared understanding of the context and history of race in the U.S., including in the systems the organization engages with in its work
- Develop foundational knowledge and shared strategies for self-awareness and reflection on EDI
- Identify the phases of building an EDI-enriched organizational culture
- Begin establishing priorities for action

Session #2

Building Psychological Safety

- Define psychological safety
- Examine leadership strategies for increasing psychological safety in the workplace
- Identify how shame, vulnerability, and empathy impact the workforce
- Identify specific leadership strategies for building trust across teams and departments
- Promote productive conversations around difficult topics such as race, diversity, equity, inclusion, expectations, boundaries, accountability, grief, failure, trust, and shame

Session #3

Building a Positive Workforce Culture

- Define staff culture
- Promote boundaries that support attitudes and behaviors critical to the agency mission and staff well-being
- Promote healthy and transparent workplace expectations
- Identify strategies for recovering from setbacks
- Identify techniques for promoting self-compassion practices

Session #4

Bringing our Values into Daily Work

- Identify individual values and how they impact leadership approaches
- Align agency values with everyday behaviors of all staff
- Create behavior statements that are critical to operationalizing agency values

Mid-Year Meeting

Half-Day Virtual Meeting

Participating organizations will convene to share their learning and theories of change. This meeting will mark the start of moving from the learning phase to the planning phase, which will be followed by action.

Intercultural Development Inventory® (IDI®)

This assessment will be administered to **five key staff** in each organization after session 1. This cross-cultural assessment of intercultural competence is a first step in developing a plan for personal growth. Everyone who completes the inventory has an individual debrief session with an IDI qualified administrator. [Learn more about the IDI®.](#)

Consultation Calls

The second half of the learning collaborative will shift its focus to action. Interactive calls with various subgroups within the initiative will provide support, resources, and ongoing learning needed to finalize the planning process. These calls are configured as follows:

- **Leadership Teams Individually:** Three calls focused on leadership's role and how to navigate challenges in advancing workforce resilience strategies
- **All Leadership Teams Together:** Two calls focused on peer sharing and case consultation
- **Core Implementation Teams Individually:** Three calls focused on finalizing their individualized theory of change and moving to action
- **All Core Implementation Teams Together:** Two calls focused on peer sharing and learning
- **Leadership and Core Implementation Teams Individually:** Two calls for each organization focused on alignment of the implementation plan and leadership vision, as well as sustainability of the initiative

Summit Meeting

Half-Day Virtual Meeting

This virtual meeting will focus on sharing final theories of change, lessons learned, and sustainability of the initiative.

Organizational Commitment

The executive leadership of each participating organization agrees to the following:

- Identify a **Senior Leadership Team** made up of two to four leaders, including a minimum of two executive-level leaders, who can participate in the yearlong process. This Senior Leadership Team receives coaching and technical assistance separate from the Core Implementation Team, which is detailed in the next commitment.
- Develop and form a **Core Implementation Team (CIT)**. This team serves as the bridge between Social Current faculty and the organization, leads the theory of change process, and ultimately leads the planning and implement action steps identified in the

organization's theory of change. The following roles should be covered within the Core Implementation Team – one person can fill multiple roles:

- Team lead
 - Human resources representative
 - Direct service staff
 - Management
 - Data/evaluation lead
 - Executive leader who also serves on and facilitates connection with the Senior Leadership Team
- Both the Senior Leadership and the Core Implementation teams attend and engage in the full range of Learning Collaborative offerings. It is strongly encouraged that at least two staff members participate in the in-person kickoff meeting prior to SPARK 2022.
 - Five staff from the CIT and/or Senior Leadership Team complete the [Intercultural Development Inventory® \(IDI®\)](#)
 - Complete an organizational assessment at the beginning and end of the initiative
 - Collect evaluation data and agree to publication of initiative findings