

## CORE OFFERINGS

Our core offerings are designed to meet the realities of leadership in complex times, advancing equity, sustainability and wellbeing, and organizational transformation. Each experience is adaptable and can be designed to fit your context and needs.

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### Centering Rest & Wellbeing

Burnout is not a personal failure. It is a systemic condition. This offering supports leaders in reclaiming rest as a radical and necessary practice for sustainable, equity-aligned leadership. Grounded in Dr. Saundra Dalton-Smith's 7 Forms of Rest framework, participants explore what true rest looks and feels like across multiple dimensions of their lives and leadership. Through fellowship in community, coaching, and embodied practice, leaders build personalized rest strategies and examine the organizational conditions that make or break sustainable work cultures. This offering holds space for leaders to slow down, restore, and lead from a place of wholeness.

#### Leadership Outcomes and Shifts

- A personalized, multi-dimensional rest practice grounded in lived experience
- Clarity on systemic and organizational conditions that shape burnout and sustainability
- Practical tools for integrating rest into leadership and decision-making
- A renewed sense of wholeness, capacity, and grounded leadership presence

#### Engagement Structure

- 1-hour virtual webinar + 45-minute individualized coaching sessions
- Custom fellowship (3+ months)

#### Audience

- BIPOC senior and executive leaders, and other affinity-based groups
- Grassroots and community-based social justice leaders
- Nonprofit professionals or grantee cohorts; philanthropic professionals experiencing burnout or isolation

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## Navigating Complexity

The social sector is operating in an era of unprecedented volatility. Shifting political landscapes, funding threats, and deepening systemic inequities which demand a new kind of leadership. This offering equips executive teams and organizational staff with frameworks and practices to navigate complexity with clarity, courage, and equity. Drawing on the VUCA framework, Polarity Mapping, and Spheres of Control and Influence, participants learn to hold tension, build trust, and lead with strategic intention rather than reaction. Through experiential and scenario-based workshops, leaders practice the relational and analytical skills needed to move through uncertainty while staying grounded in their values and mission.

### Leadership Outcomes and Shifts

- Shared language and frameworks for understanding and navigating complexity
- Strengthened relational trust to support decision-making under pressure
- Increased capacity for intentional, values-aligned leadership
- Greater organizational resilience in the face of uncertainty

### Engagement Structure

- 2-day in-person retreat

### Audience

- *Executive teams, all-staff cohorts navigating organizational or sector-wide change*
- *Nonprofit and philanthropic leaders in transition, uncertainty, or instability*

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## Managing Conflict

Conflict is inevitable in organizations committed to equity, but it doesn't have to be destructive. This offering supports nonprofit and philanthropic leaders in developing the skills, mindsets, and relational practices needed to engage conflict constructively and equitably. Grounded in conflict styles research and a race and power analysis, participants examine how identity and organizational dynamics shape conflict and practice principled disagreement as a path to deeper trust and better outcomes. Whether navigating tension within teams, across leadership levels, or in community partnerships, participants leave with practical tools and greater confidence to engage conflict as a site of growth and possibility.

### Leadership Outcomes and Shifts

- Increased capacity to name, engage, and move through conflict productively with peers and colleagues
- A race-and-power lens for understanding conflict dynamics in your team and organization

- Stronger relational trust and a greater sense of belonging within your professional community
- Reduced unresolved conflict and a clearer path to more collaborative working relationships

## Engagement Structure

- 2 sessions x 5 hours (in-person workshop)
- 3 sessions x 3 hours (virtual series)
- Affinity group engagements or webinar format

## Audience

- *Executive teams, all-staff cohorts, people managers and leaders*
  - *Nonprofit and philanthropic professionals navigating interpersonal or organizational conflict*
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## Race Equitable Leadership

Advancing racial equity requires more than good intentions. It demands self-aware, accountable, and skilled leadership at every level. This offering supports executive leaders and people managers in deepening their capacity to lead with a racial equity lens, examining their own values, blind spots, and decision-making practices, and building the relational conditions for equitable teams and organizations. Through a combination of personalized coaching and team facilitation, participants engage in honest self-assessment, clarify their racial equity commitments, and develop concrete strategies to align their leadership with their values. This offering meets leaders where they are and supports sustained growth over time.

## Leadership Outcomes and Shifts

- A clear, actionable racial equity leadership growth plan with a commitment to application
- Increased trust and sense of belonging across your team
- Confidence in making and communicating decisions in ways that are values-aligned, transparent, and equitable
- Stronger, more accountable equity-centered leadership at multiple levels across the organization

## Engagement Structure

- 360 racial equity leadership assessment
- 3 x 2-hour facilitated executive team sessions
- 5 individual coaching sessions

## Audience

- Executive leaders and directors or executive teams
- People leaders and managers in nonprofit and philanthropic organizations

## Race Equitable Culture Change

Organizational culture change is not an event. It is a sustained commitment. This offering supports nonprofit and philanthropic organizations in doing the deep, systemic work required to build genuinely racially equitable cultures. Over 9–12 months, ProInspire partners with organizations to assess current conditions, align stakeholders around shared racial equity commitments, uncover root causes of inequity, and develop and begin implementing a comprehensive Race Equity Plan. This is not a compliance exercise; it is a transformational engagement that requires honesty, courage, and accountability at every level of the organization. ProInspire walks alongside partner organizations as a trusted guide, thought partner, and co-learner throughout the process.

### Leadership Outcomes and Shifts

- Completion of a rigorous race equity assessment and have a picture of your current state
- A co-created racial equity plan and a roadmap for sustained, accountable culture change
- Updated organizational mission, values, policies, decision-making processes, and/or culture to embed equity in all aspects of the organization
- Deepened trust and belonging across your team with alignment between values and practice
- Built internal capacity to sustain and deepen racial equity commitments over time

### Engagement Structure

- *Customized towards your needs*

## Transparent and Equitable Decision-Making

How decisions get made, and by whom, is one of the most powerful levers for racial equity in organizations. This intensive one-day retreat supports executive teams in examining their current decision-making practices through a racial equity and power lens, and building more transparent, participatory, and accountable processes. Participants explore who is at the table when decisions are made, how input from those most impacted is solicited and used, and how leaders can communicate their decision-making rationale in ways that build trust and organizational alignment. Teams leave with a shared framework and concrete commitments to more equitable decision-making.

### Leadership Outcomes and Shifts

- Increased confidence to experiment with equity-informed decision-making framework
- Practice space to explore an upcoming decision with the framework and tools
- A commitment to implement decision-making practices for meaningful incorporation of staff and community input, and transparent communication of decisions

## Engagement Structure

1-day in-person retreat

## Audience

- Executive or senior leadership teams in nonprofit and philanthropic organizations
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## HERE to Listen: Listening for Racial Equity Impact

Philanthropy has long talked about listening, but truly equitable listening requires confronting how race, power, and identity shape who gets heard and whose voice shapes decisions. HERE to Listen is ProInspire's suite of equity-centered listening practices designed specifically for philanthropic organizations ready to shift power and center community. Through a foundational training with reflection activities, practical exercises, and setting an intention for application, foundation professionals develop the mindsets, skills, and practices to listen across power differences with authenticity and accountability. This offering is practical, relational, and transformative, meeting organizations where they are and building lasting capacity for identity-conscious listening.

## Leadership Outcomes and Shifts

- Understanding how to integrate a racial equity and power lens into listening and communication
- Practices to embed these skills in day-to-day work and decision-making so that communities feel heard and see their input reflected
- Aligned action to shift power to those at the center of your work

## Audience

- Executive or senior leadership teams or boards in philanthropic organizations

## Engagement Structure

- Customized towards your needs

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## Managing People and Power

Managing people is one of the most powerful and complex levers for racial equity in organizations. This three-session series supports emerging leaders and people managers in developing the self-awareness, skills, and relational practices needed to lead and manage with a racial equity lens. Grounded in ProInspire's Leadership Model, participants examine how identity and power shape their management relationships, explore the unique challenges and opportunities of leading across racial difference, and build practical strategies for trust-centered, equity-aligned people management. This offering is designed to meet leaders at the beginning of their management journey and give them a strong, equity-centered foundation from which to grow.

### Leadership Outcomes and Shifts

- A clearer understanding of how identity and power show up in your management relationships
- Practical strategies for building trust with direct reports across identity differences
- A concrete set of equity-centered management practices you can begin using right away
- Greater confidence and commitment as an equity-aligned leader

### Engagement Structure

- 2 sessions x 5 hours (in-person workshop)
- 3 sessions x 3 hours (virtual series)
- Affinity group engagements or webinar format

### Audience

- Executive teams, all-staff cohorts, people managers and leaders
- Nonprofit and philanthropic professionals navigating interpersonal or organizational conflict