

ORGANIZATIONAL HEALING

CATALOG

2024
2025




LET'S CONNECT:

Workshops@InPowerInstitute.com



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About the Catalog

In today's fast-paced and often stressful work environment, fostering a culture of healing and well-being is essential for organizational success. This catalog serves as a comprehensive guide to our organizational healing initiatives, designed to support individuals and teams on their journey toward greater emotional and psychological resilience.

Our approach is structured into three tiered categories, each building upon the last: Foundational Learning, Intermediate Learning, and Advanced Learning. Each tier offers a curated selection of workshops, aimed at enhancing self-awareness, improving interpersonal dynamics, and cultivating a supportive organizational culture.

Through this catalog, we invite you to explore and engage with transformative learning experiences that not only promote individual growth but also contribute to a healthier, more connected organizational environment. Together, we can create a thriving community that prioritizes well-being and fosters collective healing.



Our Offerings

InPower Institute's holistic set of offerings provides a tiered approach to learning, that leads participants through a journey from foundational understanding to practical application and integration into organizational practice.

Tier 1: Foundational Learning

At this foundational level, participants will explore basic principles of organizational healing; focusing on essential concepts such as self-awareness, emotional intelligence, and the importance of psychological safety. Participants will engage in interactive workshops, group discussions, and reflective exercises to build a strong base of knowledge that emphasizes understanding individual and collective well-being.

Tier 2: Intermediate Learning

This level of learning delves deeper into practical applications and strategies for fostering a healing organizational culture. Participants will engage in skill-building exercises that cover conflict resolution, effective communication, and team dynamics. This tier encourages participants to apply learned skills in real-world scenarios, promoting growth in both personal and team resilience.

Tier 3: Advanced Learning

The advanced tier is designed for leaders and change agents within the organization who are ready to drive systemic transformation. It focuses on strategic implementation of healing practices, leadership development, and creating sustainable change. Through this advanced experience, participants will learn to design and lead initiatives that promote long-term health and healing within the organizational structure.

Tier 1: Foundational Learning

Anti-Bias Basics

Though bias is a popular term, understanding of what it is, why it matters and how it works varies widely. This workshop builds a common frame of reference and teaches participants where their unconscious biases come from. It also supports them in having self-compassion as they work to become inclusive-minded allies. Anyta Wilson, the workshop's presenter, specializes in creating change without a blame focus. Her approach encourages sharing and reduces angry feelings of "us vs. them," which are commonplace in diversity discussions.

Unleashing the Power Within: Restorative Practices of Self-Care and Love

Within each of us lies an extraordinary power to create lives of meaning, opportunity and fulfillment. Accessing this power requires an appreciation of ourselves and a high regard for our personal well-being. Such regard is often labeled as selfish by oppressive structures that habitually devalue and exploit human life. In this context, expressions of self-love and care are both revolutionary acts that affirm our innate worth and evolutionary acts that help us grow into our highest potential. They endow us with the energy and the agency needed to develop healthier lives and a more just and vibrant world. Participants in this two-part series will reflect on self-love fundamentals and engage in care-full practices that support their increased well-being.

Foundations of Diversity, Equity, Inclusion and Belonging

When preparing to make commitments to diversity, equity and inclusion, organizations need to know what these terms mean and how to apply them in ways that advance both individual team member and organizational goals. This interactive workshop focuses on:

- Understanding what it means to embrace and celebrate the diversity that already exists on teams,
- Defining what inclusion looks like in practice, and
- Exploring how team members can be more equitable in their actions, decisions and processes.

Foundations of Social Determinants of Health

There are multiple factors that impact individual and collective well-being. This foundational introduction to the Social Determinants Of Health (SDOH) offers an interactive way to explore how neighborhoods and built environments, health and health care, access to education, social and community contexts, and economic stability intersect to impact life outcomes. Participants will examine how these factors create a framework for addressing and ultimately transforming the region’s disparate health outcomes.

Remaining Present: An Introduction to Somatic Awareness

Somatic awareness (sa) engages emotions, sensations, and physiology as a way to heal from the impacts of trauma. Through somatic awareness, we are able to envision our most aligned selves and to implement practices that bring our values and visions together. At this session, we will introduce participants to the concept of somatic awareness and expose them to practices that they can continue at home, on their own.

Strategic Approaches for Building Team Belonging

In this workshop, space is held for participants to radically imagine what it looks and feels like to exist on teams where everyone truly belongs. Through interactive dialogue, hands-on activities and reflection, participants will explore belonging within the context of their individual and collective needs. They will also process steps that they can take to make truly inclusive teams a reality.



Tier 2: Intermediate Learning

Interrupting Microaggressions

Poet Michael Kleber-Diggs notes that “microaggressions are the daily weight of not being accepted.” During this training, participants will learn how to avoid being a bystander to microaggressions and practice several interruption techniques. They will also identify the three types of microaggressions and come to recognize their negative messages.

Difficult Discussions

Many of us are frequently encouraged to hold conversations about diversity, equity, and inclusion across the fault lines of identity and difference. This is usually difficult because it requires us to touch places of unhealed pain and trauma, often with little skill and shared understanding. This workshop models dialogue spaces where specific problems can be explored and addressed without blaming or shaming individuals. After each discussion, space is held for debriefing to help the team/department move forward on its issues.

Building Belonging: Moving Beyond Tolerance & Acceptance

Human beings need social connection, interaction and cooperation to survive and thrive. Yet, in caste-based societies, often stratified by identity markers like race, class, gender, religion and sexual orientation, relationship-building across differences is socially and structurally discouraged. In these settings, homogeneity and conformity are valued most, while inclusive community-building is made more difficult. Participants in this workshop will explore the importance of belonging to real community formation and examine its distinctions from tolerance and acceptance. They will also learn practices that help them make meaningful connections across and through differences; engage in more authentic self-expression; and hold space for the many dimensions and experiences of others.

Spiritual Care Practices for the Workplace

The workplace is one of the places where we spend most of our time as adults. Simple practices of spiritual care can help strengthen the quality of relationships we have at work, regardless of religious practice and/or affiliation. In this workshop, we will talk about the power of active listening and empathy in work relationships. We will also cover trauma and crisis responsiveness as well as how to show up in ways that support our colleagues when they experience the unexpected.

Tier 3: Advanced Learning

Creating Healthy Community Organizations

Grassroots and community organizations are known for their members and staffs being wholly dedicated to and passionate about their causes. These same organizations and workforces are also known for burnout, auto-immune issues, and serious illnesses that can come from overwork and stress. This workshop helps leaders begin to set healthy boundaries, priorities and establish a culture of good health prevention as a crucial component of organizational stability and sustainability.

Circle of Care for White Leaders on an Anti-Racist Journey

This workshop offers an experiential reframing of racial healing work as a lifelong practice that invites white people to heal both their inner wounds and the collective wounds of white supremacy. In a container of deep heart connection and soulful song, Carolyn Griffeth and Lyndsey Scott create a brave space for white leaders who are already engaged in the journey of dismantling racism. Participants will share their grief and inquiries and be supported as they identify their growth zones. This twohour workshop can develop into an ongoing offering of support and study when requested.

Unlocking Generational Potential: Harmonizing the Multi-Generational Workplace

"Unlocking Generational Potential: Harmonizing the Multi-Generational Workplace" is a transformative workshop designed to bridge generational divides within your team, fostering an environment of respect, understanding, and collaboration. Dive into the dynamics of diverse age groups in the workplace, from Baby Boomers to Gen Z, and discover actionable strategies for effective communication that respects and values each perspective. Learn to harness the collective strengths of all generations, creating a more inclusive, innovative, and cohesive workplace where every team member, regardless of age, is empowered to contribute and succeed. Join us to build the foundation for a future where age diversity is your organization's greatest asset.

From Trauma to Triumph: Healing the Heart of Organizing: A Two-Part Workshop & Healing Salon

Workshop 1: Understanding Trauma and Its Impact

Participants will gain a comprehensive understanding of trauma, triggers, and the profound effects these have on our bodies and communities. We will discuss practical strategies for engaging with communities in their unhealed spaces, ensuring our organizing and liberation efforts are both effective and sustainable.

Workshop 2: Healing Circle and Self-Care Practices

This workshop evolves into a healing salon, featuring a healing circle where participants can safely surface their own experiences of trauma from their work. This session will focus on sharing and practicing self-care techniques that strengthen our resilience and well-being as we continue our crucial work in organizing.

Leading From the Overflow: Cultivating Sustainable Leadership through Transition

An immersive leadership workshop designed to equip you with the skills and mindset needed to excel as a leader while fostering a healthy workplace culture. Led by seasoned professionals, this workshop offers comprehensive guidance on prioritizing and meeting the demands of leadership, defining your leadership identity, navigating through role and organizational transitions, and cultivating a supportive environment where you and your team(s) can succeed without feeling depleted. You'll leave with actionable insights and tools to lead with confidence, inspire your team(s), and co-create spaces where everyone can thrive.

Beyond Extraction: Building a Resilient Future in the Face of Racial Capitalism: A Two-Part Workshop & Healing Salon

Workshop 1: Understanding Racial Capitalism and Its Impact

Participants will explore the concept of racial capitalism and its deep-rooted presence in economic systems worldwide. We will examine how systemic exploitation disproportionately affects marginalized communities, discuss historical and contemporary examples, and identify the mechanisms that perpetuate these inequities on personal and collective levels.

Workshop 2: Healing and Building Resilience

Participants experience a healing salon for restoring and fortifying resilience in the face of racial capitalism. We will engage in a healing circle, offering safe space to share personal stories related to economic injustice, and explore self-care practices along with communal healing methods designed to nurture well-being and empower participants to resist systemic oppression. Through these activities, we center reclaiming our collective power and envisioning a future that prioritizes equity and sustainability.

Liberation Labs:



Intensive Experiential Learning

Liberation Lab #1: An Introduction to Liberatory Healing

Join us for a daylong learning intensive specifically designed for leaders who are **BIPOC** (*Black and Indigenous People of Color*) in nonprofit organizations and companies, focusing on the integration of liberatory healing practices into staff development and community engagement. Participants will embark on a journey to uncover practical liberation strategies that foster personal and collective growth.

Morning Session: Foundations of Liberatory Healing

We begin with a deep dive into the guiding principles of liberatory healing, and will explore practices that challenge and transform conditioned behaviors, which often serve as barriers to true liberation. By examining the nuanced nature of oppression, we will identify the obstacles that hinder our progress toward freedom, emphasizing the importance of resilience, compassion, and authenticity in leadership.

Afternoon Session: Practical Application and Collective Transformation

The focus shifts to practical application, where participants engage in hands-on exercises and discussions aimed at dismantling oppressive structures within their organizations and communities. This session offers a transformative exploration, setting the stage for a brighter, liberated future.

This full day not only sparks profound change but also lays the groundwork for sustained personal and organizational transformation.

“UnLeash the Power Within!”

Liberation Lab #2: The 8 Dimensions of Wellness

Immerse in a comprehensive exploration of holistic well-being with our daylong intensive focused on the "8 Dimensions of Wellness." Created for ***all*** leaders in nonprofit organizations and corporate entities, this lab is ideal for anyone seeking to enhance staff development or foster community engagement through a lens of liberation and healing.

Morning Session: Exploring the Dimensions of Wellness

We begin the day by delving into each of the 8 dimensions of wellness, providing participants with the tools and insights needed to assess their current well-being. Through interactive discussions and reflective exercises, participants will identify personal areas for growth and development while recognizing the collective themes that impact wellness within their organizations and communities.

Afternoon Session: Implementing Wellness Practices and Building Resilience

In the afternoon, the focus shifts to the practical application of enhanced wellness practices. Participants will work collaboratively to develop strategies for integrating these practices into their personal lives and organizational cultures. By the end of the day, participants will leave with a renewed commitment to fostering a liberated and healed future for themselves and those they lead.

Journey with us for a day of discovery, connection, and transformation as we collectively forge a path towards liberation and holistic well-being!



FAQ's



What is the cost of each workshop?

Each workshop cost is within the range of \$2500-\$3500, with the exception of Liberation Labs. Contact us for details.

How many people can attend?

We can accommodate up to 20 participants per facilitator.



How many facilitators will there be?

Depending on the design and accommodations for your workshop, 1-3 facilitators may be needed. However, this has already been factored into our pricing structure and will not exceed a cost of \$3500 (with the exception of Liberation Labs).

Are workshops delivered virtually or in-person?

All workshops are designed to be delivered both virtually and in-person. However, facilitator availability and flexibility may be impacted by unique travel needs. Our facilitators are located in the St. Louis, MO. metropolitan area.

Are bundles available?

Should you choose to curate a more extensive journey, by bundling 5 or more offerings, modified pricing and accommodations can be explored with our Program Manager.

Who do I contact if I'm interested in a specific workshop or learning more?

If you want to submit a formal request for services, please complete our intake form. If you have questions, please email our Program Manager at workshops@inpowerinstitute.com.

Our Facilitators

Rebecca Bennett

Rebecca Bennett is a serial community builder and social entrepreneur. In the last two decades, she has founded: Emerging Wisdom – a St. Louis-based community and organizational development consulting firm; InPower Institute – an operating foundation committed to community healing and well-being; the Black Healers Collective – a community of practice that advances the healing and wholeness of African diaspora peoples; and Spirit Rising – a spiritual community that supports its members’ spiritual growth and liberation. Though her areas of interest and expertise are wide-ranging, her work is singularly focused on elevating the human condition.

ēNiCōL

E is a creative catalyst for positive change within teams, organizations, and communities. They partner with leaders and frontline stakeholders to design and implement sustainable, scalable community and organizational initiatives that sit at the intersections of wellness, community / organizational development, and personal and professional transformation through a DEI lens.

Brittini Gray

Brittini “Ree Belle” Gray is the Founder of both Rebellyen, LLC a consulting and wellness firm and Mama Scrap’s Inc., a nonprofit committed to the healing of both people and land. She also serves as the Organizing Director of the Black Healers Collective and InPower Institute. With over 15 years of experience as an organizer, healer, artist, ceremonialist, and wellness curator, Ree Belle has influenced individual and institutional change. Aligned in her truth, power and wisdom Ree Belle brings a transformative experience to the spaces she enters.

Rev. Regina Gray, MDiv

Ordained minister, chaplain, and life coach, Rev. Regina Gray holds a Masters in Divinity from Eden Theological Seminary where she specialized in chaplaincy care. Known by many as Mama Regina, she has touched much of the pain that exists in humanity with courage and believes that we must be willing to encounter the pain so we can heal it.

Jessireé Jenkins

Jessireé Jenkins combines her expertise in library and non-profit management with her interests in the arts, technology, civic engagement, and social justice. As an emerging leader, she focuses her civic and professional commitments on advancing positive change in arts and healing organizations as well as in community settings. Jessireé believes in the power that seemingly ordinary people can have in transforming communities.

Amanda Tello

Aligned in truth, power and wisdom, Amanda Tello of the Esselen and Mixtec Nations seeks to live an intentional and examined life. As a birth worker and mother, she practices traditional medicine and conscious parenting, all of which involve healing practices that allow individuals and groups to transcend generations of trauma and thrive as free people.

Jaqui Rogers, MBA

Jaqui (Juh-kwee) is an experienced diversity, equity and inclusion professional who specializes in group facilitation and curriculum development. She has a demonstrated history of working in the health care, education, tech and finance industries. Learn more at www.iamjaqui.com.

Anyta Wilson, LCSW

Anyta Wilson, Founder of The Awareness Institute, is a therapist who considers herself to be a shaper of healing stories. She helps people to rewrite their painful trials into empowering, uplifting tales of strength. She also holds space for people to release pain through story sharing that opens new possibilities for hope and healing. In addition to her therapeutic work, Anyta engages schools, churches and businesses in diversity, equity and inclusion work that fosters cross-cultural dialogue and addresses unconscious beliefs.

Carolyn Griffeth

Carolyn Griffeth is a spiritual minister and mentor, ritualist, and facilitator of human wholeness rooted in a diversity of spiritual traditions. She has a Master's Degree in Pastoral Studies and is on a never-ending journey of recovery from internalized white supremacy. Carolyn serves as a minister and small group leader within the InPower Institute community.

