

Our *Professional Renewal Workshop Series* is a twelve-month program that consists of monthly workshops offered in-person in the client's space or virtually (if the client prefers), as well as a curated online program and private forum for continued learning and connection between sessions, hosted on our Thought Kitchen website.

There are three required topics, outlined below, for Sessions 1, 2, and 11. In addition, the series includes a chillshop in Sessions 3, 6, 9, and 12. In collaboration with the Mindful Life and Work team, the client chooses the other five topics that are most applicable to their team.

The investment for the Professional Renewal Workshop Series is one to two hours of in-person workshop time each month, optional asynchronous learning and connection on the online program and forum, and \$2,500/month.

We currently have availability for *two* additional Professional Renewal Workshop Series in 2024. Each workshop can accommodate up to 20 participants.

Sample Professional Renewal Workshop Series Schedule

Session Number & Length	Topic
Session 1 (2 hours)	Container Building & VIA Strengths
Session 2 (2 hours)	Core Values
Session 3 (1 hour)	Chillshop
Session 4 (2 hours)	
Session 5 (2 hours)	
Session 6 (1 hour)	Chillshop
Session 7 (2 hours)	
Session 8 (2 hours)	
Session 9 (1 hour)	Chillshop
Session 10 (2 hours)	
Session 11 (2 hours)	Putting It All Together: Care & Feeding
Session 12 (1 hour)	Chillshop

How We Begin & End Our Year Together

Session 1: Container Building & VIA Character Strengths Survey

Container Building

We begin with container building, the process of establishing the Group Agreements to co-create a brave space for each participant to communicate and freely express their ideas and concerns. This process will begin with onboarding participants into the curated online program and discussion forum.

VIA Character Strengths Survey

The 24 VIA Character Strengths are universal capacities for thinking, feeling, and behaving, and everyone expresses all 24 in varying degrees. In this session, we discuss the results of each person's survey (completed before the session) and identify each team member's signature strengths (those strengths that are core to a person's identity and values) and situational strengths (those that a person can draw on when needed and may require more energy and intentionality).

Session 2: Core Values Exercise

Core Values Exercise

This workshop facilitates each team member identifying one or two core values that serve as the filter for their decision making. Like identifying signature strengths and situational strengths, identifying and understanding the core values of each team member helps build understanding of how each person fits in the overall structure of the team and how individual members can most easefully work with each other.

Session 11: Putting It All Together: Care and Feeding

Putting It All Together: Care and Feeding

This workshop is the wrap-up of the substantive work we've done together over the year-long series. Through reviewing the topics and skills from previous sessions, each team member is supported in thinking about and sharing how they like to give and receive feedback, how they like to work, and other information that they'd like their teammates to know.

Sessions 3, 6, 9, and 12

Chillshop

A chillshop (a term coined by Octavia Raheem) is the opposite of a workshop. It's all about prioritizing taking time to breathe, rest, maybe take in some body fuel, and incorporate a mindfulness-based practice like gentle yoga, a sound bath, or a handheld labyrinth practice. It includes time to check-in and debrief at the end.

Workshop Topics—Choose Five

Elements of Trust

Our definition of trust comes from Charles Feltman, who says trust is choosing to risk making something you value vulnerable to another person's actions. Our work on trust is also grounded in the work of Dr. Brené Brown, who uses the analogy of putting marbles in a jar to explain how trust is built in small increments, over time. This workshop builds on the work of Feltman and Brown to help participants identify behaviors that align or don't align with the assessment of trustworthiness.

Clear Communication/Compassionate Candor

Clear communication is essential to building and maintaining trust, and it is at the core of ethical behavior. This workshop is centered around Kim Scott's Compassionate Candor framework, which sets forth a guide to being clear and kind, specific, and sincere.

Setting and Maintaining Healthy Boundaries

People often hesitate to set boundaries because they fear making others mad or sounding selfish or mean. The consequence of not setting boundaries is often resentment, anger, and frustration, all of which can erode team confidence and trust. This workshop builds on the Compassionate Candor framework and applies it to clearly stating what's okay and what's not okay, and why.

Emotional Intelligence

When emotions run high, they can impact brain function and drive behavior, impacting cognitive abilities, decision-making powers, and interpersonal skills. Abilities that are traditionally seen as "soft skills," like emotional regulation, connection, authenticity, empathy, and communication, are increasingly being viewed as skills that are essential to personal and professional success.

Intentional Scheduling

Intentional scheduling is a practice that includes protecting time for the "must-do" items, knowing how and when to say "no," scheduling breaks and specific time to review email, etc., and being mindful about fueling and moving the body to build and strengthen stress resilience.

Burnout Prevention

It seems like everyone is touting self-care these days, and it's important to do things to keep yourself healthy. It's also going to take more than a bubble bath or some essential oils to heal the emotional and physical exhaustion many people are experiencing. This workshop explores the components of burnout, what causes them, and what can be done individually and collectively to find more balance in life.

Navigating Change and Uncertainty

Change is hard, no matter how big or small, whether planned or unplanned. Sometimes, change is a choice we make to step outside of our comfort zone to explore, grow, or try new things. Sometimes, life knocks us out of our comfort zone through some kind of upheaval or loss. Navigating change-- whether big or small, chosen or not-- is an essential skill. As a skill, it can be taught and practiced.

Introduction to The Seven Dimensions of Well-Being

The thought of attending to our well-being can feel overwhelming, but we've operationalized a framework of The Seven Dimensions of Well-Being—Environmental, Physical, Social, Emotional, Occupational, Intellectual, and Spiritual. This workshop introduces participants to each dimension and invites them to think about what practices or activities support their well-being in each. We also work with inquiries about what gets in the way and what support looks like.

To learn more about how Thought Kitchen can support your organization's professional renewal, email us at hello@thought-kitchen.com or scan the QR code to book a discovery call.

