

Leadership Development Program:

Developing leaders to work with vision, purpose, and clarity.



A ONE-OF-A-KIND PARTNERSHIP OF WITH
WASHINGTON STATE'S BUSINESS SCHOOLS:





Leadership Development Program

2026 Cohort Schedule

WEEK 1: PROGRAM OPENING

THURSDAY, FEBRUARY 12th, 2026 • 4:00-6:00pm

- Welcome and Opening Remarks
- Program Overview and Delivery of Materials
- Mentoring Roundtable
- Program pre-assessment
- Cohort Photo

In-Person
hosted by
Seattle University



WEEK 2: Mentoring Networking & Sponsorship with Megan Spaulding

THURSDAY, FEBRUARY 19th, 2026 • 4:00-6:00pm

- Networking and building internal and external relationships outside your comfort zone
- Effective professional presence that is authentic and true to yourself
- Build Action Plan to continue professional development-mentee
- Build Action Plan to bring program learning into your role and organization-mentor

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WEEK 3: Mindfulness & Compassion with Trymaine Gaither

THURSDAY, FEBRUARY 26th, 2026 • 4:00-6:00pm

- Science and Benefits of Mindfulness
- Creating compassionate and brave spaces for dialogue

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WEEK 4: Mindfulness for Self-Care & Community Care with Trymaine Gaither

THURSDAY, MARCH 5th, 2026 • 4:00-6:00pm

- Explore mindfulness-based approaches to promote self-care and reduce race-related stress
- Develop reflexive thinking that supports racially and culturally nonharming
- Moving from individual to community and organizational wellness

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WEEK 5: Inclusive Leadership with Elizabeth Umphress

THURSDAY, MARCH 12th, 2026 • 4:00-6:00pm

- Understand implicit bias and its consequences
- Discuss individual and group-level ways to counter bias
- Best practices for communicating about difference as a leader

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WEEK 6: Negotiating for Success with Elizabeth Umphress

THURSDAY, MARCH 19th, 2026 • 4:00-6:00pm

- Acquire a framework to analyze negotiations
- Understand the central concepts in a negotiation
- Apply negotiation concepts in an experiential learning exercise

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WEEK 7: Cohort Check-In & Review Session

THURSDAY, MARCH 26th, 2026 • 4:00-6:00pm

- Mentor/Mentee action plan work



WEEK 8: Self-Management & Emotional Regulation with Lauren Van Koughnett & Shirline Wilson

THURSDAY, APRIL 2nd, 2026 • 4:00-6:00pm

- Emotional Vocabulary
- Understanding Feelings vs Emotions
- Managing Triggering Events

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WEEK 9 : Self-Awareness with Lauren Van Koughnett & Shirline Wilson

THURSDAY, APRIL 9th, 2026 • 4:00-6:00pm

- Types of Self-Awareness
- Self-Awareness improvement strategies
- Managing difficult feedback

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WEEK 10: Social Awareness & Relationship Management with Lauren Van Koughnett & Shirline Wilson

THURSDAY, APRIL 16th, 2026 • 4:00-6:00pm

- Determine and understand your dominant communication style
- Flexing your communication style to build rapport with others
- Prepare for strategic conversations that require influencing and/or conflict management

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WEEK 11: Closing Ceremony

WEDNESDAY, APRIL 22nd, 2026 • 4:00-6:00pm

- Share Action Plans with the cohort
- Award Certificates and Digital Badge
- Conclusion of the Program

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“WHAT EMPLOYERS
ARE SAYING

Our workplace is starting
conversations we didn't
have before. That's the
start of culture change.”

— 2025 Cohort Graduate