



Early Career Leadership Development Program

“WHAT EMPLOYERS ARE SAYING

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

— 2025 Cohort Graduate



Fall 2026 Early Career Professionals Cohort Schedule

WEEK 1: PROGRAM OPENING

THURSDAY

SEPTEMBER 17th, 2026

4:00pm-6:00pm PST

- Welcome and Opening Remarks
- Program Overview and Delivery of Materials
- Mentoring Roundtable



WEEK 2: Mentoring Networking & Sponsorship with Megan Spaulding of Seattle University

THURSDAY

SEPTEMBER 24th, 2026

4:00pm-6:00pm PST

- 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



WEEK 3: Mindfulness & Compassion with Trymaine Gaither of Washington State University

THURSDAY

OCTOBER 1st, 2026

4:00pm-6:00pm PST

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

WEEK 4: Mindfulness for Self-Care & Community Care with Trymaine Gaither of Washington State University

THURSDAY

OCTOBER 8th, 2026

4:00pm-6:00pm PST

- 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



WEEK 5: Negotiating for Success – Part 1 with Elizabeth Umphress of University of Washington

THURSDAY

OCTOBER 15th, 2026

4:00pm-6:00pm PST

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

WEEK 6: Negotiating for Success – Part 2

with Elizabeth Umphress of University of Washington

THURSDAY

OCTOBER 22nd, 2026

4:00pm-6:00pm PST

- Deepen skills in creating mutual gains by applying integrative negotiation strategies to complex, multi-issue scenarios
- Demonstrate the ability to manage power dynamics at the table while preserving relationships
- Reflect on negotiation role plays to identify personal strengths, growth areas, and concrete actions to improve future performance



WEEK 7: Self-Management, Self-Awareness & Emotional Regulation with Lauren Van Koughnett & Shirline Wilson of WE'RE

THURSDAY

OCTOBER 29th, 2026

4:00pm-6:00pm PST

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



WEEK 8: Social Awareness & Relationship Management with Lauren Van Koughnett & Shirline Wilson of WE'RE

THURSDAY

NOVEMBER 5th, 2026

4:00pm-6:00pm PST

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



WEEK 9: Understanding Generational Differences & Business Ethics with Rebecca Bull Schaefer of Gonzaga University

THURSDAY

NOVEMBER 12th, 2026

4:00pm-6:00pm PST

- Explore the evolving dynamics of generational identities in today's workplace
- Unveil critical business ethics shaping decision-making and organizational trust
- Learn about professional etiquette and workplace norms across roles and industries

WEEK 10: Closing Ceremony

THURSDAY

NOVEMBER 19th, 2026

4:00pm-6:00pm PST

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