

Workshops

RARE Coaching & Consulting



Nice to meet you!

I have a love of learning and teaching! Creating content and offering ways to make learning accessible are core to my purpose: supporting others on their learning journey towards whole hearted living, empathetic and courageous leadership, and being confident in the skin and identities we were gifted.

To fulfill this purpose, I'll continue providing a range of unique learning journeys via workbooks, online courses, and of course, in-person

in-person workshops. Working with teams and leaders within organizations, as well as working with individuals who aren't a part of intact teams are some of our delivery modes.

This menu includes an overview of popular offerings. Note that we also provide customized experiences to meet clients where they are. We provide a range of articles, videos, and interactive exercises to support our client's learning experience.

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Approach to Learning

We acknowledge that there are a range of learning styles. Our goal is to not only achieve in the moment learning, but learning that results in sustainable change that impacts our mindset and the actions we take later. Often sustainable change is a result of social accountability. Our cohort-based learning, results in creating community for long-term connection, as well as accountability.

All cohort-based workshops include:

1. Core content with an introduction to mindset and behavior changes
2. Interactive components to put learnings into practice
3. An invitation to make actionable commitments, and
4. Development of a sustainability plan.



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**Education is the
most powerful
weapon you can
use to change the
world.**

~ Nelson Mandela

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Workshops

12 Irrational Beliefs

Explore the 12 Irrational Beliefs as outlined by Dr. Albert Ellis. These irrational beliefs easily become ammunition for our inner critic. Learn the mindset that will serve as an antidote to beliefs that serve to limit and exhaust you, as well as steal your joy.

The Beloved Community

Martin Luther King Jr. stated: Our goal is to create a beloved community and this will require a qualitative change in our soul as well as a quantitative change in our lives. what does this change look like? How do we commit to this as individuals?

Bystander to Upstander

Do you want to push for equity? Be the quintessential "ally"? Yet, you find yourself "stuck" when the rubber hits the road? Understand what causes us to hesitate, freeze, and ultimately not act. Then learn tools that will support you in moving forward and taking a supportive and productive stance.

Dare to Lead™ (by Dr. Brené Brown)

We know that courageous leadership is comprised of four skill sets that can be taught and measured. RARE teaches Dare to Lead to create certified trained participants. We also apply and teach equity principles that will result in courageous leaders equipped to navigate equity challenges and lean into being competent inclusive leaders.

Inclusive Change (Change Management with Equity Principles)

Based on Prosci's ADKAR change management model, this session will introduce or refresh attendees to the ADKAR model, while highlighting when change becomes exclusive and inequitable. We'll provide insight to counter these counter-productive outputs.

Inclusive Leadership & The Learner Mindset

This session outlines leadership competencies that result in inclusive and psychologically safe workplaces. The competencies can be integrated into performance management, new people manager onboarding and training, and fortifying senior leadership teams. Deloitte's inclusive leadership module is leveraged.

Workshops

Moving Destructive Conflict to Productive Conflict

With a combination of assessments, current state analysis and brave conversations, facilitated exercises, and naming "elephants in the room", we support teams with elevating trust, developing shared commitments and identifying mutual values. Teams develop greater self-awareness and team awareness, as well as shared language around destructive behaviors.

Resisting, Revolutionizing, and Sustaining Self

It's exhausting to be a champion for equity, to be an anti-racist and "ally". How do we carry the weight of this either as an "only" who lives with inequity imposed upon us, or as someone learning to see their own privilege. These sessions are provided in cohort groups that separate in-group and out-group members. Ex. non-white folx have a separate session from white folx.

Sustaining & Supporting Employee Resource Groups

We've supported organizations in establishing and refreshing ERGs/BRGs. This includes creating organizational policies, an overarching governance structure, and strategies that are aligned with the organization. Our support includes the selection and education of executive sponsors and ERG leaders.

Teaming & Psychological Safety

We apply Amy Edmondson's research and the trademark assessment in evaluating organizations for psychological safety. Based on survey outputs, we outline skills, practices, and mindset shifts that will support creating a fearless organization.

Transactional v. Transformational Approaches to Equity

RARE founder created a framework for equitable change that can be implemented via a transactional or transformational approach. Understand the difference and steps to take sustainable culture change.

Workshops

Unconscious and Implicit Bias- What to do about it?

Leveraging the NeuroLeadership Institute's SEEDS model we review bias and how to counter it. We provide tools to reiterate SEEDS principles in hiring, performance management, and customer/client engagement.

Unlearning Racism

We take individuals and small groups through the a journey of unlearning racism via the Racial Healing Handbook by Annelise Singh with master facilitation and 1:1 coaching.

Unique Leadership Programs

RARE has successfully developed and supported implementation of inaugural and refreshed leadership programs integrated with our client's unique culture, values, and competencies.

Customized Workshops

Teams and individuals often require a range of approaches for learning, as well as a specific chronology of topics. The above sessions are not only modified to fit the needs of the client, but we develop customized experiences to meet their needs.

Our services cover aspects of leading, teaming, and elevating organizational culture. We also have a bench of certified coaches who represent a range of backgrounds and demographic groups. These coaches are available to support client growth.

We look forward to supporting your leadership journey!

Additional Resources



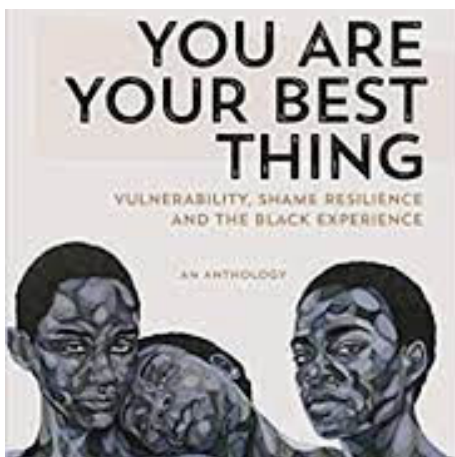
Inclusivity at Work: The Heart of Hard Conversations

SPOTIFY



Creating Transformative Cultures

SPOTIFY



You Are Your Best Thing

ABOUT

Credentials

- Brené Brown Dare to Lead™ (Certified Facilitator)
- Crucial Conversations™ (Certified Trainer)
- Fearless Organizations™ External Practitioner Certification
- Global Team Coaching Institute w David Clutterbuck and Peter Hawkins (Certified Team Coach)
- EQ Learning in Action (Emotional Quotient Assessment)
- Hudson Institute of Coaching at Santa Barbara (Certified Coach)
- Intercultural Development Inventory (Qualified Administrator)
- International Coaching Federation (Professional Certified Coach)
- Lean Six Sigma Green Belt (Industry of Industrial Engineers)
- ORSC (Work, Intelligence, Geography, PATH, Systems Integration)
- State Bar of Georgia

Client Experience

- Aiko has been a partner with Wieden + Kennedy since 2019 as a part of our equity and leadership development team. She has brought invaluable insights into our Leadership Academy Program to make sure we are keeping our equity work and racial justice centered while we invest in growing our future leaders. Aiko is also the Executive Coach for the program and has received excellent feedback from those who've had the opportunity to work 1:1 with her. Our leaders found the sessions with her extremely helpful and motivating. We've all been consistently impressed with her ability to bring external knowledge and expertise to our people while still making it resonate and shaped to fit the context of our unique workplace culture. Aiko has also been a pleasure for our HR team to work with in the planning and execution of our programs. She is a fantastic thought partner who brings excellent strategies and organization to everything she touches, and is always focused on ensuring the best ROI is delivered within the budgets we have to work with. I would highly recommend working with her and hope to carry our partnership for years to come.

~ Sarah Outlaw, HR Director at Weiden & Kennedy

We are forever changed due to our work with Aiko! She guided us through an anti-racism education, identification of our personal and organizational values, and helped us build shame resilience. Most importantly, Aiko helped us find ourselves within our anti-racism work which then gave us the confidence to take risks moving forward. Her warm, strong, smart and direct style allowed for us to build confidence, grow and change. We are now fully engaged and committed to our anti-racist work at Opal and we have a great deal of gratitude to Aiko for helping us get to where we are now and preparing us for a lifetime of anti-racist work.

~ Alexis Giblin, Psychologist and Founder at Opal Food + Body Wisdom

I was fortunate enough to be part of Aiko's affinity, cohort-based DTL program for women in nonprofits. What a transformational experience. Aiko has great facilitation and coaching skills, which made a cohort-based experience feel very individualized. She took a mainstream program and customized it to be most relevant to our affinity group. I was also part of a professional Board training Aiko conducted two years prior, an experience I rate as excellent. Aiko, thank you for your services to us and the community at large!

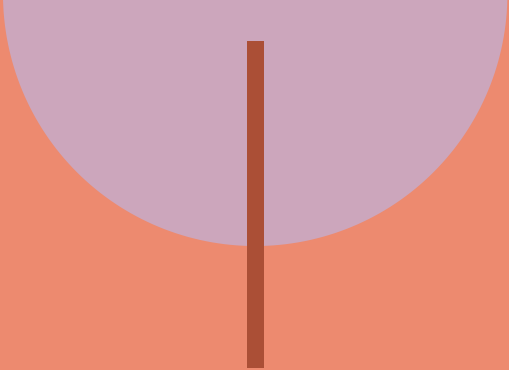
~Christine Tang, Executive Director of Families of Color

We hired Aiko to help us with diversity, equity and inclusion. As a small conservation organization working in a rural area, it was important for us to find a subject matter expert who could meet us where we are at without judgement or shame, while simultaneously push us to see our blind spots and to be more inclusive. Aiko is an incredible listener who knows how to ask the right questions at the right time. She's helped us identify tangible goals and strategies, and has worked with leadership to empower us to do see what we can do, rather than come in and try to provide all of the answers and then leave. Her approach creates sustainability for this work that is felt throughout our staff and board. Her approach brings people together and is based in results. She's incredibly responsive, meets us where we are at, helps us think through what we actually need to do, and also provides resources that we can use to educate our staff and board. I highly recommend her!

~ Jessica Kendall, Associate Director at Chelan Douglas Land Trust

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The beautiful
thing about
learning is
that no one
can take it
away from
you.

B.B. KING



Team:
A small number of people with complementary skills who are committed to a common purpose, performance goals, and approach for which they hold themselves accountable.

Looking forward to partnering with your team!

