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Building Positive Workplaces with Trauma-Responsive Practices

In honor of Mental Health Month, this article discusses aspects of wellbeing and mental health in the workplace.

Susie was considered a key candidate for an upcoming C-Suite role. She certainly had a lot of the skills to excel in that role. Susie was the “fix it” person. When there was a crisis, Susie was the go-to person who could handle it. Good on Susie!

Except for one key issue that was brought to light as we conducted 360’s from around the organization.

Turns out that though Susie got things done, it was because people feared her. Not because they respected her. Susie got things done through steamrolling, bullying, and bossing. But no one trusted her and she herself didn’t trust anyone. She had good reasons not to. And it had nothing to do with her work situation. Susie’s younger life experiences had taught her that others couldn’t be trusted.

Trauma can have a significant impact on a person's leadership effectiveness and ultimately the culture of an organization.

Click [here](#) to learn more about how we work with clients to build cultures of well being through trauma responsive strategies and coaching.

Give Your Hybrid Work Teams a Sense of Well-Being!

We are proud to announce our newest learning program to help leaders and their teams thrive in the hybrid workplace!

"Cracking the High Performing Hybrid Work Team Code"

This four session team coaching program of virtually delivered micro learnings over the course of 2-3 months works with intact teams to implement hybrid work best practices.

Real change and lasting behavior change occurs when all the stakeholders on a team are brought into the process to craft their future together. In between sessions, the team practices the concepts they are learning and throughout the program, the team continuously assesses how they are doing.

Session 1: Navigating the Challenges and Realities of the Hybrid Workplace

Session 2: Optimizing Performance

Session 3: Establishing Value Add Team Communications Processes

Session 4: Developing and Sustaining a Collaborative Team Culture

To learn more, contact us at info@transformstrat.com. Each session is also provided as a customized, stand alone offering.

Making Connections

Complimentary Virtual Facilitated Networking Events

Third Thursday Every Two Months 12:00 Noon (Eastern)

Connect with other business leaders and experts!

No agenda....just pure networking. Come join us!

Really look forward to seeing you!

Thursday, June 15, 2023 12:00 Noon

Click on the date to [register!](#)

Provocative "Casts" and Reads

Podcasts

"The Silent Stakeholder"

- With Brian Gorman of the Change Management Review
- Learn why so many change initiatives fail to deliver on their promises. The role of trauma as a "silent stakeholder" during change.

Recent Blogs

"Don't Trust Your Workforce Future to Your Gut"

"Quit Bugging Me: How to Stop Your Leader From Micromanaging You!"

"How to Thrive (Not Just Survive) Disruptive Change"

*Have a wonderful
Memorial Day!*

*And remember those who
have served to keep our
freedom!*

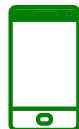


Are You Ready to Release Real Change?

Whether you are looking to implement a large scale change, build leadership skills, strengthen team relationships or become a great change leader, Transformation Strategies is here to help!



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Tricia Steege, CEO and Founder

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