



HEART of Leadership – Intensive

6 Weeks | 90 Minutes per Session (Beginning April 13th – May 18th at 3:30 EST)

Each session blends **reflection, application, dialogue, and leadership practice**, grounded in the Permission to Pause book written by Dr. Denise Wynn, and the HEART framework.

Week 1: Orientation & The Case for Grief-Informed Leadership

Focus

Establish a shared understanding of why grief belongs in leadership conversations and set the foundation for psychological safety, trust, and engagement in the cohort.

Activities

- **Welcome & Orientation**
Overview of the HEART framework, program flow, and expectations. Participants reflect on why they chose this work and what leadership challenge brought them here.
- **Leadership Context Discussion**
Facilitated conversation connecting grief, change, burnout, and organizational performance. Participants begin naming where grief shows up in their leadership roles.
- **Leadership Self-Assessment**
Guided reflection to assess current leadership behaviors, communication patterns, and capacity in the presence of loss and change.

Outcome

Participants leave with a clear understanding of *why* grief-informed leadership matters and a personal intention for the program.

Week 2: H — Healing | Leading While You're Still Human

Focus

Normalize grief as a leadership experience and explore how unprocessed loss affects leadership presence, decision-making, and authenticity.

Activities

- **Guided Reflection: What Am I Carrying?**
Participants identify personal and professional losses that may be influencing their leadership behaviors.
- **Case Study Discussion**
Analyze a leadership scenario involving cumulative or hidden grief and discuss how suppression versus acknowledgment impacts leadership effectiveness.
- **Practice: Naming Without Oversharing**
Leaders practice language that acknowledges humanity while maintaining professionalism and boundaries.

Outcome

Participants develop greater self-awareness and permission to lead with authenticity rather than emotional suppression.

Week 3: E — Empathy | Compassion Without Burnout

Focus

Build empathic leadership skills while maintaining boundaries and avoiding emotional overextension or compassion fatigue.

Activities

- **Empathy vs. Sympathy Language Lab**
Participants examine common workplace phrases and practice reframing responses using empathy-centered language.
- **Role-Play: Difficult Conversations**
Small-group role-plays focused on supporting team members experiencing grief, stress, or change while maintaining accountability.
- **Boundary Awareness Exercise**
Leaders identify where they tend to over-function and explore strategies for compassionate, sustainable engagement.

Outcome

Participants gain practical communication tools that allow them to support others without sacrificing their own well-being.

Week 4: A — Awareness | Seeing What's Unspoken

Focus

Strengthen leaders' ability to recognize hidden grief and distress signals, reducing misinterpretation and harm in performance and feedback conversations.

Activities

- **Hidden Grief Scenario Analysis**
Participants analyze real-world workplace behaviors (e.g., disengagement, irritability, missed deadlines) through a grief-informed lens.
- **Pause–Notice–Name Practice**
Guided practice in slowing down reactions, observing patterns, and naming concerns with curiosity rather than judgment.
- **Feedback Reframing Exercise**
Leaders practice reworking performance conversations to include awareness, context, and psychological safety.

Outcome

Participants increase situational awareness and improve their ability to respond thoughtfully rather than reactively.

Week 5: R — Resilience | Sustainable Leadership Capacity

Focus

Redefine resilience as sustainable capacity rather than endurance, and help leaders identify habits that support long-term effectiveness.

Activities

- **Leadership Energy Audit**
Participants assess where their energy is being drained and where it is being restored in their leadership roles.
- **Capacity Mapping**
Leaders identify internal and external demands and explore what is within—and beyond—their control.
- **Resilience Strategy Design**
Participants develop personalized strategies for maintaining leadership effectiveness during prolonged stress or change.

Outcome

Participants leave with a clearer understanding of their limits and a plan to lead with intention rather than exhaustion.

Week 6: T — Transformation | From Insight to Impact

Focus

Integrate learning into leadership identity and translate insight into actionable change for teams and organizations.

Activities

- **Leadership Story Reframing**
Participants reflect on how their understanding of grief and leadership has evolved and reframe their leadership narrative.
- **HEART Leadership Action Plan**
Leaders create a practical, values-aligned plan to apply HEART principles in their teams or organizations.
- **Peer Reflection & Commitment**
Structured peer dialogue to share insights, affirm growth, and articulate next steps.

Outcome

Participants complete the program with a clear sense of how they will lead differently and a roadmap for sustained impact.

Included for each purchase:

Permission to Pause Book

Wynn Essentials Journal, Pen, Wristband, and Bag

*Mailed to participants prior to training