

☑ IN-PERSON ☑ LIVE-ONLINE

JULY 31st - AUGUST 4th, 2023

LaTonya Wilkins, PCC, MBA Founder of Change Coaches and Author of *Leading Below the Surface*, LaTonya Wilkins coaches CEOs, senior executives, and teams around the world. Global leaders typically call LaTonya when they are facing the following challenges: navigating conflict in diverse teams, developing leaders to handle the increasingly complex workplace, struggling to gain alignment within their teams, and building accountable cultures of belonging.

LaTonya is a sought-after keynote speaker and has inspired audiences across industries. She built her career working in HR, talent management, and learning and development at Fortune 500 companies before teaching and taking on progressive leadership roles at the University of Illinois' Gies College of Business. LaTonya's book *Leading Below the Surface: How to Build Real (and Psychologically Safe) Relationships with People Who Are Different from You* was recently featured as a top inclusion book for executives on seniorexecutive.com.

LaTonya Wilkins, PCC, MBA

Belonging: Fostering Psychological Safety And Below The Surface Leadership In Organizations, Clients, And Yourself

15 Hour In-Person & Live-Online Course

Monday - Friday: 9:00a.m.-12:30p.m. EDT/30-Min Break Daily at 10:30a.m.

The workplace is changing at an alarming rate. Humans have expressed a need to belong more than ever. It's becoming especially important for organizations and leaders to be prepared for the future that employees, customers, and other stakeholders are demanding. But, while "belonging" is a word we throw around a lot, how do you actually achieve it? How is it different from DEI?

In this class we will explore belonging through three dimensions (self, team, and organizational levels). After also exploring the definitions, we will learn and practice tactics to create, embrace, and embody it. We will also explore why creating psychologically safe atmospheres in which employees, clients, and colleagues feel safe being their authentic selves can have a positive impact on productivity, employee wellbeing, and organizational culture.

The final two days will focus on evaluating how far you are away from embodying (or creating) true belonging by understanding the degree to which you regularly get below the surface in everyday interactions and promote supportive accountability. Based on all the new knowledge we acquire, we will build a vision for the future to sustain belonging in our own lives.

This course is open to leaders in business and the nonprofit sector, HR practitioners, coaches, managers, community organizers, organizational consultants, educators and students, and anyone interested in creating a culture of psychological safety, belonging, and below the surface relationships at work.

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Course Agenda

Monday:

Introductions and exploring the meaning of “belonging”

- History of belonging and definitions
- Why belonging is imperative to individual and organizational health
- Exploring belonging for your organization, clients, and yourself

Tuesday:

Getting Deeper in Belonging

- Knowledge, Perspectives, and Experiences (KPEs)
- Person to Belonging (P2B) listening
- Embracing and Embodying belonging
- Removing roadblocks

Wednesday:

Wrapping in Psychological Safety

- History and definition
- Suggested focus areas
- Group practice and planning

Thursday:

Staying Below the Surface

- What below the surface interactions feel like
- The challenges with staying below the surface
- Identify where you are with your interactions and where you want to go

Friday:

Visioning for the Future

- Develop your own vision board for the future
- Share your visions with the class
- Identify your commitments moving forward

Course Objectives

Upon completion of this course participants will be able to:

1. Describe what belonging is and how to maintain it in yourself and your business
2. Discuss why creating a culture of belonging is imperative to organizational health and growth
3. Understand what it means to connect below the surface and how to bring this mindset into your work
4. Discuss how moving beyond person to person listening and practicing person to belonging listening can increase belonging and psychological safety
5. Distinguish between surface level and below the surface leadership. Describe what psychological safety is, common mishaps when trying to create it, and how to measure success
6. Create a plan, vision, or map to your life, organization, or practice that includes below the surface leadership, psychological safety, and belonging
7. Practice applying and embodying these concepts through case studies and constructive dialogue

Continuing Education

Course Content Level: beginner, intermediate, and advanced. This course is open, and content is, suitable for all clinicians and learning levels, beginning, intermediate and advanced.

***This course is not eligible for ASWB ACE, NYSED, PA Psychologist, or NBCC Contact Hours/Credits.**

Please see the CE section on the [individual course page](#) for a full listing of CE course approvals.

For a full list of continuing education approval statements please visit <https://www.cape.org/ce-credit>

Speaker Disclosures:

Financial: LaTonya Wilkins has no relevant financial relationships with ineligible organizations. She receives a speaking honorarium from MAK Continuing Education, LLC, Cape Cod Institute.

Non-Financial: LaTonya Wilkins has no relevant non-financial relationships with ineligible organizations.

Tuition, Registration & Course Formats

Registration:

Visit www.cape.org to register for our In-Person & Live-Online course offerings. All major credit cards are accepted. No cash or check payments will be accepted.

Course Formats:

In-Person Course Format: Monday through Friday from 9:00a.m. to 12:30p.m. EDT with a 30 minute break.

In-Person Location:

Nauset Regional Middle School, 70 MA-28, Orleans, MA 02653

Please visit <https://www.cape.org/policies> to review our Covid-19 procedures and requirements.

Live-Online Course Format:

Interactive synchronous online: Live-Online sessions are held via Zoom Meetings Monday-Friday mornings from 9:00a.m. - 12:30p.m. EDT, with a 30-minute break. Live-Online courses will include opportunities for interaction with colleagues and faculty members via group discussions, break-out groups, and Q&As.

System requirements: • Operating Systems: Windows XP or higher, MacOS 9 or higher, Android 4.0 or higher • Internet Browser: Internet Explorer 9.0 or higher, Google Chrome, Firefox 10.0 or higher • Broadband Internet connection: Cable, High-speed DSL & any other medium that is internet accessible

Tuition:

In-Person Course:

Early Tuition Rate: \$700 (through 04/01/2023)

Full Tuition: \$750

Full-time graduate students, doctoral students, and resident physicians must upload documentation at the time of registration to qualify for a reduced tuition of \$575 for in-person courses.

Live-Online Course:

Early Tuition Rate: \$575 (through 04/01/2023)

Full Tuition: \$625

Full-time graduate students, doctoral students, and resident physicians must upload documentation at the time of registration to qualify for a reduced tuition of \$450 live-online courses.

Veteran Affairs Employees:



MAK Continuing Education, LLC, Cape Cod Institute is vendorized in SAMS in station 703. Active-duty and retired military members are eligible for 10% off. Please upload your military ID / verification at the time of registration and you will automatically get the discounted rate.

Cancellation & Refund Policy

Up until two weeks (14 days) prior to your course start date: For cancellations (in person & online), you will receive a full refund less \$50 cancellation fee.

Within two weeks: If you give notice between fourteen and one day(s) before your course start date a credit for a 2023 or 2024 Cape Cod Institute program is available. Credit may be applied to any 2023 or 2024 Cape Cod Institute course. There will be no price reduction for switching to a live-online course within two weeks of the course start date.

Once your course begins: No credit or refund is available if you cancel on the arrival day, if you do not show up, or if you leave an event early for any reason. No refund will be available if you attend a program and are dissatisfied with its presentation or content. If you need to leave for any reason, no partial credit can be given.

You can notify our staff of your cancellation at info@cape.org or by calling + 1 (203) 781-6492.

Continuing Education Information

Full attendance of in-person and live-online courses is required to meet the standards of accrediting organizations. No partial credits will be provided. CE certificates are distributed by email for both in-person and live-online courses following the conclusion of your 15-hour course, confirmation of full attendance, and completion of an online evaluation form.

You will receive additional details regarding the online evaluation process at the end of your assigned course. Evaluations must be submitted within three weeks of the end date of your course. You will receive a copy of your certificate of attendance with detailed CE approval statements, once you submit your evaluation. Please check with your regulating body/organization that this certificate is sufficient proof for you to claim continuing education credits/credit hours/clock hours/contact hours.

Most courses are eligible for 15 credits/credit hours/clock hours/contact hours. Exclusions will be listed on individual course pages as well as below. Please check individual course pages for course learning objectives.

All courses are open and suitable for all clinicians and learning levels, beginning, intermediate and advanced unless otherwise noted on the course page.

Please contact your licensing board to determine your continuing education requirements and check for reciprocal approvals.

Continuing Education Approvals:

Current continuing education approvals for MAK Continuing Education, LLC, Cape Cod Institute are listed on our website: <https://www.cape.org/ce-credit>

You can also contact our staff with any CE-specific questions at (203) 781- 6492 or certificate@cape.org.

Travel Information

All in-person sessions are held at the Nauset Regional Middle School at 70 MA-28, Orleans, Massachusetts. Orleans is a 2-hour drive from Boston or Providence (expect traffic delays on Saturdays). There are scheduled flights from Boston and Providence to Hyannis, a 40-minute drive to Orleans. A car is needed for full access to lower Cape Cod. Biking around Orleans is easily done via the rail trail, and local buses between towns are available.

Cape Cod is about 70 miles long, and 75 miles from Logan Airport in Boston and Green Airport in Providence, Rhode Island. Driving distances to the Lower and Outer Cape are:

Boston 77 miles; Providence 77 miles; New York City 245 miles; Montreal 355 miles.

Please visit our travel page for specific directions, lodging and travel information: <https://www.cape.org/travel>

Contact Information

Cape Cod Institute Administration
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E-mail: info@cape.org

Please contact us by email or phone with any questions regarding accessibility accommodations, questions, or concerns.

JULY 3-AUGUST 25, 2023

JULY 3-JULY 7, 2023

Bessel van der Kolk, MD

Frontiers Of Trauma Treatment

In-Person, Live-Online

Anatasia S. Kim, PhD

Building Actionable Skills to Advance Diversity Equity and Inclusion (DEI) Conversations in Clinical, Community, and Organizational Practice

In-Person, Live-Online

Linda Graham, MFT

The Resilience Mindset: The Neuroscience Of Coping With Disappointment, Difficulty, Even Disaster

In-Person, Live-Online

JULY 10-JULY 14, 2023

Lana Epstein, MA, LICSW

Putting It All Together: Combining Somatic And Ego-State Therapies With EMDR To Change The Valence Of Emotional Memories

In-Person, Live-Online

Joe Kort, PhD, LMSW

Lesbian, Gay, Bisexual, Transgender And Questioning (LGBTQ) Clients: Clinical Issues And Treatment Strategies

In-Person, Live-Online

Licia Sky, BFA & Bessel van der Kolk, MD

Come to Your Senses: Embodied Self Awareness

In-Person

Richard Schwartz, PhD

Internal Family Systems Workshop

In-Person, Live-Online

JULY 17-JULY 21, 2023

Paul Foxman, PhD

The Anxiety Epidemic In Kids and Teens: A Workshop For Clinicians

In-Person, Live-Online

Janina Fisher, PhD

Healing The Fragmented Selves Of Trauma Survivors: Overcoming Self-Alienation

In-Person, Live-Online

Flint Sparks, PhD

Growing Up And Waking Up: Applied Mindfulness In Psychotherapy And Buddhist Practice

In-Person

JULY 17-JULY 21, 2023

James Hawkins, PhD, LPC

Facilitating The Function Of Attachment In Distressed Adult Romantic Relationships: An Emotionally Focused Therapy (EFT) Framework

In-Person, Live-Online

JULY 24-JULY 28, 2023

Gabriella Rosen Kellerman, MD

Building A Tomorrowmind: Thriving At Work, Now And In An Uncertain Future

In-Person, Live-Online

Rubin Naiman, PhD, FAASM

Healing Our Sleep, Dreams, And Consciousness: An Integrative Approach

In-Person

Franklin King, MD

The Promise Of Psychedelics: A Critical Look At The Therapeutic Potential Of Psychedelic-Assisted Treatments

In-Person, Live-Online

John P. Forsyth, PhD &

Jamie R. Forsyth, PhD

Harnessing The Transformative Power Of Mindful ACT Therapy: How To Live Well When Life Is Hard

In-Person, Live-Online

JULY 31-AUGUST 4, 2023

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In-Person, Live-Online

Amy Weintraub, MFA &

Angela Huebner, PhD

Internal Family Systems Therapy™ Meets LifeForce Yoga - A Week Of Healing And Learning

In-Person, Live-Online

Maria Sirois, PsyD

Paradoxes In Resilience: Leveraging Moments Of Grief, Illness, Hardship And Sudden Change To Accelerate Growth

In-Person, Live-Online

AUGUST 7-AUGUST 11, 2023

Deborah Korn, PsyD

EMDR Therapy And The Treatment Of Complex PTSD In Adult Survivors Of Childhood Abuse And Neglect

In-Person, Live-Online

AUGUST 7-AUGUST 11, 2023

Harville Hendrix, PhD, Helen LaKelly Hunt, PhD, & Carol Kramer, LICSW with Faculty Associate: Joanne Audyatis, LMHC

Doing IMAGO Relationship Therapy In The Space Between

In-Person, Live-Online

Bob Anderson

Conscious Leadership: A Unified Model Of Leadership Development

In-Person

George McCloskey, PhD

Intervention For Child And Adolescent Executive Control Difficulties

In-Person, Live-Online

AUGUST 14-AUGUST 18, 2023

Deborah Dana, LCSW

Polyvagal Theory In Therapy: Practical Applications For Treating Trauma

In-Person, Live-Online

Mary-Frances O'Connor, PhD

The Grieving Brain: The Surprising Science Of How We Learn From Love And Loss

In-Person, Live-Online

Salman Akhtar, MD

In Leaps & Bounds: Psychic Development And Its Facilitation In Treatment

In-Person

Edward Hallowell, MD

Unwrapping The Gifts: A Strength-Based Approach To ADHD Across The Life Span

In-Person, Live-Online

AUGUST 21-AUGUST 25, 2023

Diana Fosha, PhD, Kari Gleiser, PhD, & Ben Medley, LCSW, with Molly Eldridge, LICSW

"HOT" Topics In AEDP™

In-Person, Live-Online

Jonah Paquette, PsyD

Awe, Wonder, And The Science Of A Meaningful Life

In-Person, Live-Online

Donald Meichenbaum, PhD

Creating Safety: Addressing The Growing Mental Health And Academic Challenges Faced By Youth, Parents, And Their Communities

In-Person, Live-Online

All courses are suitable for all clinicians and learning levels, beginning, intermediate, and advanced unless otherwise noted. For a complete list of CE approval statements, please visit: www.cape.org/ce-credit

FOR COMPLETE COURSE INFORMATION AND TO REGISTER, VISIT : WWW.CAPE.ORG