

✓ IN-PERSON ✓ LIVE-ONLINE

JULY 1-5, 2024

LaTonya Wilkins, PCC, MBA, Founder of Change Coaches and author of *Leading Below the Surface: How to Build Real (and Psychologically Safe) Relationships with People Who Are Different from You*, LaTonya Wilkins specializes in coaching executives on leading “below the surface” to build psychologically safe relationships with their teams across differences. She is a sought-after coach and keynote speaker who has inspired audiences all over the world. Founder of Change Coaches and best-selling 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: creating psychologically safe teams, improving connections across differences, effectively coaching their team to create accountability and trust, and building sustainable cultures of belonging.

LaTonya has coached leaders at many well-known companies including Google, Target, The New York Times, and several nonprofits. She built her career working in HR, talent management, and learning & development at Fortune 500 companies before teaching and taking on progressive leadership roles at the University of Illinois’ Gies College of Business. LaTonya has been recognized as an “excellent” teacher by her undergraduate and graduate business students. She is on the board (having previously served as the President) of the True Star Youth Foundation, which is a digital marketing social entrepreneurship company that recently received a Google Impact Award. LaTonya was also a member of the Advisory Board at Women of Color in the Workplace. LaTonya’s book *Leading Below the Surface* was named a top-10 book for executive leaders by seniorexecutive.com and a top psychological safety book of 2023 by Book Riot.

LaTonya Wilkins, PCC, MBA

Belonging: Fostering Psychological Safety and Below the Surface Leadership in Organizations, Clients, and Yourself

Monday - Friday: 9:00a.m. - 12:30p.m. EDT | 30-Minute Break Daily | 15-Hour Course Delivery Format: In-Person or Live-Online

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.

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

LaTonya has been featured in publications such as Fast Company, the Los Angeles Times, NPR, Well+Good, and Inc Magazine, and was named a LinkedIn Top Voice in 2024. She is also currently an Adjunct MBA Lecturer for the Kellogg School of Management at Northwestern University.

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.

LaTonya Wilkins, PCC, MBA | Belonging: Fostering Psychological Safety and Below the Surface Leadership In Organizations, Clients, and Yourself | July 1-5, 2024**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
- Start developing your own vision board for the class

Friday:**Visioning for the Future**

- Continue developing 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. **Courses must be completed in one delivery format.***

*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>

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

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 04/01/2024)

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 04/01/2024)

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 2024 Cape Cod Institute program is available. Credit may be applied to any 2024 or 2025 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.

Please visit <https://www.cape.org/policies> for more information.

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 + 1(203) 781- 6492 or info@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
MAK Continuing Education, LLC
2 Belden Ave
PO Box 2225
Norwalk, CT 06852
Phone: + 1 (203) 781-6492 | Fax: + 1 (860) 499-3267
E-mail: info@cape.org

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

JULY 1-AUGUST 23, 2024

JULY 1-5, 2024

Janina Fisher, PhD

Transforming Trauma-Related Resistance and Stuckness

In-Person & Live-Online

Rubin Naiman, PhD, FAASM

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

In-Person & Live-Online

LaTonya Wilkins, PCC, MBA

Belonging: Fostering Psychological Safety and Below the Surface Leadership in Organizations, Clients, and Yourself

In-Person & Live-Online

JULY 8-12, 2024

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

Barry Prizant, PhD, CCC-SLP

Understanding and Supporting Autistic and Neurodivergent Individuals through the Uniquely Human Lens

In-Person & Live-Online

Licia Sky, BFA

Embodied Awareness: The Art of Presence and Attunement

In-Person Only

Bessel van der Kolk, MD

Frontiers of Trauma Treatment

In-Person & Live-Online

JULY 15-19, 2024

Sebastian Barr, PhD

Affirming and Effective Work with Trans and Nonbinary Adolescents and Young Adults

In-Person & Live-Online

James Hawkins, PhD, LPC

Facilitating the Function of Attachment in Distressed Adult Romantic Relationships: An Emotionally Focused Therapy (EFT) Framework

In-Person & Live-Online

Stewart Levine, JD

Building a Culture of High Performance Sustainable Collaboration: Mindset and Tools

In-Person Only

Richard Schwartz, PhD & Jeanne Catanzaro, PhD

Internal Family Systems Workshop

In-Person & Live-Online

JULY 22-26, 2024

Deb Dana, LCSW

Polyvagal Theory in Therapy: Practical Applications for Treating Trauma

In-Person & Live-Online

John Forsyth, PhD & Jamie Forsyth, PhD

Harnessing the Transformative Power of Mindful ACT Therapy: How to Live Well When Life is Hard

In-Person & Live-Online

Flint Sparks, PhD

Growing Up and Waking Up: Applied Mindfulness in Psychotherapy and Buddhist Practice

In-Person Only

Cece Sykes, LCSW, ACSW

Internal Family Systems and Compassion for Addictive Processes

In-Person & Live-Online

JULY 29-AUGUST 2, 2024

Margaret Blaustein, PsyD

Fostering Resilience in Trauma Impacted Youth through Attachment, Regulation, and Competency

In-Person & Live-Online

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

"HOT" Topics in AEDP™

In-Person & Live-Online

Franklin King, MD

The Promise of Psychedelics: A Critical Look at the Therapeutic Potential of Psychedelic-Assisted Treatments

In-Person & Live-Online

Juliet King, PhD, ATR-BC, LPC, LMHC

Arts & the Brain: Evidence-Based Therapeutic Arts Interventions for Optimal Health & Well-Being

In-Person Only

AUGUST 5-9, 2024

Harville Hendrix, PhD, Helen LaKelly Hunt, PhD, Carol Kramer, LICSW, & Joanne Audyatis, LMHC

IMAGO: Proven Strategies for Helping Couples Move from Conflict to Connecting

In-Person & Live-Online

Deborah Korn, PsyD

EMDR Therapy and the Treatment of Complex PTSD in Adult Survivors of Childhood Abuse and Neglect

In-Person & Live-Online

AUGUST 5-9, 2024

George McCloskey, PhD

Intervention for Child and Adolescent Executive Function Difficulties

In-Person Only

Maria Sirois, PsyD

Paradoxes in Resilience: Leveraging Moments of Grief, Illness, Hardship and Sudden Change to Accelerate Growth

In-Person & Live-Online

AUGUST 12-16, 2024

Bob Anderson

The Journey of Conscious Leadership

In-Person Only

Edward Hallowell, MD

Unwrapping the Gifts: A Strength-Based Approach to ADHD Across the Life Span

In-Person & Live-Online

Donald Meichenbaum, PhD

Addressing Issues of Violence and Aggression in Individuals and Communities: Development, Prediction, and Intervention

In-Person & Live-Online

Ronald D. Siegel, PsyD

What Clinicians Need to Know about Non-Ordinary States: Mindfulness, Compassion, & Psychedelic-Assisted Psychotherapy

In-Person & Live-Online

AUGUST 19-23, 2024

Amanda Blake, PhD

Embodied Intelligence at Work: Leveraging Mind-Body Science to Enhance Professional Performance

In-Person Only

Mary-Frances O'Connor, PhD

The Grieving Brain: The Surprising Science of How We Learn from Love and Loss

In-Person & Live-Online

Jonah Paquette, PsyD

Positive Psychology 2.0: Creating a Life of Meaning, Purpose, and Connection

In-Person & Live-Online

Eboni Webb, PsyD, HSP

Dialectical Behavior Therapy (DBT): Effective Tools for Navigating Trauma and Attachment in Complex Clients Across the Lifespan

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