



# LATINO LEADERSHIP INSTITUTE

LEADERSHIP & INCLUSION TRAININGS



# Leadership & Inclusion Trainings

The Latino Leadership Institute (LLI) at the University of Denver offers relevant, innovative, and results-driven Leadership and Inclusion Trainings for the ever-changing, increasingly complex, and diverse workforce. Based in neuroscience, the trainings draw on groundbreaking research, proven leadership tactics, and motivation to lead an inclusive workforce.

Our interactive coaching, training, and assessments support organizations of all sizes and across sectors and industries. The goal is to develop more effective leaders, cultivate inclusive teams, improve innovation, and achieve measurable results. Our passion for our work with organizations is rooted in our commitment to ensure that leadership is diverse and ready to meet the demands of a rapidly changing demographic landscape.

Over the next 5 years Latinos will account for **50%** of Colorado's workforce replacement.



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## Training Content Areas

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**NeuroLeadership** - We have learned more about the brain in the last five years than we did the previous 5,000 years, NeuroLeadership is an interdisciplinary field that explores neural basis of leadership and management practices. Through a uniquely designed and highly effective curriculum derived from the neuroscience, our NeuroLeadership trainings help individuals and organizations to improve performance, manage change, and increase collaboration and innovation.

**Inclusion & Equity** - Eighty percent of companies identify diversity and inclusion (D&I) as a major priority. After decades of hard work from D&I experts, the promise of an inclusive workplace still remains out of reach for most companies. By offering inclusion training rooted in science, focused on the individual, and proven to address the greater level of complexity of the work, we are moving away from the transactional D&I to transformation.

**Leadership Essentials** - Self-awareness has been cited as the most important capability for leaders to develop. Our Leadership Essential trainings offer individuals the knowledge, skills, and applicable strategies to achieve a greater sense of self-awareness, earn influence, and achieve measurable success.

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## Learning Competencies

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### **Emotional Intelligence (EQ)**

Emotional Intelligence is the capacity to be aware of, control, and express one's emotions, and how to handle interpersonal relationships judiciously and empathetically. It is foundational to both personal and professional success.

### **Cultural Intelligence (CQ)**

Cultural Intelligence is the capability to relate and work effectively across cultures.

### **Social Intelligence (SQ)**

Social Intelligence is the ability to successfully build relationships and navigate social environments.

### **NeuroLeadership Intelligence (NQ)**

NeuroLeadership brings neuroscientific knowledge into the areas of leadership development, management training, change management, and coaching.

# NeuroLeadership

## Leading with the Brain in Mind: Fundamentals of NeuroLeadership

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This training incorporates the fundamental principles of NeuroLeadership – an emergent field of study that applies the findings of neuroscience and the practice of leadership. Participants will learn about the functions and roles of the brain, neuroplasticity, and the nervous system in effective leadership and management practices. *This course is a pre-requisite for any additional NeuroLeadership training.*

### Learning Outcomes

- Understand the science of NeuroLeadership
- Learn how the brain functions, processes information, and problem-solves
- Discover how to rewire the adult brain to gain insight and support personal development
- Apply science to leadership practices

### Area of Competency

# NQ

- Neuroscience
  - Brain Function
  - Neuroplasticity
- 

### Duration

2 hours

“ **I found a better understanding of how some of my thought processes hold me back from reaching goals.** ”

## NeuroLeadership: The Science & Art of Performance

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Participants will learn brain-based, process-focused, and outcome-driven methodologies that help individuals and organizations improve performance. The training will focus on functions of the brain in the problem-solving and decision-making processes. Participants will explore the impact emotions have on team dynamics in addition to learning brain-based techniques to manage stressful situations while reducing negative responses. Finally, participants will explore self-care methods that allow the brain to rest, recharge, and refocus. *This course requires the pre-requisite of Leading with the Brain in Mind.*

### Learning Outcomes

- Apply scientific findings to problem-solving and decision-making
- Learn how to regulate emotions to increase team effectiveness
- Understand how to manage ambiguity and complexity in high-stress situations
- Explore science-based methods for productivity and self-care

### Area of Competency

# NQ

- Problem-solving
  - Decision-making
  - Emotional Regulation
  - Productivity
  - Self-care
- 

### Duration

Half-day

To receive additional information, or schedule your training today, contact [info@latinoslead.org](mailto:info@latinoslead.org)

# NeuroLeadership

## NeuroLeadership: The Science & Art of Change

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This training begins with a deep dive into the science of reframing to change individual mindset, which includes a Growth Mindset Assessment. With an understanding of how the brain responds to change, participants will learn strategies to effectively lead change. Participants will learn how to set and achieve goals through a neuroscience model of habit formation that supports transformation. This training includes practice sessions to develop insightful conversation techniques. Finally, participants will learn brain-based and results-driven steps to support the creation and sustainability of new habits.

*This course requires the pre-requisite of [Leading with the Brain in Mind](#).*

### Learning Outcomes

- Learn about the brain's response to change
- Understand how to set goals and lead more effectively using new models
- Practice insightful conversations
- Learn how to support habit formation

### Area of Competency

# NQ

- Growth Mindset
  - AIM Goal Pursuit
  - TAPS Leadership Model
  - Insightful Conversations
  - CREATE Habit Model
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### Duration

Half-day

## NeuroLeadership: The Science & Art of Collaboration

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This training provides participants with a deep understanding of the SCARF Model, developed by neuroscientist David Rock. The model is based on a theory of how humans have evolved to connect with others. Participants will learn to exhibit more adaptive behaviors based on how mental experiences occur over time, improving the capacity to modify individual behavior and that of others within a leadership context. This training will teach participants how to apply the model to high-pressure situations within an organizational context to increase progress and decrease stress. *This course requires the pre-requisite of [Leading with the Brain in Mind](#).*

### Learning Outcomes

- Review of Social Brain Theory
- Learn and apply the SCARF Model
- Explore new strategies for improving agility and adaptability
- Successfully connect with others to lead more effectively

### Area of Competency

# NQ

- Social Brain Theory
  - SCARF Model
  - Agility and Adaptability
- 

### Duration

Half-day

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# Inclusion & Equity

## Understanding the Equity Paradigm

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This training is focused on the concept of equity, providing a foundational perspective of the values and practices that underlie inclusion. Participants will learn about the historical context of institutional, political, and social construction of race, privilege, and oppression. This training content includes key terminology, data, and concepts on diversity, inclusion, and equity. This training allows for deep discussion and engaging activities. It is focused on the values of connecting with others and appreciating the benefit of inclusion in the workplace.

### Learning Outcomes

- Review historical and contemporary perspectives on race, ethnicity, and identity
- Explore the institutional, political, and social constructs of race, privilege, and oppression
- Clarify the differences among diversity, inclusion, and equity in an organizational context
- Align organizational goals and strategies

### Areas of Competency

## CQ | SQ

- Equity Terminology & Principles
  - Contexts of Diversity, Race, and Privilege
  - Organizational Equity Lens & Framework
  - Inclusion Strategies
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### Duration

Half-day



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# Inclusion & Equity

## Cultural Awareness

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This training allows participants to explore their own life experiences with cultural identity and cultural scripts. Participants will learn the fundamental principles of cultural intelligence in the workplace. A deep look at global cultural clusters will help participants to develop a global framework to support cross-cultural connections. This training will conclude with a discussion about cultural responsiveness, assimilation, and acculturation in America. Participants will take a Cultural Intelligence (CQ) Assessment to support their learning.

### Learning Outcomes

- Understand the principles of CQ
- Develop a global framework that supports cross-culture connections
- Explore personal cultural experiences and links to identity
- Learn how to apply CQ results in the workplace and everyday life

### Area of Competency

# CQ

- Cultural Experiences
  - Cultural Intelligence, Values & Scripts
  - Microaggression & Stereotype Awareness
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### Duration

Half-day

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**Good context to address knowledge baseline of audience from beginner to advanced. Appropriate level of detail to provide theory and application.**

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## NeuroLeadership: The Science & Art of Inclusion

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Diversity and inclusion training models have generally remained stagnant for more than a generation. In this groundbreaking training, learn the science behind our unconscious and defensive thinking habits. At the same time, participants will learn results-driven strategies to engage in inclusive behaviors that will move organizations forward. This training addresses methods for overriding unconscious biases and reducing reluctance to implement more inclusive practices. Be prepared to engage, dialogue, and emphasize a brain-based approach to leading. *This course requires the pre-requisite of [Leading with the Brain in Mind](#).*

### Learning Outcomes

- Learn brain-based strategies for working across differences to establish trust
- Gain a better understanding of how our unconscious thinking impacts decision-making and behavior
- Explore new science behind unconscious bias
- Learn how to outsmart your brain's defensive system to engage in more inclusive practices

### Areas of Competency

# CQ | SQ

- Brain Processing Function
  - Unconscious Thinking
  - Unconscious Bias
  - Inclusive Thinking, Strategies, & Habits
- 

### Duration

Half-day

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# Leadership Essentials

## Gaining Self-Awareness & Earning Influence

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This training provides insight into learning how to recognize and manage your emotions and those of others to lead more effectively. Training will emphasize understanding the concept of Locus of Control (LoC) personality dimension as a pre-cursor of Emotional Intelligence (EQ). Participants will complete both an LoC and EQ Assessment. Finally, participants will explore Impostor Syndrome and its connection to confidence. These elements represent stepping stones to building greater self-awareness and earning influence in the workplace.

### Learning Outcomes

- Understand the competencies of EQ
- Learn how to recognize Personal Reinforcement Beliefs
- Learn EQ Improvement Strategies
- Discover connections to Impostor Syndrome and confidence

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*I've done a number of leadership trainings and I've never really learned about Emotional Intelligence. This was all new content for me and I loved it.*

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## Insights Discovery®

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This foundational training is designed to improve intrapersonal, interpersonal, and team effectiveness. Using the Insights Discovery® Model (IDM), this training gives participants a language and framework for understanding themselves and others more deeply, which can be put into practice immediately. The interactive and participative approach accommodates various learning styles and enables teams to discuss personality and decision-making preferences with a strengths-based lens. Each participant will receive an individualized Insights Discovery® profile report.

### Learning Outcomes

- Learn the value you bring to a team
- Connect the dots between Jungian psychology theory and its relationship to decision-making preferences
- Become aware of your blind spots and how they might show up at work or during interactions
- Connect with others and learn skills for communications and team engagement

### Areas of Competency

## EQ | SQ

- Locus of Control
  - Emotional Intelligence
  - Self-awareness
  - Impostor Syndrome
  - Increasing Confidence
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### Duration

Half-day

### Areas of Competency

## EQ | SQ

- Self-awareness
  - Teamwork Effectiveness
  - Performance Management
  - Organizational Communication
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### Duration

Full-day

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# Leadership Essentials

## Power of Presence

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Whether presenting in the board room, at a working meal to close a deal, or delivering a persuasive speech, the path to enhancing executive presence never ends. This training provides strategies and tools for successful integration of your personal brand, presence, values, and purpose to maximize your influence on others.

### Learning Outcomes

- Establish and promote your talents and skills to differentiate yourself from others
- Improve your elevator pitch to connect with others
- Learn effective networking strategies for meaningful and authentic engagement
- Understand the value of Social Capital Theory and how to develop it

### Area of Competency

# SQ

- Executive Presence
  - Personal Brand Enhancement
  - Networking
  - Social Capital
- 

### Duration

Half-day

**“ I was very impressed with not only the facilitators but the process from start to finish. From completing the pre-session assessment to going over results, I saw value in the entire training. ”**



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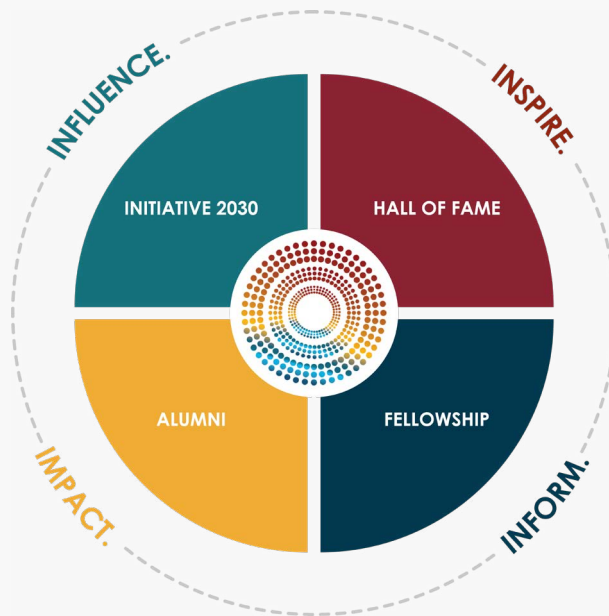
# Latino Leadership Institute

## Mission

The LLI honors our heritage of leadership, advances Latino professionals to positions of influence, and prepares organizations to innovate for the workforce of tomorrow.

## Motivation

Across all sectors and industries, leadership does not reflect the growing populace. To ensure inclusive leadership, the LLI is engaging in innovative and ground-breaking work.



## INFLUENCE

Conduct research, convene stakeholders, and facilitate organizational Leadership & Inclusion Trainings.

## INSPIRE

Honor our heritage of leadership and cement our legacy of impact.

## IMPACT

Advance Alumni to new positions of power and influence in organizations across sectors and industries.

## INFORM

Offer an unrivaled Fellowship experience to Latino professionals from across Colorado each year.



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