



## *Leadership Competencies of a Trauma-Informed System*

### **FAQ: Foundational Leadership Learning Course**

**What is the Foundational Leadership Learning Course?** The Foundational Leadership Learning Course is a year-long learning community for leaders to strengthen skills in leading from a trauma-informed, healing lens. The foundational course has three goals:

- 1) Support leaders in reflecting on the personal capacities and skills they will need to develop to lead a trauma-informed system
- 2) Explore and grapple with the logistical considerations, tensions, and implementation questions that inevitably will arise when building a trauma-informed system
- 3) Provide leaders a place to discuss difficulties, get support, and offer and receive counsel from their peers.

Drawing on current research and thinking, the course prepares participants to lead an organizational change process designed to cultivate organizations that are integrated, reflective, collaborative, relational, growth and prevention-oriented, flexible & adaptable, equitable & inclusive, and healing.

**Who developed this foundational leadership course?** Leadership coaches from *Trauma Transformed*, a technical assistance and capacity-building agency with expertise in TIS principles, designed the curriculum.

**What should I expect in this course?** In a small cohort-setting, leaders from different units and agencies meet monthly for two hours to explore and strengthen six TIS Leadership Competencies drawn from the TIS principles:

- Radical Self-Inquiry & Critical Inquiry
- Relational Leadership
- Inclusive Leadership
- Complexity Thinking
- Mindfulness and Reflection
- Trauma-Informed, Healing-Centered Communication

Participants are presented a concept or framework and then are asked to apply the concept or framework to their own organizations. The group makes use of mini-lectures, small and group discussions, and out of class assignments.

**When should leaders participate in this course?** Typically, leaders begin the course having already participated in TIS leadership engagement and readiness activities including an organizational readiness assessment. Leaders participate in the program during the first year of agency-wide TIS implementation, ideally, prior to introducing their staff to the TIS 101 foundational training.

**How can I learn more about this course?** Organizations within San Francisco, can contact [Stacey.Blankenbaker@sfdph.org](mailto:Stacey.Blankenbaker@sfdph.org) Outside of San Francisco, please contact Trauma Transformed staff members via [www.traumatransformed.org](http://www.traumatransformed.org)