TIP Sheet:

Maintaining Momentum after Resilient Beginnings 101 training

# Leadership Under the Trauma Lens

## What can leaders and managers do AFTER staff attend Trauma 101 trainings?

Leaders play a critical role in maintaining momentum after the Resilient Beginnings/TIS 101 training. There are many ways to support staff in metabolizing the content of TIS 101 training. Below are strategies that have worked for some leaders; please pick and choose strategies from this list based on your personal leadership style and your organizational culture.

1. **Show your commitment to TIS**

* Customize and send out the post-training staff email with **TIS Principles** and **Principles into Action handout.** Identify activities your team or organization might want to implement.

* Walk the halls/cubicles to individually check in with staff about the impact of the training.
* Hold a meeting to process/debrief the training
* Ask supervisors to discuss the training with their direct-reports in their supervision meetings.
* Acknowledge that there’s personal and organizational trauma
* Mention that you have an open-door policy for discussing TIS

1. **Continue to Increase Knowledge/Awareness of TIS**

* Put up TIS principles and Healing Organizations posters (available from Trauma Transformed).
* Each month, focus on a different TIS principle for discussions in your leadership or staff meetings.
* Communicate frequently with your staff.
* In your leadership/executive team meetings:
  + Reflect on the TIS Principles and explore principles and concepts that resonated with staff during training
  + Discuss any of the core TIS foundational reading articles using ***Discussion Guide (available by request from Trauma Transformed)***

1. **Solicit ideas from staff**

* Conduct a survey to identify small but meaningful/feasible activities that can make your organization more trauma-informed.
* Post a Resilient Beginnings/TIS related question on a flip chart or white board and ask staff to leave their anonymous answers. For example: “What are small changes we can make that will make our organization more trauma-informed and healing?

1. **Make Small but Meaningful Changes**

* Encourage staff members to try 1-2 Principles to Action activities
* Have brief check-ins or community meetings at the beginning of staff meetings and/or other ongoing meetings
* End meetings with meeting evaluations, appreciations, and/or check-outs

1. **Prepare for TIS Implementation**

* Begin convening a TIS Healing Organization Work Group (refer to *Trauma Transformed* ***TIS Healing Organization Work Group*** *toolkit)*