



Foundations

Transforming the Human Experience
at Work.

Time-Bound Manager Training and Leadership
Development for New Managers.



Foundations
is the
New Manager
ThinkHuman
Leadership
Experience



Spotify

SOULCYCLE



splice

vevo

indeed

teach:able



flatiron



POSHMARK

Our Theory of Change



Our Five Elements of Behavior Change



COHORT & PEER
LEARNING



BITE-SIZED SESSIONS
TIME TO INTEGRATE &
PRACTICE



ASSESSMENT &
MEASUREMENT



COACHING



DEVELOPMENTAL &
BUSINESS GOALS



Lasting Change - Mindset shifts about how you view yourself, your team and leadership - and accountability that aligns people around shared behavioral expectations - lead to lasting change.



Personal Growth - Core concepts and experiential learning facilitate personal discovery and mindset shifts that create new openings for action over time. We support cultures to grow, where people move their ego out of the way, and operate with a high degree of personal responsibility regarding issues and challenges, elevating agency and personal power.



Emergent Insight - Our programs leverage connection and community to create change, People feel connected to themselves, each other and the world, and go to work solving problems together in cohort experience.



About Foundations

Foundations enables mindset shifts and foundational leadership development as part of learning journey designed for new people leaders. Each Foundations is focussed on just a few key leadership behaviors, allowing just enough time for the focus on new habit formation.

If you're committed to embedding key leadership behaviors, with new people leaders.

Foundations is for you.



The Outcome

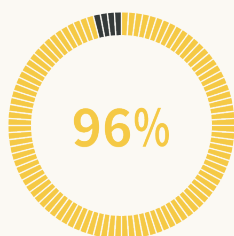
By the end of this journey people leaders are able to:

Establish clear goals and set people up to win.

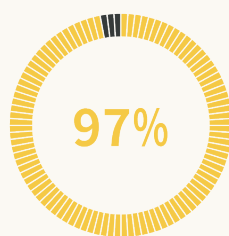
Have high-impact and regular developmental one-on-ones.

More effectively give feedback.

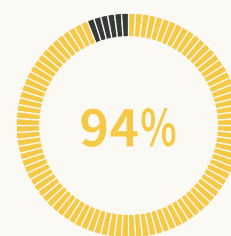
Use blame-free accountability to heighten performance and to grow people.



**Progress setting
clear expectations
with their teams
and managers**



**Progress effectively
giving feedback**



**Progress enabling
directs to take full
ownership**



teach:able

If you want deeper training that goes beyond manager 101 where you're having real conversations and people are actively growing, Foundations gives you that.”

Luck Dookchitra, SVP People, Teachable

SOULCYCLE

“It was a game changer for our company. It got us having real conversations and shaped our culture.”

Elizabeth Cutler, Co-Founder SoulCycle

KICKOFF SESSION



Meet your cohort and prepare to embark on this experience in a way where you redefine community, co-create value and have growth happen in a connective way.



Coaching Bootcamp

Participants put into practice their new skills productively receiving feedback, synthesize feedback from their manager and direct reports, and identify themes for high-leverage growth. Coming out of the call they align with their manager on a clear developmental goal to focus their program efforts that will move the needle for themselves, their team and the company.

GIVE FEEDBACK

Develop skill and confidence engaging in meaningful feedback conversations. Build your capabilities in honest and caring feedback dialogues that deepen alignment. Learn to provide feedback that is safe, actionable and elevates both impact and trust.

Mindset Shift

Feedback is about both people in the dynamic co-creating a new possibility together.

Inclusion Highlight

Look at how your feedback can be biased and how to pause and check if your feedback is rooted in bias. Assess who you lean into when giving feedback to and who you avoid giving feedback to because of fear, bias, cultural differences etc. We also discuss intersectionality and that people are receiving your feedback through a multiple different lenses.

LEADER AS COACH

Develop fundamental coaching skills to foster an environment for growth. Learn to utilize coaching to set clear expectations, remove obstacles and elevate the performance of others. Understand strengths and energizers of each person to maximize their positive contribution.



Mindset Shift

Being In Service: I am here, as a leader, to be in service to you and results and performance are the game that we are using to grow and develop you according to your strengths and what motivates you; I do this by providing a clear north star [goals] and then silencing the noise so that you can play to your strengths.

Inclusion Highlight

The way we traditionally build goals contains a lot of bias. We have a tendency to ask people who look like us instead of building our goals in a way that's inclusive.

DELEGATION



Learn and practice the core principles of effective delegation. Build leaders around you, clarify outcomes, define areas of ownership, priorities and agreements.

Mindset Shift

I support people in rising around me by delegating effectively to grow people and achieve the best results together. In doing so I also free myself up to take on higher leverage things.

Inclusion Highlight

We have a tendency to delegate to people who look like us and who are easier for us to work with. There is a lot of research about who we feel comfortable with. In this session, we discuss PIE and how it impacts delegation [Performance accounts for 10% of promotions; image 20-30% and exposure 60%-70%]



Coaching Bootcamp

Measure observed reality in this call. Synthesize end of program progress feedback from your manager, direct reports, and your own self-assessment. What progress was observed on key leadership behaviors and your developmental goal, did the business see impact from that? Recognize headway and opportunity, crystallize where you'll focus attention coming out of the program with a continued forward lean on your developmental edge.



At ThinkHuman, we encourage organizations and their people to pour their hearts into building something awesome and meaningful. We know that magic happens when a good business model is brought to life by people whose integrity, focus on results, passion, and freedom is full throttle. Where people challenge, inspire, and support each other to succeed.

This is the power of Thinking Human.

