

# CALIBR 2025 Fall Leadership Conference Session

## Empathetic Leadership Lab: Building Climates that Accelerate Commercial Value



### Event Information

#### Location

Washington, D.C. Metro

#### Date and Time

Thursday, October 2 – 11:00 am to 4:00 pm EST

#### Who is this Experience for?

High-potential, mid- to senior-level managers and executives, and their direct managers (executives, business unit leads, and people leaders) are responsible for leading change and driving innovation in their companies. Attendees should be interested in executive leadership readiness preparation, team building, and relationship building.

#### Cost

Group discounted pricing is available. The early session rate for 3+ tickets is \$1,900 per person if registration is completed by August 8<sup>th</sup>. Registration is \$2,200 per person after August 8<sup>th</sup>.



### Program Overview

In today's VUCA world, inclusive leadership is no longer a "nice to have"—it's a growth strategy. As organizations face generational shifts, AI disruption, and culture fatigue, those that thrive are led by managers who build climates where innovation, trust, and commercial value flourish.

CALIBR's Empathetic Leadership Lab is designed for direct managers and senior people leaders committed to reshaping their organizational climate to create even greater commercial value. This immersive five-hour session delivers practical strategies to unlock the full potential of underleveraged leadership talent—especially in the "frozen middle"—by showing direct managers how to create **W.I.N.S.™ Climates: environments where team members are Well-Informed, Well-Inspired, Well-Networked, and Well-Supported.**

What if your frontline managers held the keys to both retention and reinvention? This Lab turns everyday leadership moments into scalable business impact.

### Why This Matters Now

- 📈 Companies that prioritize inclusive climates outperform on innovation and retention (Josh Bersin, 2021)
- 👏 Teams led by inclusive managers are 35% more likely to outperform on innovation metrics (McKinsey, 2023)
- 📊 A critical bottleneck of underleveraged professional leadership talent remains stuck in the private sector's frozen middle. This lab leverages empathy to unlock greater commercial growth.

### What This Lab Delivers | Key Takeaways

- ❖ Equip managers with tools to lead change from the middle out
- ❖ Apply the 9 Work Climate Compass™ behaviors to your day-to-day leadership
- ❖ Co-design actionable team microclimates that elevate performance and equity
- ❖ Use the "Notice–Name–Narrate–Navigate" method to foster psychological safety and build trust across teams and businesses.



## Program Experience (Subject to Change)

### Session Agenda (11:00 AM – 4:00 PM EST)

#### 11:00–12:30 PM | Climate Co-Design Lab: Building Inclusive Microclimates

Joint session using CALIBR's Work Climate Compass™ & Mutual Commitments framework.

Segment Outcome: Direct Manager + CALIBR member pairs draft one climate commitment they can practice immediately.

**12:30–12:45 PM** | Reflective Journaling Break: “What belief do I need to release to lead more inclusively?”

#### 12:45–2:00 PM | Keynote + Fireside Chat: “From Equity Talk to Systems Change: Leading Through Complexity”

A CALIBR alum and C-suite sponsor discuss how empathetic leadership moves innovation forward—even in volatile, uncertain environments.

#### 2:00–2:45 PM | Micro-Behaviors in Action: Advocacy, Inquiry, and Inclusive Decision-Making

Interactive scenarios and leadership triads deepen skills like empathetic inquiry, climate mapping, and allyship behaviors using the “Notice–Name–Narrate–Navigate” method.

Segment Outcome: Direct manager + CALIBR member pairs practice the N4 method.

#### 2:45–3:30 PM | Climate Chain Reactions: A Systems Simulation

Small-group simulation mapping how everyday leadership behaviors ripple across innovation, visibility, and advancement systems, especially for underrepresented talent.

Segment Outcome: Direct manager + CALIBR member pairs present climate strategies to benefit commercial value.

#### 3:30–4:00 PM | Executive Reflection + Networking

Leaders share one shift they'll test and who they'll engage as co-builders of inclusive climates.

