



**It's getting harder to build relationships across lines of difference.** This decline of social cohesion impacts our productivity, happiness, stability, and growth—at work and at home.

Every day, Thread coaches hundreds of people to push through their discomfort, confront their bias, and overcome other personal barriers in order to build a network of deep relationships that enables everyone to thrive.

**You can create meaningful, lasting change** to make your team more inclusive, effective, and productive. **We** can coach you through that change in two phases:

1. **Individual** Reflection
2. **Team** Workshops and Coaching

# Phase I: Individual Reflection

Thread offers a series of trainings designed to introduce your team to key concepts and practice our four Core Competencies — a shared set of **norms** that guides how we engage one another and build a more equitable, inclusive work environment that enables everyone to thrive.

Training	Summary
<p><b>(1) Rethinking Privilege</b></p> <p><b>Core Competency:</b> Treat Relationships as Wealth</p> <p><b>Concepts:</b> privilege, social capital</p>	<p><i>This foundational session is designed to reframe notions of privilege (advantage). Participants will reflect on their lives and rediscover the importance of our relationships with one another, enabling coworkers to talk about privilege in more comfortable ways.</i></p>
<p><b>(2) Challenging Perspectives</b></p> <p><b>Core Competency:</b> Fail Forward</p> <p><b>Concepts:</b> bias, inclusive decisions</p>	<p><i>Bias doesn't just affect our ability to connect with one another — it creates blindspots when we're making key decisions. Participants will practice identifying their own gaps and leveraging relationships to expand their views.</i></p>
<p><b>(3) Deconstructing Power</b></p> <p><b>Core Competency:</b> Learn From All Voices</p> <p><b>Concepts:</b> heterarchy, inclusion</p>	<p><i>Power comes in many forms: visible, hidden, and even invisible. During this training, participants will reflect on the sources and roles of power in their lives and in your organization, and discuss ways to overcome those dynamics.</i></p>
<p><b>(4) Finding Your Dot</b></p> <p><b>Core Competency:</b> Show All the Way Up</p> <p><b>Concepts:</b> unique capability, skills inventory</p>	<p><i>Thread believes that everyone has value and everyone is on a journey of growth. This workshop will move participants through a self-discovery process to better understand the intersection of their skills and interests, enabling them to raise their impact at work and in their community.</i></p>

## Phase II: Team Workshops and Coaching

It's impossible to perfect norm-building and culture-building inside a 90-minute training — it takes ongoing practice. In this phase, Thread staff will facilitate specialized workshops to deepen your team's understanding of the initial training concepts and apply those ideas to their work and decisions. Through extended coaching and follow-up workshops, our end goal is to empower all participants to audit the **spaces** and **structures** they're involved in—from cross-team sessions to one-on-one appointments—and ensure they are facilitative of your desired norms.

### Sample Phase II Timeline

- **Month 1-2:** Staff attends custom workshops and sets team goals
- **Month 3-4:** Staff executes towards goals, with Thread observation
- **Month 5:** Staff attends workshops to address remaining gaps
- **Month 6:** Final knowledge transfer and reflection

For more information on working with us, please contact Nikhil Gupta at [nikhil.gupta@thread.org](mailto:nikhil.gupta@thread.org) or (410) 929-2232