

The EVOLVE Series

Bring the learning to **every employee**.

Three 90-minute online courses on change, inclusion, and resilience. Each is the all-employee version of an eFOCUS elective leaders take, built on the same model, so the language leaders learn is the language everyone uses.

Three short courses. Take one, pair one, or run all three over time.

90 MINUTES

EVOLVE Change

A change readiness course for all employees.

Understand how the brain responds to change, build a mindset that works with it, and use the A.R.R.T.

Model™ (Accept, Reframe, Rewire, Transform) to stay steady through it.

Leader version: Leading Change

90 MINUTES

EVOLVE Inclusion

Recognize everyday bias and build belonging, across diversity, bias, belonging, and allyship. How to contribute to a psychologically safe team and support colleagues as an ally.

Leader version: Inclusive Leadership

90 MINUTES

EVOLVE Resilience

Build personal resilience and manage stress, across mindset, focus, health, and connection. Techniques for staying steady under pressure and recovering from setbacks.

Leader version: Resilient Leadership

Why the same model at every level

Most organizations train their leaders on change, inclusion, or resilience and leave everyone else to hear about it secondhand. When employees learn the same model, a leader can say "I think we're still at Accept" and the team knows what that means. The learning stops being something done to one group by another and becomes shared.

Each course includes

- 90 minutes, online and on-demand, so everyone can take part on their own schedule.
- Practical, everyday tools people can use the same day.
- A digital credential on completion.
- Group enrollment with templates and tracking.

Three ways to roll it out.

- 1 **One course, everyone.**
Pick the one that matches what the organization is facing. A system conversion or restructure calls for EVOLVE Change. A period of heavy workload calls for EVOLVE Resilience. Roll it out to all employees in one window and build on it later.
- 2 **Leaders first, then everyone.**
Leaders complete the eFOCUS elective (four modules, about two hours each, counts toward the Certificate in Applied Leadership). Employees complete the 90-minute EVOLVE version. Leaders learn to guide and model; employees build confidence and flexibility; both use the same words.
- 3 **The whole series, organization-wide.**
All three courses for all employees, with the three leader versions for people leaders. One rollout gives the whole organization a shared language for change, inclusion, and resilience.

LEADERS TAKE	SHARED MODEL	EVERYONE TAKES
■ Leading Change · 4 modules	A.R.R.T. Model™	EVOLVE Change · 90 minutes
■ Inclusive Leadership · 4 modules	Diversity, Bias, Belonging, Allyship	EVOLVE Inclusion · 90 minutes
■ Resilient Leadership · 4 modules	Mindset, Focus, Health, Connection	EVOLVE Resilience · 90 minutes

Leader versions are eFOCUS electives. Any one of the three satisfies the elective requirement for the Certificate in Applied Leadership. The three leader courses are also available together as the eFOCUS Bundle.

Make it stick

Optional facilitated leader discussions, by module or as a capstone, bring leaders together to reflect on what they're seeing and hold each other to applying it. Group enrollment comes with templates for launch and tracking for completion.

Part of one connected pathway. The EVOLVE Series is the all-employee level of the eLeadership Academy pathway. Emerging leaders start with IGNITE, people leaders work toward the Certificate in Applied Leadership, and executives take ExecREADY, all on the same shared models.

Ready to bring the models to everyone? Talk to our team about a rollout for one course, one pairing, or the whole series.

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