



“Leading Elephants taught us that hearts matters. Being right with ourselves and each other is critical to our mission of helping kids feel known, loved, supported and educated”

Yetta Lewis – CEO
Gestalt Community Schools

CASE STUDY #1 – CORE VALUES AS THE CULTURAL CORNERSTONE FOR A NONPROFIT

LEADING PEOPLE AND CULTURE

Your Impact Starts with Your People

The power of organizations comes when we tap into the best of people and work together toward an inspiring vision.

Often, organizations push through unresolved tensions, which stifles creativity and have people working against – rather than with – one another. We believe unleashing an organization’s potential requires centered leaders, high functioning teams, and strong organizational cultures.

As leaders find their footing within challenging organizational dynamics, they can ground themselves and step into systems level leadership. That’s where they create the conditions for others to thrive.

And strong organizations are based on more than healthy individuals. They are flourishing ecosystems comprised of strong teams and powerful cultures. By intentionally cultivating the ability to work together, organizations open the possibility to focus on the work, not the drama.

“None of us, including me, ever do great things. But we can all do small things, with great love, and together we can do something wonderful.”

– Mother Teresa

Challenge:

- Evolving business model led to layoffs for several years
- Mistrust of leadership and their decisions swelled
- Divides heightened between field and central office and within factions of leadership team
- Issues of racial equity and inclusiveness bubbled under staff / leadership interactions

Solution:

1. Lead an org-wide process to:
 - Create Core Values as a North Star for the emerging culture
 - Identify barriers and create solutions to living the aspired culture
 - Empower a cross-functional working team to distribute decision making and rebuild trust
2. Coach the executive team on personal leadership, team dynamics and leading change
3. Co-create and facilitate dialogue and training on Diversity, Equity, and Inclusiveness

CASE STUDY #2 – RESETTING CULTURE IN A MID-SIZE CMO

Challenge:

- A founder’s transition exposed unresolved tensions
- Missed conversations caused trust deficits between the CMO and schools
- Change fatigue and rocky implementations left the culture bruised
- Lack of prioritization and follow-through left staff feeling overwhelmed and unsuccessful

Solution:

1. Coach C-suite to help them step into their courage, care and empathy
2. Facilitate dialogue with:
 - the exec team and school leadership to rebuild the relationship and establish lasting collaboration structures
 - the CMO staff, principals and deans to re-set culture and build skills for communication and problem-solving
3. Advise on strategic planning, prioritization, change management and academic support structures

How We Help



We work with your organization to create a customized solution to meet your needs

AREAS WE SUPPORT

Common Leadership Gaps

- Building collaborative relationships
- Enhancing credibility and influence
- Aligning time to priorities
- Leading people through change
- Creating an inclusive and inspiring culture
- Managing triggers and emotions
- Communicating with empathy and care

Signs of a Culture That's Not Thriving Toward Outcomes

- The real discussion happens outside the meeting
- You hear "they always ..." to describe norms
- Discussions about race, power and privilege are swept under the rug
- Staff talk "at the water cooler" about issues they don't raise with leadership
- Exec Team level tensions are left unresolved
- Decision making and accountability feel unclear
- Performance and behavior challenges have been allowed to persist
- Schools feel the central office "doesn't get it"
- People feel unheard, unappreciated or undervalued

COMMON SUPPORTS

- **360 Degree Leadership Assessments and Culture Diagnostics**
- **Leadership Coaching** – supportive, customized skill-building using Leading Elephants methods and frameworks
- **Leadership Development** – practice-based, practical trainings to build a common language and skills
- **Facilitation of Team and Organizational Dialogues** to develop a shared understanding of one another's perspectives and establish commitments
- **Facilitation of Core Values (and Core Values Refresh) Conversations** to set a vision of org culture
- **Consulting** – on management structures, exec teams and overcoming culture barriers

COMPANY PROFILE

Leading Elephants was formed in 2010 to help mission-driven organizations amplify impact by supercharging their leadership, culture and organizational effectiveness.

We offer coaching, workshops and consulting support focused on:

- **Building Thriving Organizational Cultures:** creating vibrant organizations where people feel empowered, connected and flourish together
- **Embedding Human-Centered Change:** leading organizational change in a way that engages the hearts and minds of stakeholders to create impact that sticks
- **Developing Systems-Level Leaders:** building leaders with strategic vision, a sense of agency and a commitment to drive impact through the power of people.

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"Culture eats strategy for breakfast."

—Peter Drucker

Email us at info@leadingelephants.com for a free starter change assessment (launching soon)