Sharpen My Saw
A leadership development program for faculty, staff, and administrators at University System of Maryland institutions

Session Overview
2021

Session 1: Orientation to the program, Introduction to Psychological Safety
- Orient to program structure and expectations
- Learn about the importance of creating psychologically safe teams and workplaces
- Engage in a structured activity to establish psychological safety with cohort members

Session 2: Harnessing the Power of Inclusion
- Explore several definitions and frameworks for better understanding inclusion and its importance in the workplace
- Understand how focusing on strengths can contribute to experiences of both inclusion and marginalization
- Discuss and practice strategies for fostering inclusion in people’s respective workplaces

Session 3: Leading with the Brain in Mind
- Discover how the brain’s natural tendencies influence behavior
- Explore and apply the SCARF model (Rock, 2008) to workplace situations

Session 4: Understanding Subconscious Bias
- Understand what subconscious bias is and why it happens
- Discuss examples from four categories of bias that frequently affect workplace interactions
- Introduce strategies for building awareness of biases to keep them from causing harm

Session 5: Bringing Your Brain Back Online
- Learn a cognitive behavioral framework for better understanding how thoughts influence emotions and actions
- Practice strategies to more effectively manage reactions to everyday stressors and help others do the same

Session 6: Giving and Receiving Feedback
- Synthesize knowledge about strengths and the brain to inform an exploration of feedback
- Learn strategies for effectively giving and receiving feedback and showing appreciation and recognition

Session 7: The Science of Motivation
- Explore what motivates (and doesn’t motivate) people at work
- Integrate self-determination and motivation theories with findings in neuroscience to put what we know into practice

Session 8: Bringing It All Together
- Review course content and examine insights
- Set personal action items to further integrate knowledge

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