

## Building Healthier Workplace Cultures Through Empathic Leadership

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**Recorded on:** April 22, 2026

**Length:** 4 Hours

### One hour and 30 minutes

- Introduction and overview
- The AND Leadership Model
- Why AND leadership?
- Dialectics in DBT
- Core Assumption
- Theoretical foundation
- Steps for validation

### One hour and 15 minutes

- Motivational interviewing
- Empathic leadership
- Empowerment theory
- Five phases
  - 1) Stabilize through validation
  - 2) Evoke autonomy
  - 3) Model relational authority
  - 4) Build agency
  - 5) Integrate dialectics

### One hour and 15 minutes

- How change happens
- Leadership and management application
- High-stress situations
- Why it works
- The AND leader
- Exercise
- Q&A and wrap-up

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