



Building Healthier Workplace Cultures Through Empathic Leadership

Presenter: Anette Birgersson and Christin Santiago, CTRS

Date: April 22, 2026

Time: 11:00 AM to 3:30 PM ET (*All times East Coast USA Local Time*)

- 11:00 am – 12:30 pm**
- Introduction and overview
 - The AND Leadership Model
 - Why AND leadership?
 - Dialectics in DBT
 - Core Assumption
 - Theoretical foundation
 - Steps for validation
- 12:30 – 12:45 pm**
- Break
- 12:45 – 2:00 pm**
- 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
- 2:00 – 2:15 pm**
- Break
- 2:15 – 3:30 pm**
- How change happens
 - Leadership and management application
 - High-stress situations
 - Why it works
 - The AND leader
 - Exercise
 - Q&A and wrap-up

Sponsored by Safer Society Foundation, Inc.

P.O. Box 340, Brandon, VT 05733