

Presented by: Dr. Vanessa R. Brooks

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# **EXECUTIVE BRIEFING: THE HUMAN-CENTERED LEADERSHIP MODEL™**

**A NEUROSCIENCE-INFORMED ROADMAP TO STOP  
BURNOUT, STABILIZE TEAMS, AND PROTECT YOUR  
MISSION**

"Because Caring for People Begins with How We Lead."



# BROOKS CONSULTING & TRAINING SOLUTIONS, LLC

Resilient Teams. Trusted Leadership. Better Service.

## Vision

We envision a world where mission-driven organizations—like human services, healthcare, mental health care, nonprofits, and beyond—build resilient teams and cultures of trust, psychological safety, and values-driven leadership that sustain their missions and strengthen the communities they serve

## Mission

The mission of Brooks Consulting & Training Solutions is to empower mission-driven leaders and their teams—across human services, healthcare, mental health care, nonprofits, and beyond—with neuroscience-informed, human-centered leadership solutions that reduce burnout, strengthen team capacity, and improve the quality of care and services delivered to the communities they serve.

# Introduction: The Workforce Crisis



- Burnout, secondary trauma & compassion fatigue at systemic levels
- Up to 85% of trauma-focused clinicians impacted
- Global shortage of 5M+ mental-health providers
- Mission-driven sectors facing unprecedented workforce instability

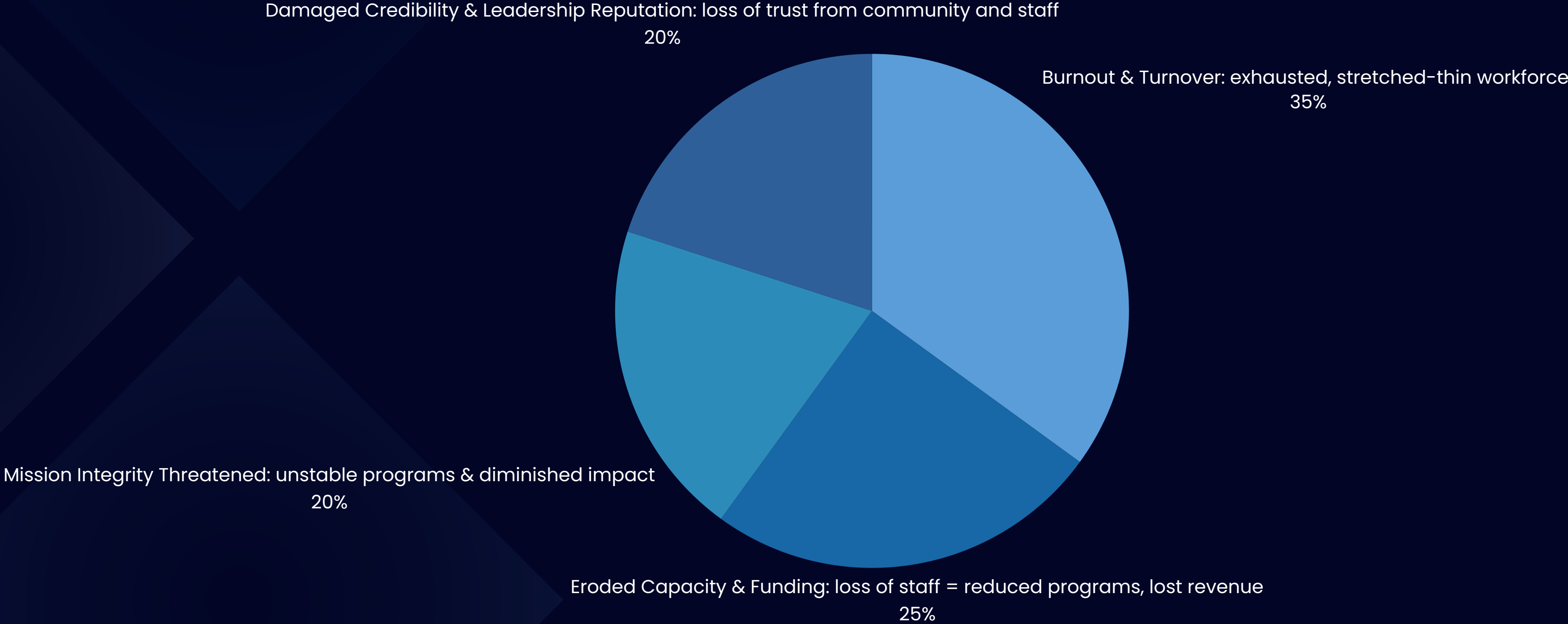


## IMPACT ON YOUR ORGANIZATION

- Heavy workloads + emotional demand + constrained budgets
- Nearly half of U.S. physicians report burnout symptoms
- 95% of nonprofit leaders concerned about staff burnout
- 3/4 nonprofits have persistent job vacancies
- Direct threats to service quality, continuity, and organizational credibility



# THE URGENT PROBLEM FACING MISSION-DRIVEN ORGANIZATION





# PURPOSE OF TODAY'S BRIEFINGS

## **Learn the Model**

(Introduce and equip leaders with the Human-Centered Leadership Model.

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## **Apply the Five Domains**

See how each domain directly protects workforce well-being, retention, and performance

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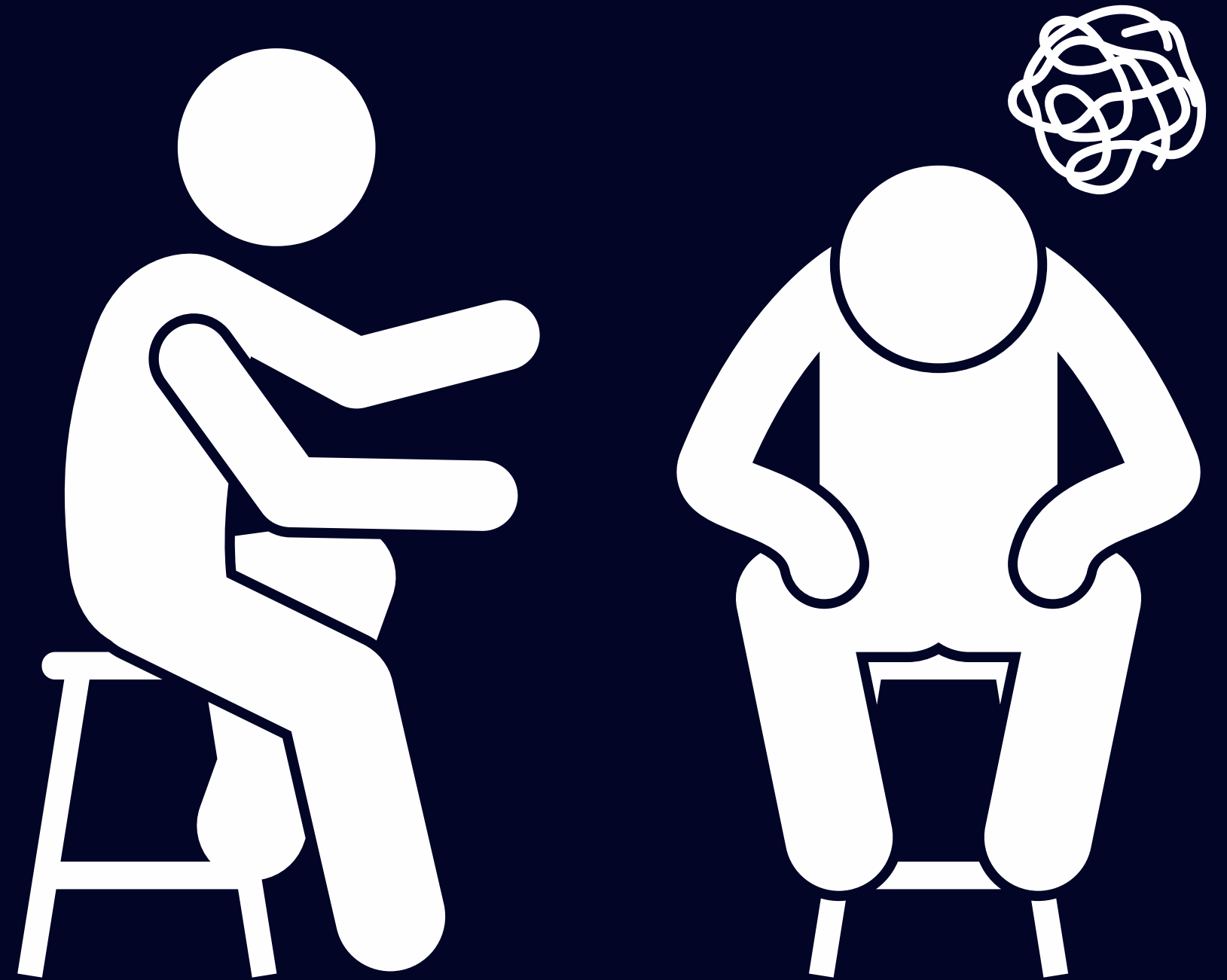
## **Evidence-Based Approach**

Understand a neuroscience-informed, trauma-aware framework to address burnout and stabilize teams

## **Drive Immediate Action**

Identify concrete steps you can implement tomorrow and explore pathways for sustained impact.

# Overarching Goal



Walk away with a proven, research-based roadmap.

Protect your organization's mission, your team's capacity, and your leadership reputation.

Understand how adopting the Model stops the cycle of burnout and turnover before it costs funding, credibility, and talent.

# KEY OUTCOMES OF TODAY'S EXECUTIVE BRIEFING

- Spot danger signals draining your team and mission.
- Understand why the old playbook fails and how the Model gives you a practical alternative.
- Master the five domains that stabilize teams and protect workforce wellbeing.
- Leave with immediate, doable steps to embed human-centered practices.
- See the path forward for assessments, intensives, and implementation support.



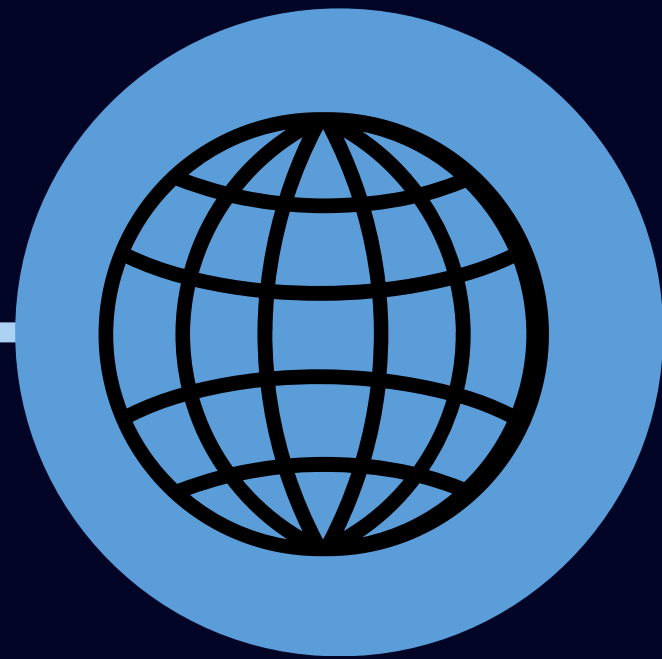


# Introducing the Human-Centered Leadership Model™

- Old systems: built for control, not complexity; compliance, not care.
- Result: burnout, turnover, and mission misalignment.
- Model is a systemic intervention, not another wellness initiative.
- Stabilizes teams, protects your mission, rebuilds trust, safeguards your reputation.



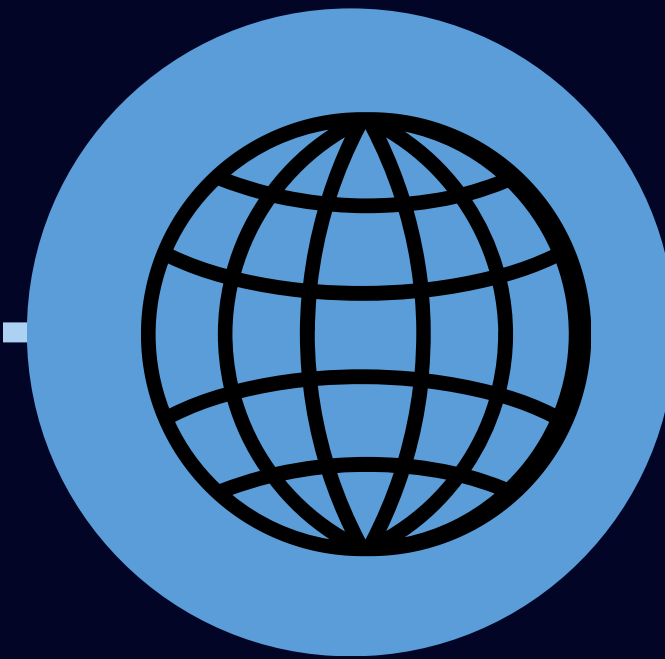
# THE HUMAN-CENTERED LEADERSHIP MODEL™



Domain 1: Psychological Safety



Domain 2: Resilience & Burnout Prevention

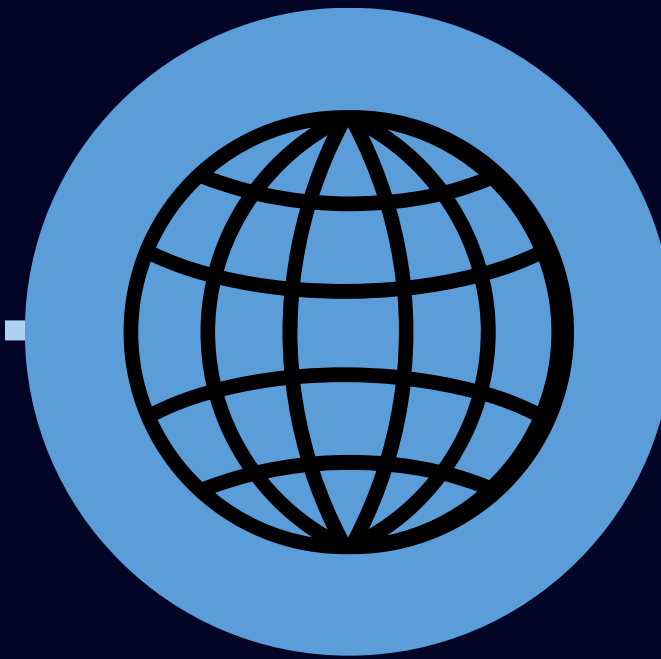


Domain 3: Trauma-Informed Leadership

# THE HUMAN-CENTERED LEADERSHIP MODEL™



Domain 4: Compassionate Accountability



Domain 5: Values-Based Decision Making

# Why It Works: Neuroscience

- The Model is grounded in neuroscience — the study of the brain and nervous system.
- Explains how people process stress, safety, learning, and decision-making.
- Shows why staff shut down under threat and thrive when they feel safe and valued.
- Each domain draws on this science to change staff behavior and culture in real life.





# NEXT STEPS: HOW WE CAN WORK TOGETHER

- Schedule a Private Strategy Call.
- A focused conversation to see if my Leadership Consulting Intensive is the right fit for your organization.
- Review your challenges, goals, and how the Model would look inside your team.
- Not a generic discovery call — a working session to determine fit
- Explore the Human-Centered Leadership Practicum™
- Step-by-step implementation course.
- Enroll individually or license for your entire staff.
- Includes the Leadership Psychological Safety Scale™ + guided exercises.

# Let's Stay Connected

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- Scan the QR code to schedule your private strategy call to discuss the Human-Centered Leadership Consulting Intensive or to explore licensing options for the Human-Centered Leadership Practicum™ for your team.
- Thank you for investing this time today — your leadership matters.