

Wisdom WORKS

Thriving leaders. Thriving organizations. Thriving amplified.™



WISDOM WORKS COLLABORATIVE



**2025 INAUGURAL COHORT:
GROWING THE CAPACITY
OF COLORADO NONPROFITS
TO LEAD, ADAPT, AND THRIVE**



In a world that feels increasingly complex and uncertain, leaders can't afford to navigate alone.

The Wisdom Works Collaborative gives leaders a rare space to step back, reflect, and strengthen the resources needed to meet disruption with wisdom instead of fear.

Our inaugural cohort proves that when leaders come together with openness and purpose, they not only clarify their own path forward—they expand what's possible for their organizations and for the communities they serve.

That is the power of thriving leadership in action.

—RENEE MOOREFIELD, CEO, WISDOM WORKS GROUP

THE WISDOM WORKS COLLABORATIVE

The **Wisdom Works Collaborative** is a multi-month journey designed to help organizational leaders meet complexity with clarity, confidence, and purpose. Rooted in the science and practices of thriving leadership, the Collaborative strengthens personal resilience, deepens trust and teamwork, and equips leaders to develop strategic responses to real world uncertainty.

What makes this experience distinct is its holistic approach:

- leaders learn to resource themselves (“**ME**”),
- elevate how they operate together (“**WE**”), and
- make decisions that advance meaningful impact (“**WORK**”).

Through assessments, scenario planning, peer learning, and honest conversation, the Collaborative offers a rare space for leaders to align around what matters most and transform disruption into insight and possibility.

In the inaugural Collaborative, these dynamics came into sharp focus among nonprofit leaders navigating unprecedented complexity.



44% of global workforce says the workplace causes them much stress.

95% of nonprofit leaders are concerned about staff burnout.

21% of organizations show greater profitability when teams are highly engaged.

INAUGURAL COLLABORATIVE COHORT

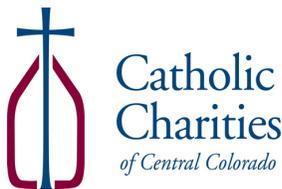
The inaugural Wisdom Works Collaborative, held in 2025, brought together three nonprofit organizations from the Pikes Peak region of Colorado, USA: **Homeward Pikes Peak, Tri-Lakes Cares, and Catholic Charities of Central Colorado.**

Over five months, twelve leaders from these organizations engaged in a structured learning journey designed to build internal resources, deepen cross-agency collaboration, and plan pragmatically for an uncertain future. What emerged was a shared capacity to more effectively transform complexities into innovation and forward movement.

The initiative was made possible by the generous support of visionary funders—the **Joseph Edmondson Foundation, Colorado Springs Health Foundation, and Chapman Foundation**—and through the collaboration of valued community partners including the Southern Colorado Public Media Center, El Pomar Foundation, and the ENT Corporation.

“The uniqueness is that you involve three agencies at one time...I’d never participated in something like this, and it was very beneficial.”

HALEY CHAPIN
EXECUTIVE DIRECTOR
TRI-LAKES CARES



THEIR CHALLENGE

Nonprofit leaders in the Pikes Peak region were (and still are) facing intense instability marked by funding uncertainty, rising community needs, and immense pressure on their people and systems. Many are stretched thin, often responding with urgency rather than intentional strategy.

These leaders needed a structured, humane space to pause, reflect, and plan with purpose—a space where they could explore questions such as:

- *How do we lead in a way that strengthens resilience, deepens connection, and supports real impact—especially when the ground is shifting beneath us?*
- *How can we meet the turbulence in our organizations with purposeful action—not just to survive, but to thrive?*
- *Where can collaboration with other organizations unlock fresh thinking and paths of action we cannot see alone?*

A TRANSFORMATIONAL JOURNEY TO AMPLIFY IMPACT

The Wisdom Works Collaborative inaugural cohort served as a catalyst for strategic transformation across three outcomes:

1. Developing specific scenario responses tailored to each nonprofit
2. Strengthening collaboration within executive teams and across nonprofits
3. Building leadership capacity and individual thriving

To accomplish this, Wisdom Works interwove three customized team sessions for each nonprofit with three cross-agency working sessions, creating a structured yet adaptive journey. Each element reinforced the others, generating insight, alignment, and practical action.



MEASURING THRIVING

Leaders began by completing Be Well Lead Well Pulse[®] and a Team Thriving survey, gaining a full picture of personal and collective capacity. These tools surfaced strengths, stressors, and everyday patterns shaping leadership behaviors, team dynamics, and organizational culture. Through facilitated group debriefs and peer coaching, leaders explored how their personal ways of leading influenced their team and organizational performance, recognizing that thriving leadership is both deeply personal and inherently systemic.



ESTABLISHING STRATEGIC CLARITY

Each executive team also engaged in scenario planning, values-driven dialogues, and asset mapping. They developed actionable responses to best-case, middle-case, and worst-case futures, and explored innovative approaches to financial sustainability. This work helped each team reconnect to their purpose, clarify vision and values, and ground decisions in what matters most, rather than fear, urgency, or reactivity.



BUILDING LEADERSHIP CAPACITY

Throughout the Collaborative, leaders cultivated greater self-awareness, emotional regulation, and resilience. Using a thriving leadership lens, they strengthened their capacity to shift from reactivity to more responsible, creative decision-making—even under pressure. Practicing healthy patterns of living and leading strengthened their ability to resource themselves, their teams, and their organizations.



STRENGTHENING TEAM THRIVING

Each executive team engaged in practices that deepened trust, enhanced communication, and built shared accountability. Drawing on concepts such as creative tension, adaptive leadership, and inclusive decision-making, teams developed a common language for navigating difficult conversations and leading change. These practices normalized candid dialogue and cultivated team cultures capable of holding complexity with clarity and grounded presence.

A TRANSFORMATIONAL JOURNEY



DRIVING ORGANIZATIONAL RESULTS

With shared language and clearer insight, each executive team began initiating meaningful changes within their nonprofit—from new leadership models to expanded community roles for the organization to stronger program alignment addressing changing client needs. These early shifts signaled the deeper integration of thriving leadership principles into daily practice and organizational results.



LAYING GROUNDWORK FOR COLLECTIVE IMPACT

Cross-agency collaboration became both a practice and a mindset in the Collaborative. Through three cross-agency working sessions, leaders shared and tested their thinking and strategies with each other, discovering that “stealing good ideas” was an expression of generosity, not competition. Their relationships continued beyond the Collaborative; as one example, the three nonprofits co-sponsored a joint fundraiser to strengthen their shared presence in the Pikes Peak region, modeling what collective thriving looks like in action.

NONPROFIT TRANSFORMATIONS

Each executive team translated insights gained in the Collaborative into tangible changes benefiting the needs of their nonprofit.

“The gift of being a part of the Wisdom Works Collaborative is that we had this dedicated time. It became a catalyst for us to actually accomplish the work we already knew we wanted to do.”

BETH ROALSTAD
CEO, HOMEWARD PIKES PEAK



CATHOLIC CHARITIES OF CENTRAL COLORADO

Embedding Shared Leadership: Transitioned from a single-leader model to a shared-leadership approach, strengthening organizational alignment and reducing reactivity.



TRI-LAKES CARES

Expanding Identity and Community Presence: Evolved the organizational vision and brand toward a broader community hub role, activating a clearer pathway for future services and community impact.



HOMEWARD PIKES PEAK

Aligning Housing and Recovery Programs: Developed robust scenario responses and a new Client Success Framework, increasing coherence and future-readiness across programs.

THE IMPACT: ME, WE, WORK

The Wisdom Works Collaborative generated transformation across three interdependent levels: **Me**, **We**, and **Work**. When leaders are resourced and grounded (“Me”), teams become more trusting and aligned (“We”), which strengthens organizational clarity and impact (“Work”). Together these shifts create durable capacity for navigating complexity.



ME—RENEWED VITALITY AND STAMINA TO LEAD

Leaders described the experience as deeply human and hopeful. The solidarity of the cohort eased the isolation often felt in demanding roles. Many adopted everyday practices—naming capacity, shifting to curiosity, and tending inner resources—as essential components of leading well.



WE—STRONGER TRUST AND ONGOING COLLABORATION

Within and across the organizations, trust deepened and new ways of working emerged. Reflection, creativity, and peer learning transformed professional acquaintances into thought partners. Relationships extended beyond the Collaborative, culminating in joint initiatives that strengthened collective visibility and impact.



WORK—STRATEGIC CLARITY AND REAL MOMENTUM

Organizations gained clearer direction and practical tools to navigate uncertainty with greater confidence. Scenario planning sharpened decision pathways and asset mapping revealed strengths to leverage immediately. Leaders left with shared language, grounded strategies, and renewed momentum.

ENHANCE YOUR CAPACITY

The Wisdom Works Collaborative is a holistic path for cultivating thriving leadership, enabling you to:

ME

- Discover a renewed sense of purpose and energy in life and work
- Learn new practices, habits, and mindsets to thrive as a leader
- Strengthen your capacity to respond to stress with clarity and balance
- Build the inner resources needed for sustainable wellbeing and effectiveness

WE

- Deepen trust, connection, and psychological safety across teams
- Strengthen shared decision making and collaborative problem-solving
- Uncover cross-agency partnerships and mutual resourcing that amplify what’s possible
- Build the team's capacity to co-regulate and create a climate where people can thrive

WORK

- Implement a shared model of thriving leadership across the organization
- Build strategic responses to scenarios unique to your organization
- Create a framework of success that supports thriving for customers, partners, and employees
- Evolve your brand to uplift the people and communities you serve
- Embed thriving and wellbeing as strategic drivers of organizational performance

THE PATH TO THRIVING LEADERSHIP

The Wisdom Works Collaborative demonstrates what becomes possible when leaders step out of habitual, isolated approaches and choose to lead with clarity, connection, and courage.

By embracing thriving leadership—a way of leading that resources self, strengthens teams, and advances meaningful impact—leaders left more aligned, more confident, and more equipped to navigate the complexity ahead. They carry forward strategies they can use immediately, along with a deeper understanding that true resilience grows through shared, not solo, effort.

The inaugural Wisdom Works Collaborative signals something larger: a growing readiness to build organizations and communities where leaders, teams, and partnerships truly thrive. It offers a model for how thriving leadership can become the norm—fueling real, lasting change across the region and beyond.

ABOUT WISDOM WORKS GROUP

If the Wisdom Works Collaborative inspires you, we'd love to explore how we can support you in bringing thriving to life across your organization.

Learn more at wisdom-works.com or connect with us at info@wisdom-works.com.

1999

Founded to make thriving the standard of effective leadership.

BE WELL LEAD WELL®

Pioneering platform turning thriving science into leadership strategy.

GLOBAL BRANDS

Trusted by leading organizations worldwide for 25+ years.

RESEARCH BACKED

Evidence-based approach linked to resilience, growth, and performance.

4000+ LEADERS GLOBALLY

Have used our pioneering Be Well Lead Well Pulse® leadership assessment.

250+ PRACTITIONERS

Certified in our methodology across 31 countries in every region of the world.

ME — WE — WORLD

Transformational solutions for leaders, teams, and organizations.

1%

Annual revenue donated to social impact initiatives.