Cincinnati Children's Hospital Training & Leadership Development

About the Client:

Cincinnati Children's is a nationally recognized nonprofit healthcare organization committed to improving child health and transforming care through research, education, and compassion.

The Challenge:

The organization sought to strengthen allyship and inclusive leadership across clinical and administrative teams by equipping employees with the skills and confidence to challenge bias, foster belonging, and advance its strategic goals.



Our Approach:

- We began with a Learning Needs Assessment to identify areas for professional development
- We co-designed **Shaping Allies into Change Agents**, a three-part learning series
- Participants explored emotional intelligence, practiced courageous conversations, and developed plans aligned with the organization's strategy.
- The sessions emphasized real-world application, peer learning and collaboration, and a systems-change approach.

The Outcomes

100% of participants felt more skilled in addressing problematic comments or behaviors as well as more equipped to handle courageous conversations.

100% of participants felt better equipped with the necessary skills to be an effective change agent and lead a project.

92% of participants felt better prepared to integrate action plans into their areas of responsibility.

> **"This was an excellent program that really gave me the tools to transition from a mostly passive ally to an actual change agent. The collaboration with the other participants was also invaluable and helped me make connections with other colleagues I might not have necessarily met. Everything felt thoughtfully put together.**

Interested in exploring? Book a free 30-minute consultation.

Visit the ARC Website | adriana@adrianarojasconsulting.com | Dr. Rojas's Calendar