TA’AMOD TRAINING is comprehensive organizational culture training. It seeks to raise the standard in the Jewish workplace from compliance to compassion while still meeting all state requirements for harassment prevention training.

We strive to create a safe space for interactive learning using discussion, case studies, reflection exercises, and role plays. We apply data-driven best practices and offer participants tangible tools for promoting a healthy workplace culture framed in relevant Jewish values, guiding principles and wisdom.

What happens during a Ta'amod Training?

Module 1— Psychological Safety

Organizational climate is the primary predictor of harassment and workplace abuse. Psychological safety is the number one marker of healthy organizational culture. How do we create and sustain our values in our day to day workplace interactions? At Ta’amod’s training, our focus is on how participants can co-create a culture of safety, accountability and belonging. This module opens the Ta’amod training with a picture of what a healthy, psychologically safe and thriving workplace can look like. We offer participants concrete ways to contribute to creating and sustaining it in their organizations.

Module 2— Power and Identity

Any conversation about creating a safe, equitable and accountable organizational culture requires an examination of power. Here, we offer participants a framework for identifying power dynamics within organizations, e.g. when a Black female CEO supervises a white male program director the societal power differential due to gender and race does not disappear but complicates the organizational power hierarchy. Participants will review a definition of power, discuss scenarios about power in context, and deepen their understanding of the complex and multi-directional ways that power can operate within organizations.

Module 3— Unlawful Harassment

This module provides a detailed definition of what unlawful harassment is and what it is not. Participants will gain an understanding of the legal concepts of “protected classes” and the different types of behavior that are considered unlawful according to federal and state laws, including specific definitions of sexual harassment. Through a review of scenarios, participants will learn to differentiate between unlawful harassment and other forms of abusive behavior. This module also provides statistics to help contextualize the prevalence of different types of unlawful harassment and the statistical gap between what is reported and what is likely experienced in the U.S. workplace.

*Required for organizations that need to meet state and local mandates for anti-Harassment training.*
Module 3b— Policy Review

This module provides organizations with an opportunity to review their existing anti-discrimination and anti-harassment policies and other relevant codes of conduct in their organizational policies. Using the copies of the relevant organizational policies and codes of conduct, the facilitator will lead participants through a review of these policies ensuring that everyone knows the procedures for reporting concerning behaviors. Participants will also be given information on where and how to report incidents to outside state and local institutions.

Module 4— Continuum of Behavior

In this core module of the Ta’amod training, we take a deeper dive into understanding different types of interpersonal behavior. We will frame our discussion through the lens of a continuum that begins with respect and progresses all the way to unlawful harassment. We will define bullying and abusive behavior in order to explore how they manifest in both in-person and virtual workplace settings. Through a series of discussions and scenarios, participants will practice differentiating between varying types of problematic workplace behaviors.

Module 5— Bystander Intervention

This module focuses on how participants can take appropriate action when witnessing incidents of rudeness, bullying or harassment. Grounded in research and Jewish concepts like Hineini, this module presents a comprehensive examination of a framework for bystander intervention. Through a series of exercises and discussions, participants will:
- explore the phenomenon of bystander non-intervention
- learn what bystander intervention is (and is not)
- review factors they should consider when deciding whether and/or how to take action
- examine 4 different strategies for intervening

Module 6— Feedback (employees)

Feedback rich culture is critical to sustaining a healthy workplace. In this module, we present the evidence for why feedback is essential from both a research and a Jewish values perspective. Participants will learn best practices and have the opportunity to practice giving and receiving critical feedback through utilizing the SBI model – Situation, Behavior, Impact. Participants will build their skills through a series of role play activities and wrap up by discussing their experiences in the workplace context.

Module 7— Responding with Empathy (supervisors)

Supervisors and managers have an additional level of responsibility for creating a healthy, harassment free environment. We will review supervisory responsibilities and organizational liability. We will also understand the difference between receiving an initial report and the process of investigation. Participants will role play responses to employee reports related to a broad spectrum of challenging behaviors; from witnessing a racial slur to being constantly interrupted by colleagues, from being the target of politically based bullying to sexual harassment. Participants will learn to act with integrity while strengthening their capacity to listen and to respond with empathy to staff and colleagues.
Module 8— Coaching for Change (supervisors)

Once supervisors become aware of problematic behaviors that contribute to unhealthy or even hostile work environments, they have the opportunity and the responsibility to respond with right action. Often, this includes coaching an employee towards a change in behavior. This module teaches the GROW coaching model for helping an employee whose behavior is out of alignment with organizational values and codes of conduct. The GROW model focuses on four steps for engaging an employee in understanding the impact and implications of their behavior:

- **Goal:** Set a goal for the coaching session that clearly identifies the problem/area for change and the focus for the coaching.
- **Reality:** Support the employee to recognize the impact of their behavior and the consequences of continuing the disruptive behavior.
- **Options:** Enroll the employee to examine options and pathways to improve behavior and identify concrete steps toward realigning their behavior with organizational values and codes of conduct.
- **Wrap-up:** Set concrete actions that the employee will take to address the issue, agree on a time table and set a future date to revisit the issue.

Participants engage in a role play activity to practice applying the GROW model across a variety of situations as well as with different types of employee responses to critical feedback and coaching.