

Install the method. Solve the problem in the room.

A leadership team learns the R.E.A.D. Method by applying it to a decision it is actually facing, and leaves with a shared protocol that outlasts the day.



WHO IT IS FOR

Mid-level and senior leadership teams in colleges, universities, school systems, and organizations: cabinets, deans' councils, division heads, cross-functional teams that have to make decisions together and are not yet doing it well. Ten to twenty-five participants, working in pods of five.

THE ARC OF THE DAY

R Recognize

The room arrives. A short somatic practice, then each leader names what is actually present for them about the problem on the table.

E Examine

The problem itself: the stimulus, the narrative each unit carries about it, and what it is made of once the narratives are set aside.

A Align

Each leader and the group check the emerging response against the institution's stated values and their own.

D Decide

Commitments are made, written, and witnessed. The follow-through plan leaves with the team, not with the facilitator.

WHAT THE INSTITUTION GETS

- Fewer decisions made in a reactive state
- Faster collaboration across units
- A shared vocabulary for pressure and change
- Leaders who can run the protocol themselves
- Individual and team data the institution can act on

A SAMPLE MOMENT FROM THE ROOM

A provost's cabinet has spent three meetings on a reorganization and cannot close it. Forty minutes into Examine, the dean who has been silent says the problem is not the structure; it is that two of the people in the room do not trust each other to run it. The room goes quiet. That is the moment the day was designed to produce, and the method has a next step for it.

Three levels of depth.

Every level runs the same method. What changes is how much of the institution's data comes into the room, and how far into the body the work goes.

Level 1

Half-day workshop

3.5 hours, on-site

- The R.E.A.D. Method installed on one live problem
- Facilitated by Dr. Moore
- Workbook for every participant
- Light bites and coffee, included
- Certificate of completion and digital badge

Level 2

Full-day intensive

6 to 7 hours, on-site

- Everything in Level 1
- Capacity assessment suite completed before the day
- Individual feedback report for every participant
- Facilitated whole-group debrief of the team's profile
- Working lunch, included
- Thirty-day follow-up call with the sponsor

MOST REQUESTED

Level 3

Residential retreat

1 to 3 days, in residence

- Everything in Level 2
- Somatic and creative practice woven through the method
- Private one-on-one sessions with the most senior leaders
- All meals designed as part of the experience
- Ninety-day follow-up and a second cohort option
- See the Leadership Retreat sheet

THE CAPACITY ASSESSMENT SUITE

Levels 2 and 3 include the Human Literacy self-awareness tool and the YOU Model capacity profile, completed online before the session. Each participant receives a private report on their Inner, Outer, and Unlimited Capacity. The group receives an anonymized team profile that becomes the material for the debrief. Leaders rarely see their team this clearly, and they rarely forget it.

HOW TO BEGIN

A thirty-minute scoping call to name the pain point and the decision the team is carrying. A proposal with an investment schedule follows within a week. Most institutions book four to eight weeks out; assessment-inclusive levels need three weeks of lead time for participants to complete their profiles.



SCAN

Book a scoping call.

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