

Organizational Partnership

Proposal



Lucy Lantis

Inward Inquiry, LLC
Founder





Lucy Lantis is an entrepreneur, coach, and organizational facilitator. She customizes experiences to evolve workplace cultures by fostering healthy, authentic relationships. Lucy has worked with numerous clients, leading transformative discussions to improve relational dynamics and enhance team cohesion.

Lucy is a Fulbright Scholar who earned her master's degree in Conflict Resolution. She also holds certifications in Mediation and Negotiation from the National Mediation Board.

Her background is in international higher education, where she fostered global partnerships and facilitated intercultural communication trainings.

Lucy's extensive international experience enriches her organizational facilitation, emphasizing the value of strong relationships as a cornerstone of effective workplace environments. She is dedicated to helping organizations cultivate these essential dynamics to achieve their goals.

Mission:

To create a space for organizations to step into the fullness of their authenticity, empowerment, and potential through the development of healthy relationships.

Professional Credentials:

- Master's Degree in Conflict Resolution
- Completion of Positive Intelligence Coaching Program
- Certified Dale Carnegie Leadership Trainer
- Completion of 30 Hour Restorative Circle Practice Training
- National Mediation Board 40 Hour Certification

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Individual Coaching:

Using the Positive Intelligence coaching model, Lucy works with clients 1:1 to uncover barriers, behavioral patterns, and strategies for reframing challenges into opportunities.

During these conversations we discuss why you do this work, personal strengths, and your perspective on the team's dynamic. In order to work productively on a team, we must first establish self-awareness.

Group Dialogues:

Group Dialogues provide structured spaces where every voice is valued, and conversations are facilitated with care and intentionality. Through a framework of storytelling, reflection, and interactive group engagement, these dialogues are tailored to address specific organizational needs. Lucy skillfully guides the process, posing insightful questions and fostering an environment where meaningful conversations naturally emerge.

These sessions go beyond surface-level discussions, strengthening relationships, improving team communication, and fostering collaboration. The outcome is a more unified team with a deeper sense of purpose and belonging.

Workshops:

Workshops are an interactive 1-4 hour experience where participants engage in small groups, 1:1 discussions, and plenary debriefs. There are a variety of topics shown below. Do you have another idea? Let's talk! Lucy can customize workshops to meet your specific needs.

- Intentional Relationship-Building Workshop
- Fostering an Authentic Workplace Culture Workshop
- Communication Workshop
- Healthy Boundaries in the Workplace Workshop
- The Art of Supervision Workshop
- Conflict Management Workshop
- Annual Review and Goal Planning Workshop



Featured Series

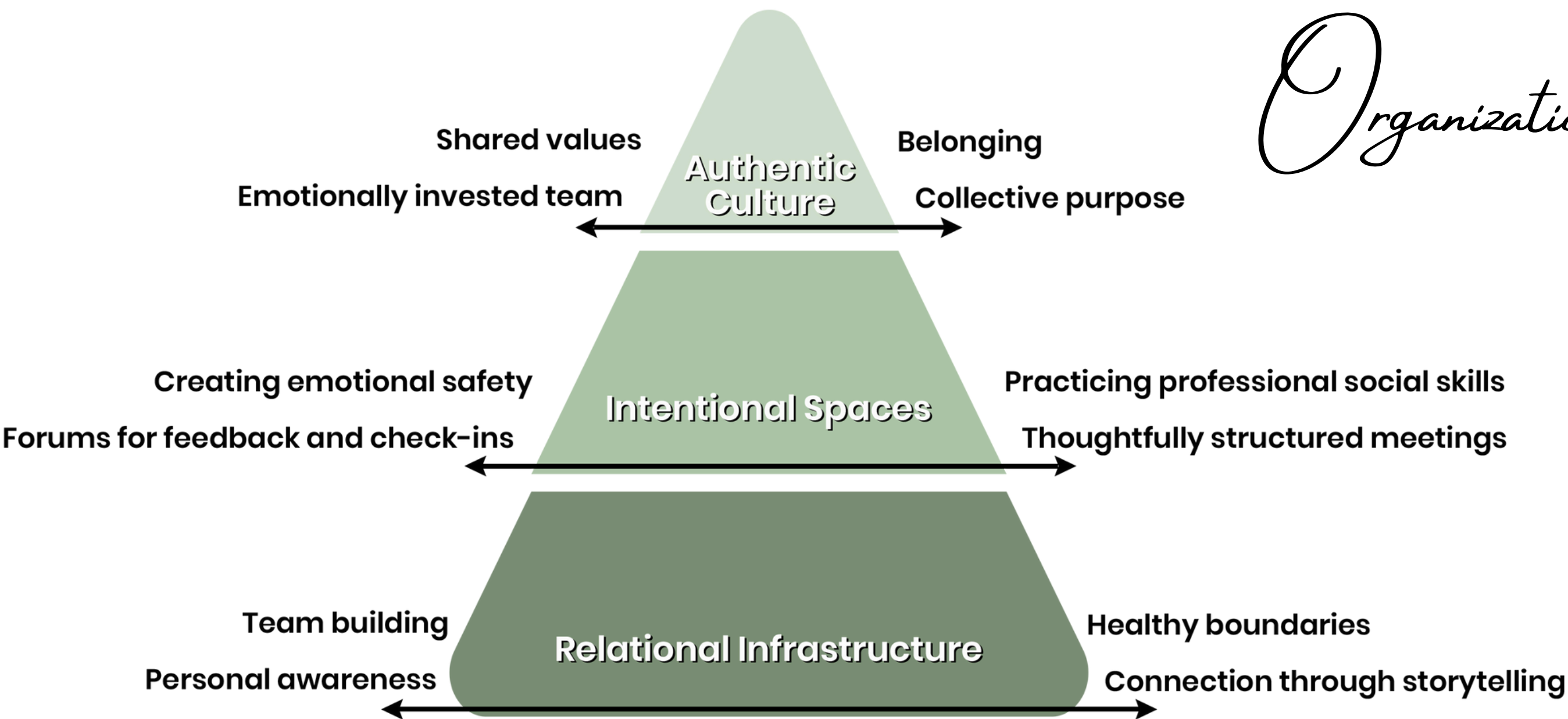
Teambuilding & Culture Development Series

This six-month Teambuilding & Culture Development Series is designed to equip leaders with the essential skills to navigate the interpersonal complexities of a dynamic workplace.

This series focuses on building a strong foundation of leadership competencies, starting with enhancing communication skills to foster transparency and trust within teams. Participants will learn practical techniques for conflict management, relationship-building, and hands-on training in the art of developing your supervision style.

Participants will also explore the critical practice of developing people, learning how to mentor, coach, and empower people to reach their full potential. By the end of this program, your organization's staff will not only be more confident in their authentic work styles, but also well-equipped to foster a connective team culture that drives long-term success.

Month 1:	Month 2:	Month 3:	Month 4:	Month 5:	Month 6:
Group Orientation & Goal Setting Session	Relationship-Building Workshop	Communication Workshop	Conflict Management Workshop	The Art of Supervision Workshop	Group Debrief Session



Organizational Framework





Partnership Pathways

Option 1: Standalone Engagement

- One Workshop

Option 2: Quarterly Partnership

- Quarterly Group Dialogues/Workshops (4 in total)

Option 3: Six Month Partnership

- Group Orientation
- Monthly Group Dialogues/Workshops (4 in total)
- Group Debrief

Option 4: Annual Partnership

- Group Orientation
- Monthly Group Dialogues/Workshops (10 in total)
- Group Debrief

All services are customizable and may be substituted with alternative options. Additionally, Lucy strives to work within each client's financial needs, so please do not hesitate to disclose your budget so she can create a custom proposal for you.

