



## Developing People-Focused Leaders in People-Serving Systems

Developing leaders who know how to lead themselves and others in people-serving organizations is an **essential investment for long-term success**.

**Our focus is on the people side of leadership**—self-awareness, emotional intelligence, relationship management, and creating cultures of trust and accountability. Leaders set the tone, and their impact ripples across every level of an organization.

**The return on investment is clear:** leaders who develop these skills foster **engagement, satisfaction, and collaboration**. That translates to **stronger recruitment and retention**, and improved **performance across the organization**.

### The Inner Leader Institute Model Uses:

- **Research-based assessments** to build self-awareness
- **Competency-based curriculum** for leadership skill development
- **Peer learning** for creating connection and shared growth
- **Capstone projects** to put learning into practice

## An Immersive 4-Month Experience



### Structure

- 3 in-person retreats
- 2 virtual retreats
- Peer learning sessions
- Capstone presentation
- Graduation



### Curriculum

- Assessments
- Learning modules
- Guided reflections
- Self-awareness practices
- Leadership development plan



### Process

- Circle process
- Facilitated workshops
- Group engagements
- Self-care activities
- Social connection



## Graduate Leaders



Our graduates come from 37 organizations across nonprofit, public, and private sectors, representing all three grand divisions of Tennessee – from urban centers to rural communities.

### In Their Words...

"This course taught me how to rise to my potential and inspire those I am entrusted to lead to rise to theirs. There is a leader inside each of us."

-Stacia Freeman  
CEO, EPIC Girl

"This experience and being immersed in a psychological safe and interactive learning environment allowed me to experience a deeper understanding of my being and leader back in the workplace and home life! I'm forever grateful and have a heart full of gratitude!"

-Rakaya Humphreys, NW TN Head Start/Early Head Start Director

"This leadership academy was hands down the best leadership development I have ever participated in. It will be extremely challenging for me to apply to any other leadership program, because nothing will measure up to the experience I have had with Steve and Heather."

-D D Young, TDOH

"This experience is more than just professional development — it's personal transformation. Through immersive training, powerful assessments, and meaningful peer connections, I'm learning to lead the most important person I'll ever lead — myself."

-Sandy

## INNER LEADER INSTITUTE



**Heather Taylor Griffith, LCSW, CPC**  
Coach. Consultant. Facilitator

Over half a century of executive leadership experience in people-serving systems across nonprofit, public, and private sectors.



**Judge Steve Hornsby, JD, CLC**  
Coach. Consultant. Facilitator



## \$ Tuition & Expenses

Tuition to participate in the 4-month **Inner Leader Academy** is **\$3,300**. This investment includes all **course materials, training, and assessments**.

Participants (or their employer) are also responsible for **food, travel, and lodging expenses** for the three in-person retreats. The estimated cost for lodging for 3 in-person retreats is approximately **\$1,800**. Actual rates may vary and this estimate does not reflect potential discounts, such as state rates.

**Space is limited.**

## Person Participation

The Inner Leader Academy includes **in-person retreats, virtual sessions, and peer learning activities**. These intentionally designed experiences foster an environment that supports transformative change which builds a strong community of peer leaders.

**Regular attendance, intentional engagement, and openness to growth** are essential in all activities. Because experiential learning builds over time, **attendance at the first retreat is required** to establish a strong foundation in the material and to begin building the relationships that support the entire Academy experience.

After the first retreat, up to **three absences** are permitted. In the event of unforeseen circumstances, facilitators will provide support to help maintain continuity of learning.

## Calendar Dates

<b>March 2-5, 2026</b>	Opening Retreat	Fall Creek Falls State Park, TN
<b>March 26, 2026</b>	Virtual Meeting #1	Zoom
<b>April 13-16, 2026</b>	Midpoint Retreat	Fall Creek Falls State Park, TN
<b>May 21, 2026</b>	Virtual Session #2	Zoom
<b>June 9-12, 2026</b>	Closing Retreat	Fall Creek Falls State Park, TN



## Register to Reserve Your Spot

Enrollment is offered on a **first come, first served basis**. The cohort is intentionally small to support meaningful relationship-building and a high-quality learning experience. **Space is limited, so we encourage you to register early.**

To hold your spot, complete the application using the button below. A **non-refundable \$300 deposit is required** at the time of submission. Your spot will be held once the deposit is received. Invoices for the remaining \$3,000 will be sent in early January 2026, and enrollment will be completed once the remaining balance is paid.

*Please note: The deposit is non-refundable. Refunds will only be issued if the Leadership Academy is cancelled.*

**REGISTER NOW**

If you need assistance with the application or if you have questions, contact us at:  
**Heather@heathertaylorgriffith.com** and **Steve@judgehornsby.com**

## A Transformative Leadership Experience

The Inner Leader Academy is a transformational experience designed to shift how you lead from the inside out. Through reflection, practice, and a supportive cohort community, you will build the clarity, presence, and relational capacity needed to lead yourself and others with intention. If you are ready for growth that extends beyond the workplace and into every part of your life, we would be honored to have you in the cohort.

**“It is not just your ‘typical’ leadership conference.  
It’s truly a retreat, one to cherish, one to hold close, one that brings peace and joy,  
and one that fills you up. We can’t pour from an empty cup.”**

*-Shayla Wilson*



The Inner Leader Academy gratefully acknowledges the founding and ongoing support of the **Tennessee Commission on Children & Youth**.