

Roots in the Clouds

SERVE • CONNECT • THRIVE

COACHING + TRAINING FOR HUMAN-CENTERED LEADERSHIP



COACHING | TRAINING | FACILITATION

Using the power of story to heal organizational trauma + moral injury



www.rootsintheclouds.com

At Roots in the Clouds, we use a human-centered approach grounded in mindfulness and storytelling to heal root issues and occupational trauma and help mission-driven organizations:

- Build trust and psychological safety within their teams and the organization;
- Bridge the gap between the individual and the larger collective with compassion and empathy;
- Align staff well-being needs with mission performance;
- Integrate a holistic, human-centered duty of care into the fabric of organizational culture; and
- Align head, heart, and metrics to work together for mission success.

How can we support your organization?

WELL-LEADER COACHING	WELL-TEAM COACHING	CONSULTING
1:1 coaching using principles of mindful performance, positive psychology, and storytelling to help leaders at all levels thrive in their life and leadership.	Brave spaces of support for teams to navigate hard conversations and build equity, connection, belonging and well-being into the fabric of team culture.	Facilitation and support for unpacking and addressing entrenched systemic issues, creating psychological safety, and healing root issues, trauma + moral injury.
SPEAKING ENGAGEMENTS	LEADERSHIP DEVELOPMENT	STORY-HEALING CIRCLES
Sessions designed to support leaders to do their own inner work to more effectively lead and navigate the challenges of mission-driven work.	Using the power of storytelling to empower leaders, break old patterns of conditioned thinking, build confidence, and enhance emotional intelligence.	Using the power of storytelling to acknowledge and heal organizational trauma + moral injury, and cultivate compassion, empathy, and connection.



SPEAKING ENGAGEMENTS

We offer several types of speaking engagements including keynote talks, panel discussions, and interactive workshops. We have a list of established topics and can also partner with clients to design customized talks, either independently or as a part of a long-term engagement, including workshops, training programs, retreats, and webinars. Interested in learning more? [Get in touch!](#)

KEYNOTE TALKS

Keynote talks range in duration from 60-90 minutes and are a great format for introducing new subjects and ways of thinking to a large group. Dimple's keynote talks are interactive, practical, experiential, and fun! We have several signature talks, and we also partner with clients to design customized talks, either independently or as a part of a long-term engagement, including workshops, training programs, retreats, and webinars. Signature talks include:

- *Widen Your Window—Effectively Navigating Stress, Crisis, and Trauma*
- *From Languishing to Flourishing in a Post-Pandemic World*
- *Mind and Heart Working Apart—Understanding and Healing the Impacts of Moral Injury in Mission-Driven Cultures*
- *Always Already Present Goodness—The Power of Gratitude During Times of Challenge and Uncertainty*
- *Leading Through Crisis*

Interested in learning more? [Let's find some time to talk.](#)

PANEL DISCUSSIONS

Dimple has served as a speaker on a number of panels ranging from local organizational meetings to national conferences. She can speak to a variety of topics including, but not limited to:

- Organizational Trauma
- Moral Injury
- Vicarious Trauma
- Compassion Fatigue
- Building Trust + Psychological Safety
- Leading Through Crisis
- Story-Healing in the Workplace
- Mindful Performance
- Self-Compassion
- The Nervous System
- Duty of Care in the Humanitarian Sector
- Equity, Connection, and Belonging

If you have a conference or meeting and are interested in having her serve on a panel, please set up a time to connect.



WORKSHOPS

Through enriching and powerful workshops, story circles, and writing groups, we create space for leaders to do their own inner work so they can more effectively navigate the uncertainty and challenges that come with working in mission-driven spaces. All our offerings are based in mindfulness and positive psychology, designed to meet leaders, teams, and organizations where they are, and are interactive, activity-based, and engaging to a variety of learning styles. While all workshops listed here are ready to present as they are, we can work with you to integrate language and examples that are more relevant to your organization.

Full Day Workshops

Mind and Heart Working Apart – Understanding and Healing the Impacts of Moral Injury in Mission-Driven Cultures – *The mass exodus we've seen taking place across government, humanitarian, and private sectors over the past few years is about more than just feeling burned out or wanting more flexible work arrangements. It's often about feeling like one's conscience has been wounded and an innate sense of integrity has been violated. Organizational conditions that give rise to trauma and moral injury violate our sense of justice, which according to some social science theories is hardwired into our brains. This means that perceptions of justice (or injustice) in the workplace have profound effects on employees, which in turn impacts the mission. Given the specific neural underpinnings of moral injury, we can now target strategies for becoming resilient after it happens.*

One way is via storytelling, which connects people by allowing them to share in an experience. This workshop uses principles of mindful performance, acceptance and commitment therapy (ACT), and story-healing circles to help participants understand and differentiate between burnout, moral injury, and PTSD, provide participants with coping strategies, and create a sense of common humanity through story-healing.

Be Here | Be You | Belong - *Our brains are meaning making machines – nothing exists until we perceive, label, and interpret it. Every day we create elaborate “stories” - theories and explanations about our interactions with others, about the choices we make, and about the state of the world around us show up in the form of biases. Unconscious biases are the automatic stories and unintentional shortcuts our brains take to be more efficient when making decisions. They're neither good nor bad – they just are – and we all have them. While these stories and biases become a problem when we engage in them without awareness, the reality is that we tend to overestimate our ability to change our own minds. This means that in addition to developing awareness around our own biases, we must begin to understand the collective biases within the organization that often lead to “othering” and subtle acts of exclusion (microaggressions), in order to effectively mitigate their impact and effect systemic change, ultimately weaving equity, connection and belonging into the fabric of organizational culture. This workshop is designed to help participants develop a non-judgmental awareness and understanding of their own biases and subtle acts of exclusion (microaggressions) and how they impact organizational culture and leadership.*



Half Day Workshops

Widen Your Window - Resilience is not something that we have or don't have - it's something we can train in our minds and bodies. Each of us has a window of tolerance to stress arousal. People with wider windows are much more tolerant of uncertainty and ambiguity and can access a sense of agency during times of stress, crisis, and conflict. We can widen our window through repeated choices that help our neurobiology to recover so that we have more capacity during times adversity, uncertainty and trauma. This workshop is designed to help participants understand the basics of stress, crisis and trauma, and provide practical information and tools for building resilience and supporting yourself and others through uncertainty and stress.

From Languishing to Flourishing - In our fast-paced world, we often put more importance on doing, rather than being. And even though we know that pushing through to the point of depletion is a one-way ticket to burnout, when life begins to ramp up, self-care often falls to the bottom of our never-ending to-do lists. But we know from the research that self-care is not selfish or indulgent - it's a necessity that requires us to set and enforce boundaries on our time and energy and doing things that are going to make us feel good and recharge. Simple, but not easy. This workshop is designed to give participants the space to explore the neuroscience behind unhealthy coping mechanisms and dive deeper into 6 different "buckets" of self-care, and the foundations of healthy habit formation. By the end of the workshop participants will walk away with a customized self-care plan they can immediately put into action.

Courage, Confidence + Calming Your Inner Critic - Striving for perfection is an applauded quality within high performance cultures, however research shows that self-compassion is one of the most fundamental determinants of resilience and success. It is associated with higher psychological well-being, better physical health, and improved professional and personal skills. Where self-criticism leaves us powerless and distraught, self-compassion boosts happiness, reduces anxiety and depression, and helps maintain boundaries and healthy lifestyle habits. This workshop is designed to help participants explore their relationship with perfectionism and imposter syndrome and connections with the inclination towards inner criticism. Practices will be introduced to clarify the voice of the Inner Critical Coach and its converse – the Inner Compassionate Coach – the aspect of the Self that nurtures shame, learns from mistakes, and encourages you from a place of kindness.

Leading Through Crisis - Crises come in all shapes and sizes – from natural disasters and global pandemics to the death of a loved one or the loss of a job. The one thing that all crises have in common is the associated uncertainty which challenges our ability to cope. This workshop is designed to provide leaders with the tools for building resilience and supporting themselves and others through times of crisis by applying basic principles of psychological first aid, including how to recognize and co-regulate nervous system reactions, foundational elements of crisis communications, and how to lend support to family members, friends and coworkers during and following the event.



Creating Brave Spaces - *Creating psychologically safe spaces is a fundamental skillset for every leader in an organization. Psychological safety promotes innovation and growth and without it, organizations often struggle to retain top talent and thrive. This workshop is designed to help participants understand the fundamentals of psychological safety and provides practical tools, guidance and steps to creating brave spaces in your organization.*

Managing Up, Down & Across - *Regardless of role or title, we can all use tools to help us communicate more effectively in our daily lives. This interactive workshop is designed to provide an overview of the five key brain “domains” that influence our behavior in social situations and help us more quickly identify social “threats and rewards” in specific situations so we can overcome or leverage them to build more trust and stronger personal and professional relationships.*

Two-Hour Webinars

Understanding the Neuroscience of Moral Injury - *Moral injury results in a powerful emotional and cognitive response that can cause people to feel shame, guilt, a lack of compassion from their coworkers, or like they have failed. This type of trauma specifically points to greater brain activity within areas involved in guilt, moral cognition, and how we think about how we fit into our external world.*

Introduction to Mindful Performance - *Mindfulness is often represented by the image of a mountain. This mountain will be battered by wind and rain, it will be bathed in sun, and it'll be covered in snow. Yet it remains unmoved, steadfast, stable. In our high-stress, fast-paced world, our personal weather patterns often show up in the form of staffing shortages and heavy workloads, navigate the impacts of long COVID, trying to achieve some kind of work-life harmony—and the list goes on. Being unflappable during stressful or challenging times isn't about engaging in toxic positivity or pushing away the hard emotions. This interactive webinar is designed to help participants learn about mindful awareness—the ability to notice what's coming up for us in a given moment and finding the strength to be with it, without judgment.*

Always, Already Present Goodness - *Nearly two decades of research on gratitude shows that when life is going well, gratitude allows us to celebrate and magnify the goodness. But what about when we're facing challenges or experiencing pain? Research in the field of positive psychology shows that with practice we can develop the capacity to be present to the good that exists around us and train our brains to create new muscle memory for savoring the little, everyday moments. This webinar is designed to explore the concept of "practicing positivity" and how gratitude and savoring can help us appreciate lessons learned and growth catalyzed through occupational challenges like moral injury, compassion fatigue, and vicarious trauma.*



From Go Go Go to No No No – in today’s fast-paced world most of us can’t find time to eat lunch or use the bathroom let alone practice any kind of on-going self-care. Being pulled in multiple directions throughout the day can often leave us feeling exhausted and unmotivated at the end of a long day. When this happens day after day, we’re headed towards burnout, and once we fall into that hole, it’s much harder to climb out. This webinar is designed to explore what it takes to cultivate self-compassion and set boundaries, the things that get in our way, and how to overcome them in order to better protect your time and energy so you can continue to show up and serve.

Notice, Name + Navigate - Most people travel through life on autopilot, which means they're not paying attention to signals and sensations our body is sending to them in real time. Without an awareness of the signals and sensations, it makes it more challenging to regulate the corresponding emotions. Interoceptive awareness helps one regulate the way they feel, by prompting them to act based on the signals they receive. This webinar is designed to help participants understand what mindful awareness is and isn't and how to cultivate it and apply it to notice bodily sensations, name the underlying emotions, and more effectively navigate arising challenges.

Introduction to Healing Through Journaling - The health benefits of writing about trauma are well documented and suggests writing about trauma can be beneficial because it can help people re-evaluate their experiences by looking at them from different perspectives and ease the emotional pressure of negative experiences. This webinar is designed to help people understand the neuro-biological impact of journaling and understand the fundamentals of creating an on-going journaling practice.

Understanding the Neuroscience of Bias - Understanding how our perceptions, thoughts, and emotions reinforce our views and influence our actions allows us to begin questioning the internal narratives that often get in our way of acknowledging historical trauma and cultivating greater diversity, equity and belonging within our schools, communities, and workplaces. Cultivating self-awareness and self-compassion allows us to more easily notice deeply conditioned reactions and break old patterns to shift towards mindful responding from one moment to the next.

What Happens in Vagus - Our fight or flight response is an evolutionary protection mechanism meant to protect us from threats in our environment. The problem is that though our lives have evolved, the brain’s capacity to understand the difference between a real threat and a perceived threat has not, and with all of today’s modern stressors, we tend to live in fight or flight mode which isn’t good for our health and well-being. This webinar is designed to help participants understand how to toggle between the sympathetic and parasympathetic nervous systems and how to stimulate the Vagus nerve in times of stress, crisis or trauma to more quickly bring about the calm, collected feeling we all desire, especially in times of challenge.



OTHER OFFERINGS

Story-Healing Circles - *Our need to share stories is an inherent part of being human. Stories are how we make meaning of the world around us. How we discern between friend and foe, danger and safety. Our stories help us understand who we are as individuals and our role in the world. They influence and build the lens through which we see and experience the world around us. Our facilitated story-healing circles are designed to create deeper, more meaningful connection on teams and across organizations. We work with you to create brave spaces of community where people can show up fully to heal and flourish.*

Challenge the Narrative Writing Groups - *The health benefits of writing about trauma are well documented and suggests writing about trauma can be beneficial because it can help people re-evaluate their experiences by looking at them from different perspectives and ease the emotional pressure of negative experiences. Challenging the Narrative Writing Groups are a series of 6 virtual story-healing sessions held over 6 weeks. In the days between live the sessions participants will access a daily writing prompt designed to help them explore and heal the impact of their experiences through writing.*

1:1 Coaching - *Whether you're navigating unfamiliar territory, embarking on a transition, working through trauma, overcoming imposter syndrome, or struggling to create more equity and belonging on your team or in your organization, we are trained to meet you where you're at and co-create a plan that works for you. We provide unique approaches to help leaders ranging from first and second-line supervisors and mid-level managers to executives, clarify and align their values, voice, and vision, and take a human-centered leadership approach to navigating uncertainty, managing unique occupational stressors, and addressing equity and inclusion concerns effectively.*

Team Coaching - *Our team coaching focuses on creating brave spaces where teams can come together to have hard conversations, operationalize principles of equity, inclusion, belonging, and well-being strategies into day-to-day work for sustainable mission impact, create structure and clarity around roles and goals, and connect with purpose, meaning and impact related to the work they do.*

Organizational Support - *We help mission-driven organizations unpack outdated narratives and address entrenched systemic issues, heal organizational trauma, and rebuild a workplace culture steeped in connection, belonging, well-being and psychological safety.*

[Contact us](#) or visit us at www.rootsintheclouds.com to learn more or set up a time to discuss how we might best serve you.



Mindful Performance Enhancement, Awareness and Knowledge (mPEAK)

mPEAK (*Mindful Performance, Enhanced Awareness and Knowledge*) is an immersive, trauma-sensitive mindfulness course that enhances the human capacity of mindfulness (*ability to stay in the present moment*) through empirically supported mindfulness practices and exercises formulated to correspond with recent neuroscientific findings, competitive advances, and related research on optimizing human performance. The foundation of this program is drawn from the highly respected and empirically supported Mindfulness-Based Stress Reduction (MBSR) program.

The course was originally developed by UC San Diego's Center for Mindfulness for the US National Men's BMX Racing team, however, has seen great success with first responders, law enforcement, NGO, government, and non-profit professionals, leaders, teachers, students and others who regularly face high tempo operational demands, pressure situations, and the constant demand of being "on," while balancing relationships.

Through mPEAK participants will:

- Develop greater focus, concentration and situational awareness
- Tap into "flow states" during high performance situations
- Learn to be present, in the moment at work and home
- Practice responding wisely to stress rather than reacting out of fear
- Develop resilience by learning how to be with challenging emotional/physical experiences
- Leverage personal strengths and stretch performance
- Recognize and shift from critical to compassionate inner self talk

Program Format + Benefits

- 8-week course (3-hour weekly group session) OR 3-day Intensive followed by 4 weeks of virtual integration sessions to deepen mindfulness practice and application (1-hour weekly group session)
- Audio recordings and live guided mindfulness meditation specific to performance (walking, sitting, standing, movement practices) **Modifications always available*
- Course workbook
- Individualized modifications + ongoing personalized support throughout the course
- Coaching instruction for deepening reflection, practice application, and integrating mindfulness into performance areas and daily life long after the workshop ends
- Small-group periods for discussion + social connection
- mPEAK course completion certificate **This course fulfills the prerequisite for those who wish to become certified as a mPEAK Coach.*

[Contact us](#) or visit us at www.rootsintheclouds.com/mpeak to learn more.



TESTIMONIALS

Dimple is an excellent instructor. Her courses are professionally done and she's a seasoned facilitator and leader in her field, so she has very practical experience. She knows what she's teaching inside and out. The resources she provides are clearly laid out and designed to support you. Everyone in a high demand or leadership position can benefit from working with her.

- *Nina Sachdev, US Citizenship and Immigration Services, Department of Homeland Security*

There were so many thoughts in my head at the end of the 3-day course I took with Dimple. I'm definitely someone who needs time to process experiences like the mPEAK class, and I've spent the entire weekend doing nothing but thinking about intentions and takeaways. Dimple is a FANTASTIC instructor! Truly, I was in awe of her ability to lead the class through three long days of exercises and discussions with such ease. I'm glad I was in this class, and I enjoyed the presence of every student.

- *LeRoy Potts, US Citizenship and Immigration Services, Department of Homeland Security*

Dimple's facilitation style is very grounding. Effective pacing and instruction for new and more experienced people interested in acquiring tools for stress management, emotional regulation & simply being able to navigate life more effectively. Dimple's disarming style fosters an environment where everyone is free to stretch and grow in a manner best for them.

- *Jennifer LaForce, US Citizenship and Immigration Services, Department of Homeland Security*

Dimple is an open, accepting and deeply knowledgeable and compassionate teacher. She made the material interesting and relevant, and it always felt like an ongoing conversation. She skillfully navigates obstacles and makes everyone feel seen and heard. This class was like getting a warm hug, wrapped in a blanket of knowledge.

- *Jennifer Jines, Creator and Chief Visionary Officer, Kindagious*

As a result of mPEAK my general awareness of myself and others seems heightened, I am less anxious, I am more curious about mindfulness and neuroscience/brain plasticity. I am reading 2 books that apply mindfulness to making positive changes in areas of my life.

- *Annette Flynn, Pastor*

Dimple provided a lot of information over the time we spent together that I look forward to going back and reading to continue learning. I also know these practices will continue to impact me as I continue practicing. I loved all of the topics and diving deeper with them has only made me that much more interested in integrating them into my life.

- *Nikki Bravo, Executive Coach*



TESTIMONIALS

As a result of being coached by Dimple, I've changed my outlook or perspective on life, both my professional and my personal life. Through my work with Dimple, I was reminded of and given the tools to be self-reflective and change how I was viewing things. Not to sound cliché, but the whole process was life changing. My entire attitude has changed. Dimple was most skilled at helping me to reflect on things. This was challenging at times because I would be self-reflective and therefore would discover things about me that I wouldn't normally have known without digging deeper to learn more about myself. During those times when I discovered and highlighted areas of improvement for myself, Dimple was very encouraging and realistic. I really benefited from working with her. I've grown in ways that I didn't know that I needed to. I will continually apply the tools that I learned from this and will hopefully continue to grow professionally and personally.

- *Dionne Smith, US Department of Treasury*

"I started coaching with Dimple as a way to think strategically about my career, by the end of our sessions I was thinking strategically about my happiness. She guided me on a path that allowed me to dream big about the future, but also set and accomplish smaller goals that had a major impact on how I live my life today."

- *Erin Hottel, US Citizenship and Immigration Services, Department of Homeland Security*

"I came to Dimple for coaching seeking direction after changing my career trajectory. I had become laser focused on my upward professional identity, success, and happiness that when I achieved it, it was great, but unbalanced with my personal happiness. I had transitioned to a more work-life balanced role and felt like I was floundering and unchallenged. Dimple took time to understand how I learn and communicate, to find creative ways to explore my options and the root issue. Her communication style was caring, motivating, and straight-forward. We discovered together that I was not floundering, but my current team lacked 3 elements that I need to feel fulfilled and successful in most aspects of my life. We achieved this break-through early in our sessions and with Dimple's patience and skill, she helped me set goals to change my mindset and behaviors that would help me identify those elements in my current and future roles. Identifying these elements and using the tools she provided has led to ongoing success, positivity, and happiness in all areas of my life."

- *Melanie Frank - US. Department of Housing and Urban Development*



MEET DIMPLE



Dimple Dhabalia, is the founder of Roots in the Clouds and a coach, facilitator, storyteller, and leader of leaders. Dimple's cutting-edge work at the intersection of leadership, storytelling and advocacy serves to unpack and heal old narratives, mitigate trauma, burnout, and moral injury, and create meaningful connection between people working in mission-driven spaces.

After almost two decades of working alongside and leading other humanitarians, Dimple believes that people who choose to work in human-centered fields are compelled by the common desire to alleviate the suffering of other humans, even if it means bearing their own pain in silence and shame.

Drawing on both empowering and challenging experiences over the course of her career at the crossroads of the government and humanitarian sectors as a catalyst, Dimple launched [Roots in the Clouds](#) in 2021 with a personal mission of transforming mission-driven sectors by building human-centered cultures that can meet mission needs *and* create psychologically safe spaces of empathy, connection, well-being and belonging for staff.

Today Dimple work supports a holistic approach to addressing individual and organizational trauma and moral injury using elements of storytelling, mindfulness, positive psychology, and human-centered leadership. She creates brave spaces for emerging and seasoned leaders to use the power of stories to preserve their own humanity as they work to preserve it for others. The inner work of cultivating self-awareness, self-compassion, and self-regulation empowers leaders to break old patterns of conditioned reactions; address and heal long-standing systemic issues; and ultimately enhance equity, connection, belonging, and well-being at the individual and organizational level.

Dimple is as an ICF accredited coach and certified in Applied Positive Psychology (C.A.P.P), and is a certified [Mindful Performance Enhancement, Awareness, and Knowledge \(m-PEAK\)](#) facilitator. She's also the creator and host of the podcast [What Would Ted Lasso Do?](#) which explores the popular TV show Ted Lasso through the lens of leadership and positive psychology, available now wherever you get your podcasts. She has a J.D. from the University of Denver, College of Law, a B.A. in Institutions and Policies and a P.P.E. degree from William Jewell College and Oxford University.

