



Scaling Deep

A Fractal Leadership Program

“What you practice on the small scale sets the pattern for the whole system” – adrienne maree brown

What is the purpose of the program?

Baltimore’s tech and entrepreneurship ecosystem is growing bigger and stronger every day. While Baltimore City is more diverse than the national average, we are not yet achieving a level of diversity that mirrors our city [[Momentum 2023](#)]. And, per CNN business, “2023 was an ‘extinction level’ year for tech startups.” The current market environment puts a lot of pressure on tech and startup leaders. As Baltimore works hard to become a thriving tech hub, we know that talent retention is a priority [[Strongdm 2023](#)]. Along with elevating founders, access to capital, and fortifying services, we believe that to keep and strengthen Baltimore’s talent, we must also focus on culture.

We have the unique opportunity to collectively slow down and intentionally move with courage and creativity to shape the culture of our Baltimore tech and startup ecosystem toward care for the whole human, organization and community.

The Scaling Deep program is inspired by nature and built on the frameworks of anti-oppression, whole systems, and emergent strategy. The program will offer practices and skills that develop our ability as leaders to deepen our relationships, align our actions with our values, connect with a sense of possibility in our work, and build muscle for transformative growth.

Who should participate?

The Scaling Deep program is ideal for women, non-binary and gender-expansive founders or established organizational leaders from Baltimore’s tech and startup ecosystem who are committed to nurturing their relational leadership capacity and deepening community.

This program might be for you if...

- **You work at a tech company, startup, or entrepreneurial support organization**
- **You are a director, vice-president, founder or c-suite executive with your company or organization**
- You prioritize people and are often found working “at the heart” of it all
- You’ve been yearning for you and your team to prioritize feeling more human inside of your work
- The proverb “if you want to go far, go together” lights you up
- You’re aware that systems change is a marathon, not a sprint



- You embrace being a passionate “outside the box” thinker, even when it ruffles some feathers
- You’ve seen and experienced the power of being vulnerable with others and you are willing to be brave
- In your world, play and rest are just as important as productivity
- You are ready to integrate body, mind and spirit into your leadership practice

How does the program work?

Our time together will be a practice ground for building a culture that prioritizes our whole humanness with interactive, reflective, and creative activities. In each session, participants will collectively experience relational concepts of emergence and belonging, explore further personal and professional applications, and build leadership capacity.

Scaling Deep is a 7-month program with 4 in-person “retreat-style” sessions in various locations across the city. Sessions will be held at local parks and greenspaces. There will be opportunities to connect between sessions.

[Learn More & Register Here](#)

Deadline to register: March 22

Dates and Times. Fridays from 2-5pm on April 19, June 7, August 2, November 1

Participants must attend all 4 sessions. In order to deepen our learning, practice and community building, in-person participation at all sessions is required. Registration is all-inclusive.

Registration is limited to 15. We are limiting the number of participants to enable intimacy and trust-building.

Sliding scale for accessibility. Placing ourselves on a sliding scale is a fundamental practice of economic justice, awareness and solidarity. We believe you have the best sense of your own financial abilities. If you need some more guidance, [here](#) is a helpful tool.

Who Are We?

The Scaling Deep program is a partnership between Loam, UpSurge, and Code City Strategies. [Loam](#) co-creates space for leaders and leaderful teams to cultivate relational change through education, coaching, design and facilitation. [UpSurge Baltimore](#) is a non-profit professional ecosystem building organization for Baltimore’s tech ecosystem on a mission to build the world’s first Equitech city. [Code City Strategies](#) creates technology pipelines through customized



training programs, talent development design, strategic partnerships and product development. We joined forces in the wake of tragedy to offer space to the women in our ecosystem to safely and collectively grieve. Our community showed up and then asked for more.