



Workshop Description

Why Attend?

In a year marked by crisis and uncertainty, everyday corporate life is at a crossroads, again. The choices companies make today will have consequences on workplace equity for decades to come. Healthy organizations recognize that highly inclusive teams with a robust, action-oriented Diversity, Equity and Inclusion strategy ensures organizational longevity. Those who do it well will create competitive advantage.

But while most leaders have committed to fostering a more inclusive and equitable team, many feel ill-equipped to lead meaningful conversations that lead to clear action and change. A lack of self-awareness, fear of unintentionally causing offence, or concerns about emotions running high could result in even the most thoughtful corporate DEI strategies to stall or even fail.

This two-point five hours workshop was designed to set participants up for success in leading brave conversations on enhancing diversity and inclusion in their workplace.

The Learning Opportunity

Participants leave this course with:

- Better clarity as to what we mean by brave or sensitive conversations and why they are different
- How to create a safe environment for handling these conversations
- How to 'show up' to support these conversations
- Tips for prepping for brave or sensitive conversations
- A technique for managing challenging behaviors or situations
- A process for leading a brave conversation

Who Should Attend?

Any leader or staff member:

- Leading group conversations
- In support of enabling a more diverse, equitable and inclusive workplace.



Workshop Details

Setting The Context

- Provide clarity as to workshop purpose, outcome and process
- Observe the facilitator role-modeling how to set context for a brave conversation

What's Different About Leading Brave Conversations

- Awareness as to why brave, inclusive conversations are important and different

Key Considerations For Prepping for a Brave Conversation

- A list of key considerations for preparing for a Brave Conversation

How to show up as The Brave Conversation Leader

- Clarity on the core facilitator practices that invite interaction and inclusion
- *Dilemmas Exercise*: Applying the Core Practices

Building Buy-In to Brave Conversations

- Tips for creating more inclusive engagement during meetings

Inclusive Engagement Strategies

- Tips for creating more inclusive engagement during brave conversations

The Importance of Setting and Refereeing Norms

- The rationale for setting targeted norms and tips for refereeing them
- *Refereeing Norms Exercise*: Practice and feedback on refereeing norms to get the conversation back on track

The Brave Conversation Process

A process for leading a brave conversation

About Facilitation First

For over 25 years our mission has been to share our passion for the design and facilitation of highly collaborative meetings based on consensus driven, focused results.

What You'll Receive

Participants will receive a digital workbook filled with strategies, intervention techniques, and suggested scripting for various dilemmas. Participants will also receive the personal feedback and coaching from participants and the trainer. Our certified trainers are 'facilitators first,' who bring their real-world experience to the classroom

Date	April 20, 2023
Time	1:00pm – 3:30pm EST
Location	Zoom
Fee	\$495 + HST

You can register online [here](#) or via email at info@facilitationfirst.com

Daniele-Jocelyne Otou



About Your Trainer

Growing up in neighbourhoods, places, and spaces where she often found herself being the only person of colour, Daniele-Jocelyne quickly understood the beauty of building bridges between cultures, and the importance of fostering empathy and cultivating communities of care rooted in belonging.

Danièle-Jocelyne now leads Inclusion, Diversity, Anti-Racism and Social Impact (IDEAS) Strategy Workshops, where she guides teams, individuals, and organizational leaders through human-centred learning programming, creating transformative change within themselves and their communities. DJ holds a Bachelor's degree in Human Relations and Organizational Development and is currently studying Social Innovation Design at the University of Pennsylvania.