

# Facilitating Brave DEI Conversations

**A Micro-Workshop Delivered Over Zoom: March 31, 2022; 1:00pm – 3:00pm EST**

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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 a 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-hour workshop was designed to set participants up for success in leading brave conversations on enhancing DEI in their workplace.

## Learning Outcomes:

By the end of this workshop participants will have:

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

## Target Audience:

Any leader/manager or staff member leading group conversations in support of enabling a more diverse, equitable and inclusive workplace.

## Agenda – 2 Hours

Activity	Result or Learning Outcome
Setting the Context	<ul style="list-style-type: none"> <li>• Provide clarity as to workshop purpose, outcome and process</li> <li>• Observe the facilitator role-modeling how to <b>set context</b> for a brave conversation</li> <li>• Warm Up: <b>Chatstorm!</b></li> </ul>
What's Different About Leading Brave Conversations	<ul style="list-style-type: none"> <li>• Awareness as to why brave, inclusive conversatins are important and different</li> </ul>
Key Considerations for Prepping for a Brave Conversation	<ul style="list-style-type: none"> <li>• A list of key considerations for preparing for a Brave Conversation</li> </ul>
How to Show Up As the Brave Conversation Leader	<ul style="list-style-type: none"> <li>• Clarity on the <b>core facilitator practices</b> that invite interaction and inclusion</li> <li>• <b>Dilemmas Exercise:</b> Applying the Core Practices</li> </ul>
BREAK	<ul style="list-style-type: none"> <li>• 10 minutes</li> </ul>
Building Buy-In to Brave Conversations	<ul style="list-style-type: none"> <li>• Tips for creating more inclusive engagement during meetings</li> </ul>
Inclusive Engagement Strategies	<ul style="list-style-type: none"> <li>• Tips for creating more inclusive engagement during brave conversations</li> </ul>
The Importance of Setting and Refereeing Norms	<ul style="list-style-type: none"> <li>• The rationale for setting targeted norms and tips for refereeing them</li> <li>• <b>Refereeing Norms Excerise:</b> Practice and feedback on refereeing norms to get the conversation back on track</li> </ul>
The Brave Conversation Process	<ul style="list-style-type: none"> <li>• A process for leading a brave conversation</li> </ul>
Learning wrap-up	<ul style="list-style-type: none"> <li>• Confirm take-aways and personal commitment to apply learning</li> <li>• Adjourn</li> </ul>

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## Workshop Details

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For almost 25 years, Facilitation First has been top of mind for those seeking training in process facilitation. Our Facilitating Meetings with Ease workshop has been honed by Ingrid Bens, author of the national bestselling books 'Facilitating with Ease' and 'Facilitation at a Glance!'. With thousands of participants rating the course an average 4.5 out of 5, we provide an experiential workshop that equips learners with simple yet powerful tools that they can apply in their next meeting.

### 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.

**Dates:** March 31, 2022

**Location:** Online via Zoom

**Times:** 1:00pm – 3:00 pm EST

**Fee:** \$395 + HST

**Trainer:** Zahra Abdullah & Michael Goldman

**To Register:** E-mail [info@facilitationfirst.com](mailto:info@facilitationfirst.com)



### About Your Trainer: Zahra Abdullah

Zahra has over 17 years of global experience as an executive at leading firms such as McKinsey & Co. She has worked with diverse teams in Saudi Arabia, Dubai, the USA, and Canada, adeptly navigating complex cultural differences and frequently shifting professional demands. Zahra is passionate about driving positive change around Diversity & Inclusion in the workplace by leveraging the science of change management and the art of leadership coaching.

Zahra brings a depth of insight into managing multicultural forces, inclusive leadership, creating an inclusive corporate culture, and accelerating the success of Diversity and Inclusion Initiatives.

She is an ICF certified executive coach, certified in group coaching, and holds an Executive MBA.



### About Your Trainer: Michael Goldman

Michael is a passionate advocate of facilitative leadership – combining powerful processes to acknowledge and leverage individual/group intelligence to achieve extraordinary results! This belief is based on over 25 years' experience in applying facilitative techniques where, in short periods of time, transformational events have occurred. Michael has and continues to compile these techniques in developing core and advanced facilitation training workshops.

Over the past 20+ years he has trained thousands of managers and leaders on these core techniques helping them to design and lead more collaborative and productive meetings. Michael's experiential facilitation workshops guide individuals and teams to collaborate more effectively to achieve outcomes by using simple yet powerful participatory tools.