



Workshop Description

Why Attend?

With the past few years marked by crisis and uncertainty, everyday corporate life is at a crossroads. 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 2.5-hour workshop is 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.