



## Workshop Description

How do you foster a culture of productive and healthy debate?

*“Collaboration is often hardest within polite groups of people because they don’t tend to express differences openly”*

Eunice Parisi-Carew, Author of High Five

The payoff for effective collaboration is exploration of a diversity of perspectives, creativity, innovative problem solving and better decision making. Yet many teams and organizations struggle to create the conditions necessary for individuals to feel safe challenging ideas in a way that won't impact relationships or do it in a way that doesn't devolve into rancor.

In this highly interactive 3.5-hour workshop, we equip teams and leaders with the guidelines, skills, and practice needed to support highly productive debate, including how to manage the stress of having your ideas challenged. As with all of our programs, we answer the “how” with practical, proven strategies.

*For good ideas and true innovation, you need human interaction, conflict, argument, debate.*

*Margaret Heffernan*

## The Learning Opportunity

Participants in this workshop will have:

- Better clarity as to what healthy debate is and isn't
- An understanding of the benefits of healthy debate
- A process for conducting healthy debate and a chance to experience it in action
- Tips on how to actively listen and manage your stress response
- An appreciation for creating psychological safety and setting guidelines
- Agreement on what and when topics should and shouldn't be debated
- Alternative safe ways for enabling disagreement
- Experience applying the learning to various conversational/meeting dilemmas
- Greater confidence in asserting yourself during important dialogue

### Who Should Attend?

- Intact teams including project teams
- Leaders and Project Managers
- Anyone involved with product or policy development, process improvement or transformation initiatives
- Corporate retreats, teambuilding events or as part of the kick-off to a key strategic initiative

This workshop can be delivered on-site or virtually.