



Getting Comfortable with Your Uncomfortableness:

Engaging in Courageous Conversations

Who should attend

Those willing to participate in a journey of engaging in uncomfortable conversations.

- ✦ Individuals and Groups (i.e., community, church, social, nonprofits, etc.)
- ✦ Boards
- ✦ Teams

Prerequisites

There are no prerequisites for this series.

What this transformative series provides

A structured learning series designed to engage in hard and often complex discussions. Through both research and anecdotes, they assist in broaching complex and sensitive subjects to contribute to long-term transformation. Courageous conversations provide an opportunity for growth and are not about being comfortable, they are about being committed. Assist in creating understanding around being committed to **truth**, to **equity**, and to **progress**. Without them, any initiative risks being superficial or performative.

Series format

This is a series that facilitates self-awareness and growth opportunities for individuals and collective groups. It is an opportunity for fostering inclusion, creating psychological safe spaces, addressing biases, promoting collective and individual growth, and strengthening organization performance. Each conversation concludes with a group reflection on what was learned or experienced during the session. The conversations are 90 minutes – 2-hours.

What the series provides

Upon completing this series, the participants will:

- ✦ Uncover hidden issues
- ✦ Experience opportunities for self-awareness and growth
- ✦ Build trust and authentic relationships
- ✦ Drive change while improving performance

What participants receive

Each participant receives a Participant Guide for post-class reference and review.

Objectives & Outline



One Step at a Time
CONSULTING

Getting Comfortable with Your Uncomfortableness:

Engaging in Courageous Conversations

In this series, we will:

Equity Diversity and Inclusion

- ✦ Explore intent vs. impact.
- ✦ Define and understand invisible privilege.
- ✦ Explore kindness using equity, diversity, and inclusion lens.
- ✦ Identify misgendering and mislabeling.
- ✦ Explore playing, changing, or leaving the game.
- ✦ Discuss sexism at work.
- ✦ Explore unconscious bias and microaggressions.
- ✦ Share concepts of identity development and cultural differences.
- ✦ Explore when race is an issue.
- ✦ Identify feedback loops for engagement for marginalized communities.
- ✦ Discuss gender disparities.
- ✦ Identify ways to talk to people of other races.
- ✦ Explore mental health and inclusion.
- ✦ Discuss tokenism vs. representation
- ✦ Understand socioeconomic and class inequities
- ✦ Explore religious diversity and organizational impact.

Leadership Development Conversations

- ✦ Explore learning to work in the rain during failure.
- ✦ Identify ways to build leadership character.
- ✦ Share concepts and understanding of inclusive leadership.
- ✦ Discuss the value of trust.
- ✦ Identify ways to build personal and professional goals.
- ✦ Understanding how to navigate during uncertain times.

In This Series

For Detailed Titles

**See Series List
(attached)**

**Courageous
Conversations are
90 – Minutes to 2 –
Hours in Duration**

**Customizable
Conversations are
Available Based on
Client Needs**