



ENABLING COURAGEOUS CONVERSATIONS IN THE WORKPLACE

with Joanne Lockwood



Joanne Lockwood

Summary

This intermediary workshop, typically run as a whole day in person or half-day online, aims to be able to create an understanding and confidence in having courageous and challenging conversations in the workplace which can be uncomfortable and difficult, but they are necessary for growth and progress.

Who is this session for?

This workshop is suggested for all staff and colleagues throughout an organisation to embed a culture of courageous conversations. To ensure that teams work more effectively together, and people feel they can truly bring their whole selves to work.

Synopsis

- Duration: Half-Day On-line / Full Day In-Person
- Situ: On-Line or In-Person
- Format: Facilitated Workshop with Videos, Breakouts, Q&A
- Equipment: Internet, AV, Projector & Screen
- Room Layout: Classroom w/Break Out Areas
- Audience: Workplace, Club, Organisation
- Typical Delegate Size: 12 – 16 persons
- Cost: from £POA + VAT





201

FACILITATION LEVEL

Aims and Objectives

1. INTRODUCTION

- Importance of courageous and challenging conversations in the workplace.
- Why it's important to have these conversations.
- Briefly introduce allyship, psychological safety, and being comfortable being uncomfortable.

2. THE ROLE OF ALLYSHIP IN COURAGEOUS CONVERSATIONS

- Defining allyship and how it can support these conversations.
- Examples of how allyship can make a difference in the workplace.
- The importance of understanding privilege and power dynamics.

3. CREATING PSYCHOLOGICAL SAFETY

- Defining psychological safety and its importance in the workplace.
- Strategies for creating psychological safety.
- Examples of how psychological safety can support challenging conversations.

4. BEING COMFORTABLE & BEING UNCOMFORTABLE

- What it means to be uncomfortable and why it's necessary.
- Strategies for becoming comfortable with discomfort.
- The importance of embracing discomfort in the workplace.

5. CULTURAL INTELLIGENCE

- What is cultural intelligence and why it's important in the workplace?
- How cultural intelligence can help individuals become comfortable with people from different backgrounds and lived experiences.
- Strategies for developing cultural intelligence.

6. CONCLUSION

- Recap of main points.
- Encouragement to start having courageous and challenging conversations.
- Final thoughts and call to action.



These 201 facilitation-level intermediary sessions are either standalone or are often used as a kick-off to a D&I consultancy engagement and programme to set the scene and bring people to the same level of knowledge and understanding.

They are generally delivered either as half-day or full-day standalone deep-dive workshops that contain a presentation, interaction, video, games and facilitated round table discussions, together with actions, takeaways, summarisations and agreement on the next steps and priorities.

Typically sessions have between 15 and 20 people and are often most relevant for leaders and those with people or customer responsibility.

What people have said about the session...

“

I thought it was a valuable course that raises awareness around the lived experience of the trans community and the challenges the community faces. I would highly recommend this talk.

”

*Louisa Coyle,
NUI Galway*

“

Joanne's openness and clear explanations were exactly what was needed for the topic. I consider myself a trans ally and I still learnt a lot. Also just having a talk like this and seeing the number of people who attended has really opened up the conversation at our organisation.

”

*Claire Hazelton,
Siemens Healthineers*

“

Don't hesitate - sign up! It is no surprise that colleagues have described Joanne's sessions as the best they've ever attended.

”

*Adam Watkins,
NHS England-South Region*





P R O M O T I N G

Positive People Experiences

SEE Change Happen is an Inclusion and Belonging consultancy, that specialises in working to ensure that organisations are culturally aware and sensitive to the needs of individuals.

We offer best-practice consultancy including developing workplace policies, inclusion and ally strategies, and support and mentoring; professional keynote speaking for conferences or events; and workshops and training for crucial learning and development.



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