



HOW TO BECOME COMFORTABLE HAVING COURAGEOUS CONVERSATIONS

with Joanne Lockwood



Joanne Lockwood

Having courageous and challenging conversations in the workplace can be uncomfortable and difficult, but they are necessary for growth and progress. In order to have these conversations, it's important to have a foundation of allyship, foster a culture of psychological safety, and be comfortable with discomfort. Additionally, cultural intelligence can help individuals become comfortable having conversations with people from different backgrounds and lived experiences.

Support and advocacy for marginalized groups in the workplace can be achieved by listening to their experiences, acknowledging, and using privilege to support their efforts, and being willing to have uncomfortable conversations about difficult topics. By recognizing power dynamics and privilege, individuals can support those who may not have the same advantages.

Everyone should be able to speak up and express their opinions without fear of retribution or judgment. By creating a culture of psychological safety in the workplace this can help facilitate challenging conversations by creating a safe space for individuals to share their thoughts and ideas. This can lead to more productive and effective collaboration among team members.

Being comfortable being uncomfortable involves recognizing that growth and progress require discomfort. This means being willing to have conversations that may be difficult or make one feel vulnerable. By embracing discomfort, individuals can grow and learn from others' experiences and perspectives.

By fundamentally understanding and appreciating cultural differences in the workplace, including recognising, and respecting different beliefs, values, and customs, can ensure that individuals can become more comfortable having conversations with people from different backgrounds and lived experiences.

In summary, having courageous and challenging conversations in the workplace requires a foundation of allyship, a culture of psychological safety, and being comfortable with discomfort. Cultural intelligence can also help individuals become more comfortable having conversations with people from different backgrounds and lived experiences. By embracing these concepts, individuals can foster a more inclusive and productive workplace. In this interactive and engaging session, Joanne Lockwood speaks about her own experiences and the techniques she has developed to become a more effective communicator. Also, what you can do right now and how to be able to support others.

Following the presentation Joanne will be around for an open Q&A where you can challenge her with your thoughts or maybe even ask her for some ideas on how you can tackle your own challenges.

Key Points:

- Recognise the importance of allyship in having courageous conversations in the workplace.
- Understand the value of psychological safety in fostering a culture of productive and effective collaboration.
- Be willing to embrace discomfort in order to facilitate growth and progress.
- Develop cultural intelligence to become more comfortable having conversations with people from different backgrounds and lived experiences.
- Start having courageous and challenging conversations to foster a more inclusive and productive workplace.

Joanne Lockwood

INCLUSION & BELONGING SPECIALIST

Speaker • Consultant • Facilitator • Mentor



ABOUT

Joanne Lockwood

Joanne Lockwood is the Founder and CEO of SEE Change Happen and describes herself as an Inclusion and Belonging specialist that works with organisations throughout the UK, Europe and Elsewhere to bring culture change that allows people to thrive and perform at their best from pre-hire to retire.

Joanne is passionate about helping organisations to develop policy and best practise to be more inclusive for all people. By challenging biases, she helps them to develop a vision and strategy for conscious inclusion, with the aim of bringing about positive candidate, employee, and customer experiences. She delivers workshops, seminars, and training programmes both on-line and in-person.

Additionally, she promotes transgender awareness and support to businesses and assists them in developing allies' programmes and LGBTQ+ inclusion strategies.

She is a Fellow of the Professional Speaking Association, Member of the Institute of Equality and Diversity Professionals, consultant, and facilitator who focuses on "people people" be that in Talent Acquisition, Human Resources, or Learning & Develop to bring sustainable change by establishing a "why of D&I" for both the Organisation and the leadership teams to ensure it is promoted throughout to all colleagues.

As well as being a sought-after keynote conference speaker Joanne is also a prolific blogger and podcaster who hosts "Inclusion Bites" and is a regular columnist in a UK based National Newspaper where she shares her views on Inclusion and Belonging and creating environments where people can thrive.

She was a contributor and featured in a Channel 4 (UK) documentary called "The Making of Me", broadcast in February 2019 which featured on an episode of Gogglebox. This documentary was filmed over a 3-year period and detailed her own personal gender transition and its impact on those around her.

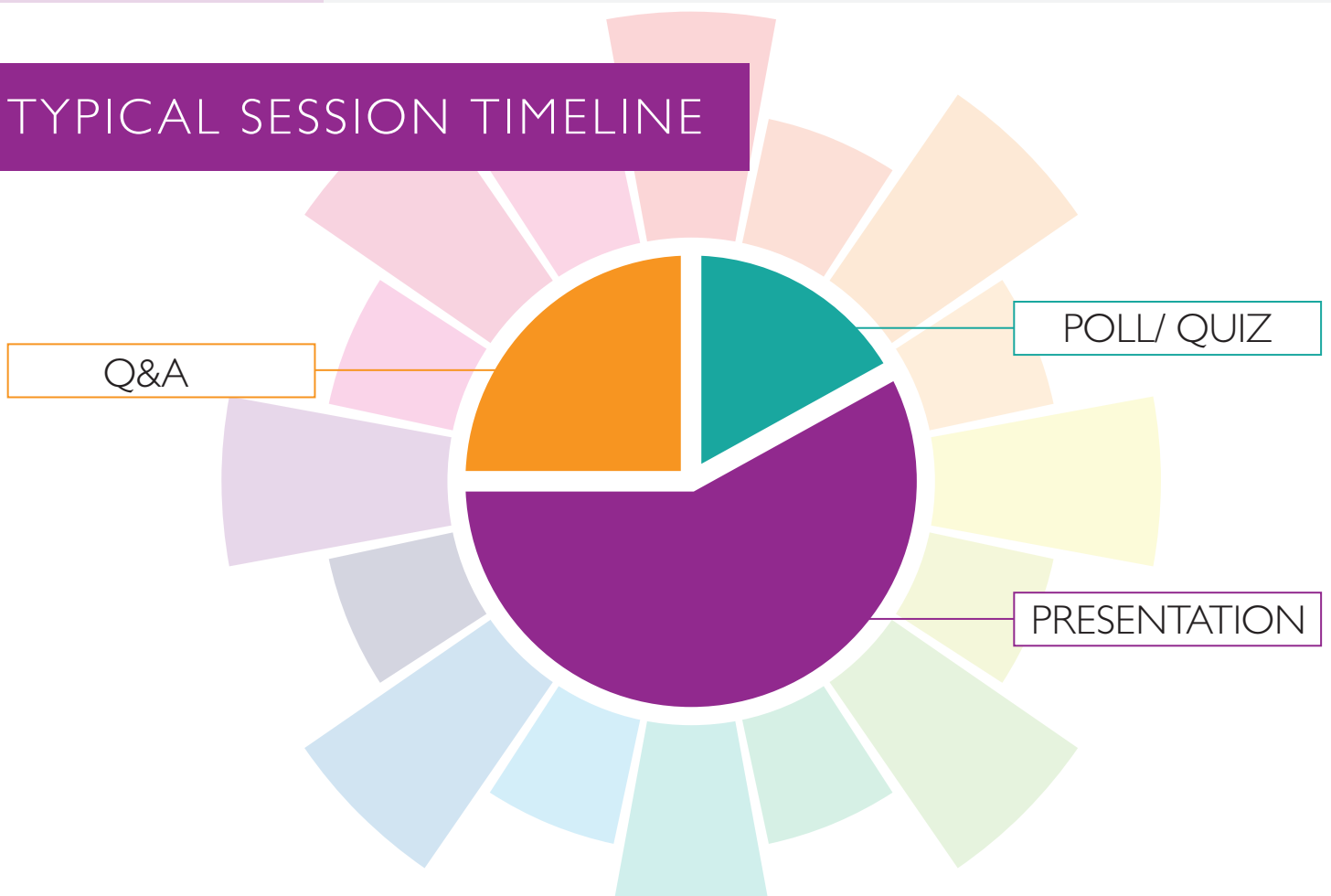
Recently, Joanne was named as one of the "Power List of the Top 200 Biggest Voices in Leadership in 2022" by leadersHum.com, also one of the "Top 30 must-follow diversity & inclusion thought leaders you must follow in 2022" by PeopleHum.com and one of the "125 People to Follow on LinkedIn About Diversity and Inclusion" by Diversely.com

Her mantra is "Smile | Engage | Educate" and that we should treat people as they wish to be treated.

SESSION STRUCTURE

STYLE:	Lunch and learn/speaking
DURATION:	Typically, 60 to 90 minutes
DELIVERY:	In-person or remote/on-line via Zoom or MS Teams
AUDIENCE:	Staff/colleagues – numbers up to 500
RECORDING:	By arrangement
MATERIALS:	Copy of slides will be provided in PDF format after the event
TECHNOLOGY:	Internet connection required for both presenter and delegates (phone)
FEEDBACK:	We are happy to provide a feedback/evaluation form
ACCESSIBILITY:	Please notify us in advance if there are any accessibility requirements

TYPICAL SESSION TIMELINE





We will join you in-person or online for a lunch and learn, which is as it sounds, an event often held over a 1-hour lunchtime break, to deliver a topic to a company-wide audience. With a quiz, speaking and an opportunity for questions and answers.

Empowering effective trans allies in your organisation will foster psychological safety and build a culture where people feel able to be themselves and bring their whole selves to work.

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.

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*Adam Watkins,
NHS England-South Region*

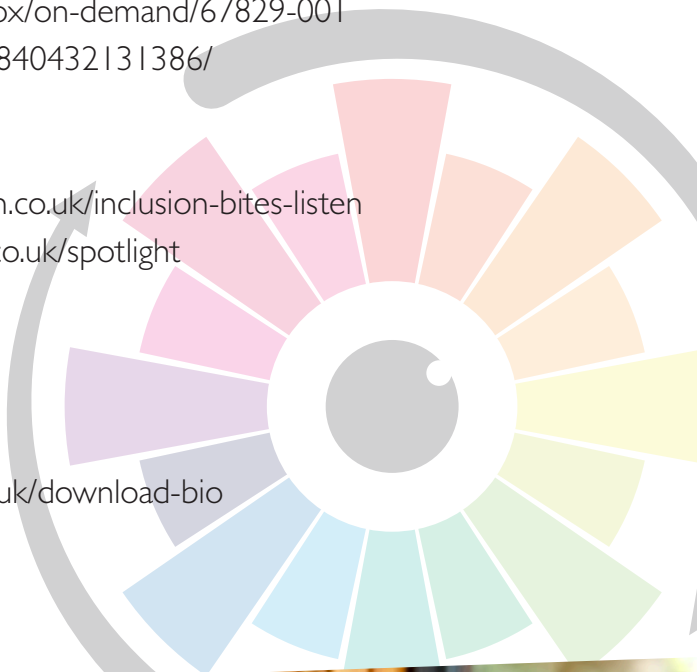


SEE Change Happen is an Inclusion and Belonging consultancy, that specialises in working to ensure that organisations are culturally aware and sensitive to the needs of individuals.

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.

Let's keep the conversation going...

- ▶ See other lunch and learns available from Joanne:
<https://seechangehappen.co.uk/speaking-category/lunch-and-learn>
- ▶ Watch the clip from “The Making of Me” on Gogglebox via Channel 4 or Facebook:
<https://www.channel4.com/programmes/gogglebox/on-demand/67829-001>
<https://www.facebook.com/Channel4/videos/583840432131386/>
- ▶ Website: <https://seechangehappen.co.uk>
Inclusion Bites Podcast: <https://seechangehappen.co.uk/inclusion-bites-listen>
Spotlight Newsletter: <https://seechangehappen.co.uk/spotlight>
- ▶ Twitter: @jo_lockwood1965
LinkedIn: <https://linkedin.com/in/jolockwood>
- ▶ Headshots and Bio: <https://seechangehappen.co.uk/download-bio>





— PROMOTING —

Positive People Experiences



You can email us...
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www.seechange happen.co.uk