# Conversation Guide - Empowering Change

<table>
<thead>
<tr>
<th>Date &amp; Time:</th>
<th>Location:</th>
<th>TIME:</th>
<th>Facilitator(s):</th>
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## Welcome and Introductions
1. Introduction – Who am I and why am I here? [the presenters]
2. Introductions from group + quick ice breaker
   *What is your favorite thing to do in the springtime [or winter, etc]?

3. About the Conversation. What does courageous look like?
   *The goal of this conversation is to build, share and express knowledge through dialog and deep reflections on our topic and focus on shared outcomes.*

4. Conversation agreements
   - Stay engaged
   - Speak your truth
   - Experience discomfort
   - Expect and accept non-closure
   - What is said here stays here; what is learned here leaves with you.

## Large Group Opening Discussion
**Question:** *When I think about Change I think about…*
Note any themes or underlying values which emerge.

<table>
<thead>
<tr>
<th>Large Group discussion</th>
<th>10 min</th>
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<tr>
<td>Practice: Listening with stillness.</td>
<td>8 min</td>
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<tr>
<td>Speak of: Personal Experiences rather than opinions.</td>
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**Question:** *Share or describe a major change from in your life or work. How did it make you feel? Describe negative and positive outcomes of it.*

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<th>Large Group feedback:</th>
<th>5 min</th>
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<td>3 min</td>
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## Dyads: Partner with another person.
4 min each
Practice: *Listening with stillness.*
Speak of: *Personal Experiences rather than opinions.*

**Question:** *Give an example of when you had trouble with a positive change. Why you were resistant?*

https://www.youtube.com/watch?v=fqBjheJJaEQ
(What do you think about the video)

Discuss the video and prompt questions:
*Give an example of when you had trouble with a positive change. Why you were resistant?*
**Large Group:** Talking Circle or popcorn style

https://www.youtube.com/watch?v=LrhmHbDLM8o

*(What do you think about the video)*

**Question or Prompt:**
*How do you manage change in your workplace? How do you empower innovation and creativity?*

**Follow Up question(s):**
*Workplaces are becoming more diverse and more inclusive. This requires a lot of change, so how do you perceive these changes and what impact do they have on you as an individual?*

**Optional questions:** *How can we help ourselves and empower others to be more open to change? How might we help ourselves and empower others to create a positive change in the workplace?*

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**Closing & Ending Quote:** *In one word, how do you feel about today’s conversation? Thank you for being courageous with us today. Please remember: What is said here stays here; what is learned here leaves with you.*

*“I am no longer accepting the things I cannot change. I am changing the things I cannot accept.”*  
— Angela Y. Davis.