CORPORATE KIT

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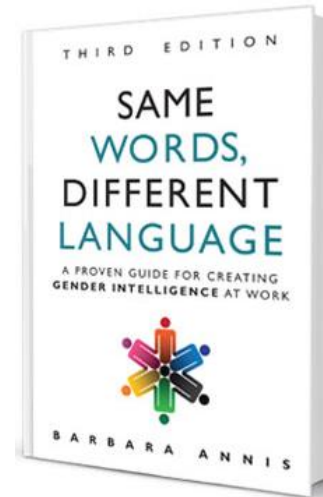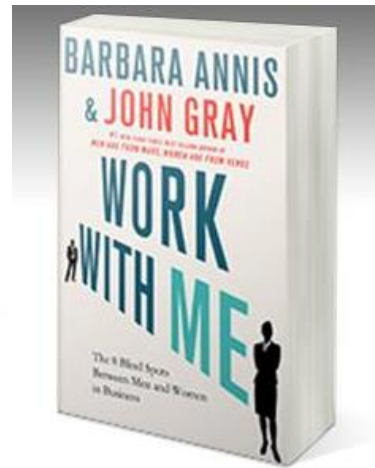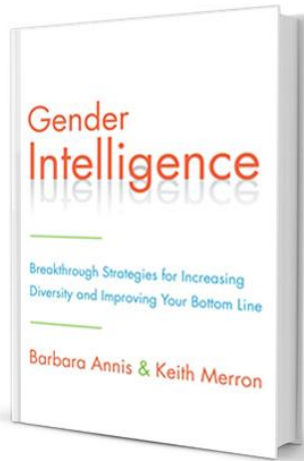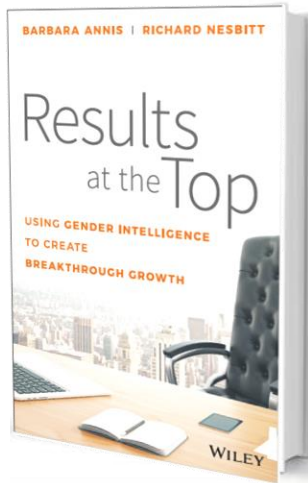
- Four Conditions for Success of an Inclusive Organization

- Our Approach and Delivery

- Overview of Modules

- The Seven Principles of an Inclusive Leader

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ABOUT Be Inclusive Now

Be Inclusive Now, led by Barbara Annis, Founding Partner, are world-renowned experts on Gender Intelligence® and inclusive leadership, advocating the value and practice of Gender Intelligence® in *Fortune* 500 companies and numerous organizations across the globe.

BIN's insights and achievements have pioneered a transformational shift in cultural attitudes on the importance of gender unity to personal and organizational success.

Over the past 30 years, Be Inclusive Now has facilitated over 8,000 corporate workshops globally, and has introduced breakthrough research on the practice of gender diversity and inclusive leadership.

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BARBARA ANNIS | RICHARD NESBITT

Results at the Top

USING GENDER INTELLIGENCE TO CREATE BREAKTHROUGH GROWTH

WILEY

Gender Intelligence

Breakthrough Strategies for Increasing Diversity and Improving Your Bottom Line

Barbara Annis & Keith Merron

BARBARA ANNIS & JOHN GRAY

WORK WITH ME

The 8 Blind Spots Between Men and Women in Business

THIRD EDITION

SAME WORDS, DIFFERENT LANGUAGE

A PROVEN GUIDE FOR CREATING GENDER INTELLIGENCE AT WORK

BARBARA ANNIS

LEADERSHIP AND THE SEXES

Using Gender Science to Create Success in Business

MICHAEL GURIAN WITH BARBARA ANNIS

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CLIENT LIST

Accenture
Altria
American Express
BMO Financial Services
Baker Tilly
Bank of America
Bankers Life
Baxalta
Blake, Cassels & Graydon
CIBC
Choice Hotels International
Cisco
Coca Cola
Costco
Crayola
Credit Suisse
Deloitte (US & Canada)
Department of Justice
Department of Defense
Deutsche Bank
Disney
eBay
Electrolux
Ericsson

Ford
Federal Business Development Bank
Ford
Goldman Sachs
Goodman & Carr
Google
Greenberg Traurig
Harvard Business School
Hewlett Packard
HSBC Bank
IBM
IKEA
Imperial Oil
Industry Canada
Intel
Kellogg's
Law firms (confidential)
Lever Pond's
Levi Strauss
Mattel
Microsoft
Molson
Morgan Stanley
Nissan

Oliver Wyman
Pearson Education
Pfizer
Prentice Hall
PricewaterhouseCoopers
RBC Financial Group
RCMP
SAP
Scotiabank
SMBC
Suncor
Sunlife Insurance
Symcor
Tambrands
Technip
Teck
Toshiba
Treasury Board
UBS Investments
Universities – US & Canada
US Military
Wells Fargo
Xerox

50 Associates – a blend of men and women…

- Ongoing training
  - TTT Process in Gender Intelligence®, Diversity, and Inclusive Leadership

- Senior facilitators
  - Post grads or Ph.D.
  - Adept at facilitation and transformational coaching
  - Continuously trained in BIN innovative learning methodologies

- Many are fluent in 2 or more languages

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Seizing the Competitive Advantage

THE INCLUSIVE ORGANIZATION

The Undeniable Realities …

Women in unity with men is a powerful, strategic combination, available to every business today.

To have that much ambition and talent within an organization, and not value and advance that talent, is a waste of resource and competitive advantage.

Blending diversity of thought, leadership, and decision-making will foster creativity, maximize productivity, and sustain corporate growth.

Inclusive organizations will be the market leaders.

There are five reasons why.

SEIZING THE COMPETITVE ADVANTAGE

The Five Advantages of an Inclusive Organization

1. Improved decision-making and innovativeness

2. Responsiveness to customers and markets

3. Inclusive Cultures with Balanced leadership

4. Minimized risks and costs

5. Superior financial performance

4 Conditions of Success

AN INCLUSIVE ORGANIZATION

1 – THE CEO AND TOP LEADERSHIP COMMITMENT

The CEO and senior leaders must be personally committed, and make inclusivity a strategic business imperative of the organization.

2 – TREATED AS A SYSTEMATIC PROBLEM

To change a culture, an organization must shift every policy and practice, such as:

- Leadership behavior and practices
- Performance evaluations
- Talent management
- Hiring practices
- Mentoring and sponsorship

3 – WITH ENTERPRISE–WIDE RESOLVE

The persistence in moving the organization forward must be resolute across all divisions and deep within the structure…
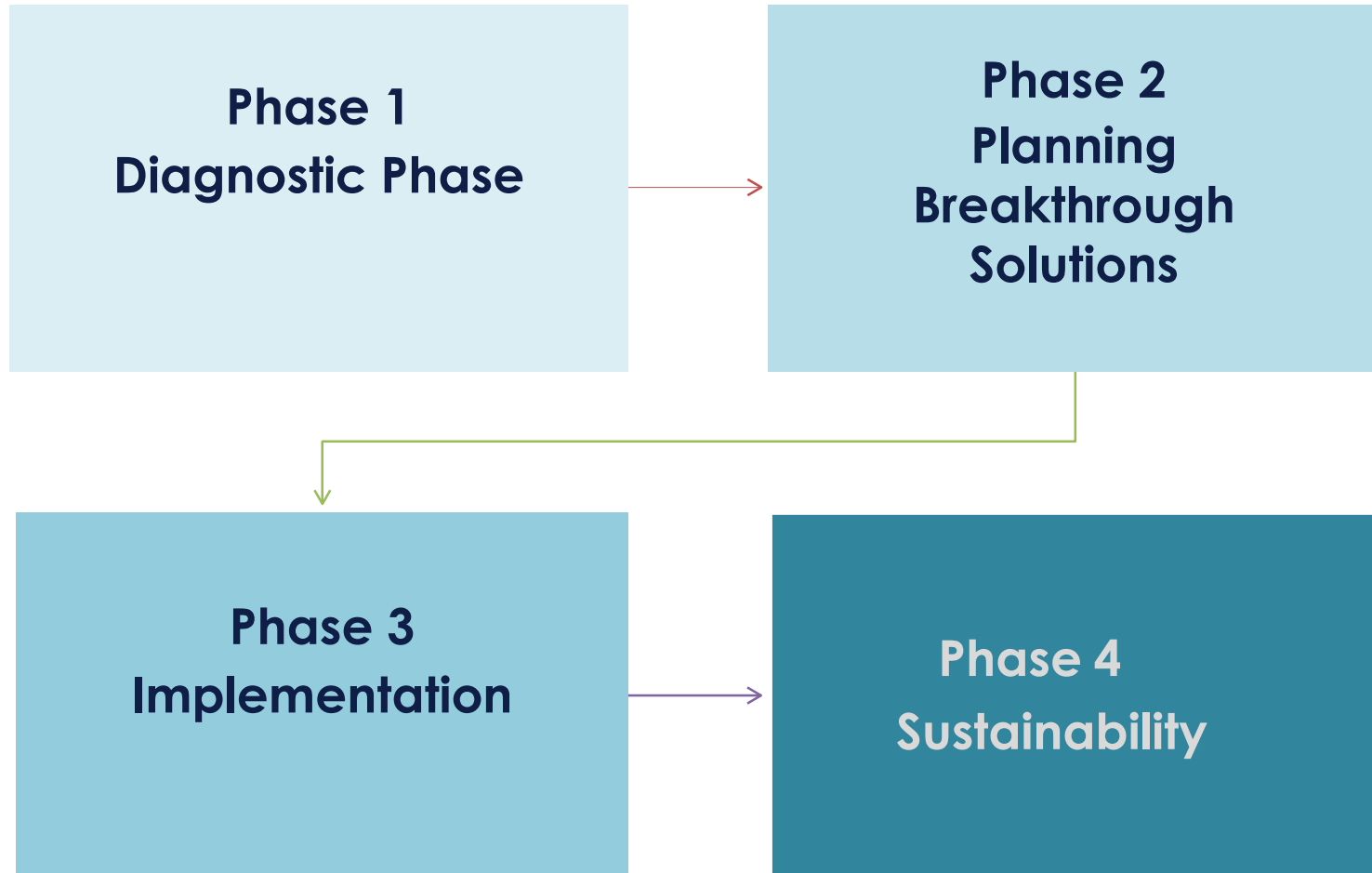
…from the CEO down to each new hire.

4 – GUIDED BY INCLUSIVITY

There must be a naturally occurring, and openly invited, adoption of the Seven Principles.

A "culture of inclusion" always seeks and blends the differing strengths of its culturally diverse men and women.

FOUR PHASE APPROACH

PHASE 1 | DIAGNOSTIC

- Current State Quantitative Analysis
  - Review all current organizational data
    - HR Surveys
    - Representation
    - Exit Interviews
    - Current Diversity Initiatives
    - Other related material
- Conduct a Deep Dive Root Cause Analysis to Supplement
  - Online Cultural Diversity Diagnostic Tool
  - Root Case Qualitative Analysis – Interviews & Focus Groups
  - HR Interviews

PHASE 2 | PLANNING BREAKTHROUGH SOLUTIONS

- Predictive Matrix – Laser Focus
- Recommended Breakthrough Solutions
  - Individual and Collective Mindset
  - Talent Management
  - Organizational Culture and Leadership
- HR Recommendations
  - Develop a Compelling Business Case and a Specific, Measurable Strategic Plan
- Present to Leadership Team
  - Ensure Leadership Alignment, Commitment and Focus

PHASE 3 | IMPLEMENTATION

- Building Leadership Practices
  - Inclusiveness & Gender Intelligence® Sessions
  - Leadership Development and Readiness
- Gender Intelligent Talent Management Practices
  - Recruiting

PHASE 4 | SUSTAINABILITY

- Building Internal Capability – Gender Intelligence® Retreats, Sedona

- Measure Progress

- Create Indisputable Success Stories

- Internal and External Communication Plan

- Branding at Global Action Summits

LEARNING MODULES

MODULES

1. Behaviors that Hinder Inclusiveness
2. Learning Nudges to Empower Inclusion
3. How to Intervene to Accelerate Inclusion
4. Five Phases & Pathways to Inclusion
5. Breaking The Self-Perpetuating Myth Cycle
6. Women and Power – Building Your Own Credibility
7. Negotiation – The Gender Gap
8. Scientific Facts of Gender Differences
9. Leadership – Women's Ways of Leadership
10. Driving Your Own Success
11. Breaking Through the Inclusion Barriers
12. Work – Life Harmony
13. Building Your Own Network
14. Mentoring Towards Career Development
15. Gender and Conflict
16. Succession Planning
17. Attraction and Retention of Top Talent
18. Creating an Inclusive Culture
19. Being a High Performing, Inclusive Leader
20. Gender Intelligence®
21. Cultural Intelligence
22. Reinvent Your Personal Effectiveness
23. Win/Win Communication

21. How to Have Difficult Conversations
22. Problem-Solving
23. Increase Your Leadership Profile
24. Accelerated Breakthrough Team
25. Pathways to Integrity
26. How to Work with Boards
27. Effective Time Management
28. Completion Exercise – Mining the Gold
29. The Business Case for Gender Intelligence®
30. Top Gender Challenges and Opportunities
31. The Gender Intelligence® Quiz: How Gender Intelligent Are You?
32. Gender and Communication – Common Communication Style Differences
33. How To Frame Conversations So That You Are Heard And Understood
34. Leadership Practices that Advance Inclusion
35. Gender & Conflict
36. How to Resolve Cross-Gender Conflict
37. Gender Intelligence® Competencies that Promote Inclusiveness

BEHAVIORS THAT HINDER INCLUSIVENESS

KEY THEMES

Provides the tools to dispel and remove barriers to inclusiveness

Identifies behaviors that may hinder inclusiveness and what you can do about them

Provides practical tools for communicating and problem solving that generate an open and gender-inclusive work environment

We all intend to create a positive atmosphere at work, but sometimes we inadvertently do things that get it in the way. This module helps women understand the quirks about men and men understand the quirks about women so that everyone works better together.

LEARNING NUDGES ON ACCELERATING INCLUSION

KEY THEMES

A series of 5 minute animation nudges with expert commentary

Insights on how assumptions and blind-spots are created

Provides practical tools on how to intervene in a positive and empowering way when we observe non-inclusive behavior

We all have the best of intentions to create an inclusive workplace, but sometimes we have easily resolvable blind spots. Learning Nudges, is research from Behavioral Economics, is a gentle push and guidance that gives people the insights to do the right thing.

It also increases their comfort level to become more self-initiated in intervening in an empowering way instead of being a bystander and reporting their concerns.

CREATING AN INCLUSIVE CULTURE

KEY THEMES

Top behaviors that hinder inclusiveness

Ways of creating a culture of integrity, diversity and inclusiveness

Ways you can create inclusiveness

Key tools to be more inclusive

Many managers aspire to be inclusive, but have only received vague advice on how to do so. This module explains the specific day-to-day actions a manager or individual contributor can take to build an inclusive culture in his or her unit.

CULTURE INTELLIGENCE

KEY THEMES

Understanding cultural contexts

Myths, assumptions and stereotyping

Cross-cultural communication

How to frame your conversation cross-culturally

Ways to create mirco-inequities in cultural diversity and what to do about them

How to have difficult cross-cultural conversations

If your work requires you to work across cultures, cultural intelligence is necessary. This module provides simple tools and insights that you can readily apply in any cross-cultural dealing. You can't be an expert on every foreign culture, but these solid tips will serve you well in building trust and preventing misunderstandings.

LEADERSHIP PRACTICES AND BEHAVIORS THAT ACCELERATE INCLUSIVITY

KEY THEMES

Interactive dramatic scenario - "Identifying Leadership Behavior"

Latest research on leadership behaviors that hinder inclusiveness

Distinguish between leadership behaviors versus corporate leadership practices

Identify if these behaviors currently exist in your work environment

Insights and tools on how to accelerate inclusiveness

Through research and experience we have identified the key practices and behaviors associated with inclusive leadership. We explore these and invite truth-telling around the degree to which inclusive leadership exists. This conversation allows for more focused learning for the rest of the workshop.

SAME WORDS, DIFFERENT LANGUAGE

KEY THEMES

What men say, what women hear

What women say, that men hear

Ways to frame your conversion so you are heard and understood

Creating a new understanding of the win/win strength in gender differences

Do you ever find it frustrating communicating with the opposite gender? Most people do, and recent research reveals why: there are real differences in how men and women communicate, differences that have an impact in the workplace and in personal life.

Understanding our gender difference in communicating and listening makes working together so much easier.

WOMEN AND POWER – BUILDING YOUR OWN CREDIBILITY

KEY THEMES

- Seven common pitfalls for women in leaders
- How to build your own image and power from the inside
- Ways to frame your conversations so you are heard with the utmost credibility
- Power speaking, power listening
- How to continue to elevate your self-esteem even in turbulent times

Women are often ill at ease with the play of power in organizations. This module shows simple and comfortable ways women can better manage power. (Note: men often find this module very helpful, too!)

NEGOTIATION – THE GENDER GAP

KEY THEMES

- Gender differences in negotiation
- Why women don't ask-stats/facts
- How men and women negotiate differently
- The female advantage in negotiation
- How women can negotiate powerfully with men
- How men can negotiate powerfully with women
- Tools to develop your own negotiation skills

Research continues to show that women find it harder to negotiate for themselves, and that this can create self-imposed limitation in how women accelerate in the career. This module will give women the insights to understand the differences and the tools to feel comfortable negotiating.

SCIENTIFIC FACTS OF GENDER DIFFERENCES

KEY THEMES

- Video interviews with scientists as they share the latest research on gender differences

- How men's and women's brains are different in how they solve problems, deal with difficult situations, read facial expressions, make decisions, deal with stress, connect to memory

- The competitive advantages of gender differences

Women have different yet complementary strengths from men. Scientists have clearly demonstrated very striking structural and chemical differences in the brain. When you understand the differences in how women's and men's brains work, you have the key to productive cross-gender relationships.

LEADERSHIP - WOMAN'S WAY OF LEADERSHIP

- The female paradigm of leadership

- Leadership, authenticity and inclusiveness

- Gender Difference in how men and women lead Power and position – the differences Influencing

- –the power of women in leadership

- How to be a powerful and credible leader without becoming a man

- Develop your own strategic intention that aligns with your own values

- Reinvent the background conversation

- Increase your ability to communicate in ways that create breakthrough results

We have all watched too many old movies showing the leader as the tough, taciturn man. Women don't lead like that (nor do many men). This module encourages participants to discover their own leadership strengths and become comfortable with their own power and ambition. It also shows women how to lead in a way that feels authentic and natural.

DRIVING YOUR OWN SUCCESS

KEY THEMES

- Common pitfalls for women when driving
- Moving from belonging to self-initiation
- The women-centric success
- Powerful tools to drive your own success
- How to have effective developmental conversations with men

Women often struggle with how to create their own success, and whether the effort is even worthwhile given how their current company is run. This module shows how women can find success in the working world.

BREAKING THROUGH THE GENDER BARRIERS

KEY THEMES

Top barriers for women in the present versus the past

What you can do to break through these potential barriers

Top myths and assumptions about gender difference in the workplace

How to dispel these top myths

Create your own powerful network of support

Discover ways to create access and visibility

Organizations inadvertently set up barriers to women. The corporate world, having been designed and dominated almost exclusively by men for so many generations, is structured around how men think and behave. And women, entering that culture, suppress their authentic selves in order to blend in. This module shows women how to get past those barriers, and teaches organizations how to avoid creating them in the first place.

WORK – LIFE HARMONY FOR ALL

KEY THEMES

The traditional paradigm versus the paradigm of Work-Life

Explore myths and barriers that hinder balance

How men and women deal with Work-Life differently

Ways you can self-initiate your own balance

Dealing with the complexity of competing commitments

How to create a personal Work-Life harmony

Data shows that people find work-life balance a constant challenge. Today, the greatest problem facing dual-career partners is how to handle their jobs and family responsibilities, so that each feels appreciated and fulfilled. Our heightened level of stress and fatigue at work has underscored this problem in recent years. Everyone now seek work-life harmony—a less stressful, more orchestrated existence. This module shows a different way to think about work-life, and what you can do to make your overall life better.

BUILDING YOUR OWN NETWORK

KEY THEMES

How women network differently and what works

Ways women can effectively network with men

How to build your own Advisory Network

Winning strategies to build your informal network

Research shows just how important networking is for business success. However, most advice on networking shows how men connect successfully with other men. This module shows how women network differently. This module is beneficial on two levels: It is useful for women who want to improve their networking, and valuable for men who want to understand how to network effectively with women.

MENTORING TOWARDS CAREER DEVELOPMENT

KEY THEMES

- Create your own authentic vision and careers plan
- How to find your personal and professional mentors
- Mentoring-what works, what doesn't
- How men and women are mentored differently
- How to progress in your career track and avoid common pitfalls

Men and women approach career development quite differently, and hence face different challenges. This course looks at careers both from the view of the women facing these challenges, and from the view of the mentor working to help them. This module is equally beneficial for men seeking fresh perspectives on career development.

GENDER AND CONFLICT

KEY THEMES

- How men and women respond to conflict differently
- Effective ways to resolve gender conflicts permanently
- How to frame conversations in an empowering way
- How to have difficult conversations in a win/win way
- Blame versus Outcome frame

Managing conflict is a fantastically useful skill, but often we're not good at it—particularly if we are one of the people enmeshed in the conflict. This course provides effective tools for dealing with conflict. It also provides insight into how men and women respond to conflict differently.

SUCCESSION PLANNING

KEY THEMES

Current challenges and opportunities with your own succession planning

Today's organizational challenges

How to have developmental conversations

Common pitfalls women experience

Tools to overcome these pit falls

Succession planning is typically a process where diversity goals go astray. Companies sometimes fail to recognize who the best women are, and they fail to provide an environment that allows them to excel. This module will help you tune your succession planning process to bring the best diverse talent up within the organization.

ATTRACTION AND RETENTION OF TOP TALENT

KEY THEMES

- Attraction and Retention of Top Talent
- Comparative analysis
- Lessons Learned-What companies have done
- What worked?
- What didn't work?
- What created the highest leverage?

It is difficult to attract and retain diverse talent if your talent management program is implicitly designed to attract and retain similar people. This is a very common problem, as top talent has historically been mainly male, and programs were tuned for this population. Now that women and diversity are so critical to the talent pool, organizations need to modify their processes so they can attract and retain all diverse. This module shows you how.

BEING A HIGH PREFORMING, INCLUSIVE LEADER

KEY THEMES

Develop your own strategic intent

Reinvent the background conversation

Create a powerful yet inclusive leadership style

Communicate in ways that create breakthrough results

Develop the ability to create breakthrough results

Create a leadership style that sustains

Ensure that this work leads to a unifying corporate culture

Can you achieve high performance without wearing down yourself and your staff? You can if you build a leadership style in sync with your own values, and the values of the people you lead. This inspiring module shows you that performance, values and inclusiveness can all be part of the same package.

GENDER INTELLIGENCE®

KEY THEMES

Dealing with male vs. female clients or customers

Differences in marketing and selling to men vs. women

Difference in male vs. female colleagues

Missing the mark vs. hitting the mark on Inclusivity in business

Understanding brain-based behavior in men and women

Common perceptual filters between women and men

Myths, assumptions and stereotyping

Tools to sustain your gender intelligence

If you need to sell to or work with the other gender (and who doesn't?) then a substantial dose of gender intelligence will make your job much easier. This core module explores the brain-based differences between women and men and what they mean for your business.

REINVENT YOUR PERSONAL EFFECTIVENESS

KEY THEMES

Developing your personal effectiveness

Effective ways to express your power in business

Building self-esteem while building your self-image

Discovering ways to effectively come across to others

Being powerful versus forceful

Public speaking-developing congruence with your public and private self

The power of authenticity

Body language that works

Presentation skills

Want a fresh approach to personal effectiveness? You'll find that here. This module is aimed at people moving into positions where issues of power and image start to be important. If you are at that stage of your career, then this course is for you.

WIN/WIN COMMUNICATION

KEY THEMES

What is communication? What isn't?

How to listen powerfully

Speaking with clarity and power

Multi-Channel Communication: what works, what doesn't

Create-inclusive win/win communication

How to deal with diverse communication styles

Early in our careers, it's all about getting our own work done. As we move to more senior roles, it's all about communicating with others. This module leaves you with insights on speaking and listening that will continually help you as you navigate the challenging world of organizational life.

HOW TO HAVE DIFFICULT CONVERSATIONS

KEY THEMES

How to frame you communication: in person, via phone, via email, via voicemail

How to deal with conflict in a Win/Win way

Moving from blame to contribution

When to raise it, when to let it go

The Triangulation Breakdown

Tools for conflict resolution

If a difficult conversation goes wrong, it can lose the deal, damage an important relationship, or set a project back by months. This module delivers simple guidelines that we can apply in the heat of the moment.

PROBLEM SOLVING

KEY THEMES

Take care, take the lead

The Three Conversations

Skills for leading the conversations and remaining inclusive

How to reframe to empower yourself and others

This module looks at problem solving with a women's perspective in mind. It's particularly helpful for managers leading teams of men and women who need to tackle problems together.

INCREASE YOUR LEADERSHIP PROFILE

KEY THEMES

How to be an inclusive leader and create breakthrough results

Influencing with integrity

Create a first impression consistent with your style

How to relate to different leadership styles

Powerful competencies for a leader

To succeed as a leader, women need to tap into a natural leadership style that they find comfortable, yet also yields great results. Studies show that women and men both possess unique, though complementary, leadership styles—gender-specific traits that will enable your company to perform well across all of the organizational dimensions of a favorable work environment. These include ethical values, motivation, accountability, and innovation. This module helps women identify and grow into their authentic leadership roles.

ACCELERATED BREAKTHROUGH TEAM

KEY THEMES

Co-Design your M.O.S.T. with your team

How to create an inclusive team approach

Empower and align your team

Tools to energize your team

Create a structure for fulfilment actions

Develop Win/Win Ground Rules for team interaction

If you've got a team you want to get fired up on an important project, then this is the module for you. It focuses on practical actions you can implement right away with your team.

PATHWAYS TO INTEGRITY

KEY THEMES	The seven pathways to integrity
	Moving beyond conformity or opposition
	Build morale, empower people
	End the hallway gossip
	Moving beyond dysfunctional workplace behavior and communication
	Create breakthrough results through others

Over the course of our professional lives, we often see people get stuck—maybe we even get stuck ourselves. There are people who have been frustrated with the organization and have largely given up on doing any more than the minimum. There are people who continually play the role of critic, but never get anything to change. This important module shows how you can help others, and help yourself, avoid getting stuck in these dead ends. It is an inspiring map to creating breakthroughs for individuals and teams.

HOW TO WORK WITH BOARDS

KEY THEMES

Create a full understanding of the role of the board

How to develop board relationships

Effective ways to create lasting impressions with the board

Ways to create political/personal alliances

Identify critical influencers

If your job has thrust you into contact with the board of directors, you need to understand how to manage your work with this unique group. This module gives you the background and tools you need to make the most of this opportunity.

EFFECTIVE TIME MANAGEMENT

KEY THEMES

How to make time for yourself

Emphasis – where to focus

Avoiding the guilt trap

Taking control of your schedule

Create your own life support system

Meetings- how to run them, when to attend them

Time management isn't just about being efficient; it's about feeling in control of your life. This module shows you how to take control of the multiple demands and distractions of modern organizational life.

COMPLETION EXERCISE – MINING THE GOLD

KEY THEMES

- Develop your own strategic intention that aligns with your personal values
- Create a leadership style that sustains integrity, diversity, and inclusiveness
- Increase your ability to communicate in ways that create breakthrough results, while raising your credibility and personal branding
- Develop the ability to create breakthrough results with diverse people and difficult circumstances
- Establish the commitment and process for ensuring that these efforts lead to the development of a unifying corporate culture

Mining the gold is coming to terms with our integrity, our authenticity, the desire for work-life harmony, and the aspiration for career success. Women can build a leadership style in sync with their own values, and the values of the people they lead. This inspiring module shows women that performance, values, and inclusiveness can all be part of the same package.

THE BUSINESS CASE FOR INCLUSIVITY

KEY THEMES

Global trends for women in technology and corporations

Trends in population, education, and business

Diversity and gender – stats and facts

How companies are seizing the gender advantage

The 5 advantages of a Gender and Culture-Intelligent organization

In this module, through presentation and exploration, we answer the question: *Why is Inclusivity crucial for industry leadership and business success?* We strip away well-worn assumptions and reveal emerging research that makes a powerful business case customized for your industry and organization.

TOP CHALLENGES AND OPPORTUNITIES

KEY THEMES

Top challenges for men and women

Current research of the top 5 challenges

How these challenges are rooted in the misinterpretation of gender differences

Opportunity to permanently resolve these common challenges

The underlying message in this module is that we are not alone, and the challenges we have with others often make sense, given the way we are wired and the assumptions we make. By normalizing the challenges, we create conditions in the workshop for greater ease of exploration.

BREAKING THE SELF-PERPETUATING MYTH CYCLE

KEY THEMES

Interactive dramatic scenario-making the cycle visible

Perception versus reality

The self-perpetuating myth cycle

Tools to ensure you break the cycle

Almost all myths are formed as cyclical in nature; our assumptions cause us to see the world a certain way, which then reinforces the assumptions. In this module, we break the cycles by noticing the faulty initial assumption, and encouraging participants to be more self-aware.

HOW INCLUSIVE ARE YOU QUIZ

KEY THEMES

Interactive quiz true or false

How inclusive are you - rate yourself or your team

Facts and stats-global and country specific

Assumptions abound in the arena of gender differences. This quiz reveals surprising data that causes participants to wonder from where their assumptions derive, and to discover trends that are meaningful to any gender intelligent employee and leader.

COMMON GENDER COMMUNICATION STYLE DIFFERENCES

KEY THEMES

Interactive dramatic scenario - men and women in the boardroom

What men say/what women hear

What women say/what men hear

Potential misinterpretation of these communication differences

What you can do about it

Both men and women find it confusing or frustrating communicating with the opposite gender, and recent research reveals why: there are real differences in how men and women communicate, differences that have an impact in the workplace and in personal life. Here, we explore those differences, resulting in much greater awareness of our assumptions about members of the opposite gender, and much greater openness. This module articulates the key global communication differences between men and women, and identifies ways participants can use these differences to create more productive meetings, decisions, and outcomes.

HOW TO FRAME CONVERSATIONS TO BE HEARD AND UNDERSTOOD

KEY THEMES

The power of language-ways you can stall or initiate

Creating congruence between you intention and behavior

Power speaking and power listening

How to frame your conversations in a Gender-Intelligent way

When participants understand the differences between men and women, and their implications, they understand the importance of responding flexibly. However, no learning can account for all situations. The key is the ability to frame one's intention and desired outcome, and create conditions for a productive engagement, regardless of the situation. This module teaches how to frame conversations to their greatest effect.

GENDER AND CONFLICT

KEY THEMES

How men and women respond to conflict differently

Effective ways to resolve gender conflicts permanently

How to frame conversations in an empowering way

How to have difficult conversations in a win/win way

Blame frame versus Outcome frame

Managing conflict is a fantastically useful skill, but often we're not good at it—particularly if we are one of the people enmeshed in the conflict. This course provides effective tools for dealing with conflict. It also provides insight into how men and women respond to conflict differently.

HOW TO RESOLVE CROSS-GENDER CONFLICT

KEY THEMES

Interactive dramatic scenario – "Men & Women in Conflict"

Personal Self-Reflection – How men and women react different

Breakthrough tools on how to resolve conflict

Group Practice on How to Shift from Blame Frame to Outcome Frame

How to use Multi-Channel Communication Effectively

This module engages both men and women in how to permanently resolve conflict. It is a self-reflective transformational process that also empowers how to resolve conflict with women to women and men to men.

COMPETENCIES THAT PROMOTE INCLUSIVENESS

KEY THEMES

Interactive dramatic scenario – "A Gender Intelligent Meeting"

What you can do to set the tone for gender intelligence

How to address non-inclusive behavior in a non-blame empowering way

Ways to infuse Gender Intelligence® Competencies

We all have our strengths and weaknesses born out of patterns developed over time. This module reveals those patterns and provides a roadmap that enables participants to identify the key areas of learning going forward.

CONTACT US TO EXPLORE HOW WE CAN HELP YOU

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THANK YOU