

# Catalog of Seminars

## **Methods of Organizational Transformation**

*An increasingly diverse workforce and the ongoing development of international commerce often serve as a catalyst for organizations to transform themselves. During any large scale change effort, it is essential that staff be involved in the change process.*

*This program will provide participants with the essential, skills and techniques necessary to bring about the transformation of organizations. We offer a blend of theory and practice including systems change theory and model examples from parallel organizations.*

- Using various learning methods, including experiential learning, discussion and lecture, participants in this program will:
- Explore ways to bring about organizational transformation initiatives, including the introduction of diversity initiatives.
- Understand how to apply these initiatives to organizational settings
- Discern what problem solving methods are more likely to work and how and when to use specific methods
- Engage in practice sessions for various methods

This Course is Intended for:

Senior executives, human resource professionals, and anyone interested in managing organizational change in diverse environments, as well as those introducing diversity initiatives into an organization.

*1 Day*

*Number of participants: 20-25*

## **Managing Organizational Conflict**

*Conflict is both inevitable and a natural consequence of human interaction. It is important to learn how to turn misunderstandings and differences into valuable learning opportunities with productive outcomes. This program studies conflict as a valuable part of every healthy relationship.*

Using various learning methods, including experiential learning, discussion and lecture, participants in this program will:

- Gain a clear understanding of the nature of conflict
- Practice various conflict resolution skills and techniques
- Practice skills: taking a stand and encouraging others to do the same
- Develop a conflict resolution strategy that emphasizes staying calm, remaining respectful of others, and practicing listening skills

This Course is Intended for:

Senior executives, human resource professionals, managers, administrators, supervisors, non-managerial professionals and others who want to become more skilled at managing conflict.

*1 Day*

*Maximum 30 Participants*

## **Participating In a Changing Workforce**

*This program emphasizes important skills and concepts related to workforce diversity in forward-looking organizations. Employees evaluate their own actions within the context of changing workforce demographics and changing organizational needs. The program, designed for all non-managerial personnel, is highly interactive in nature and utilizes a variety of sophisticated training methods.*

Using various learning methods, including experiential learning, discussion and lecture, participants in this program will:

- Learn why workforce diversity has become an important bottom-line issue for their organization.
- Learn how the diversity concept can bring benefits to all employees.
- Become familiar with the organization's "diversity vision"
- Learn what to expect from managers in their approach to diversity
- Gain information on what they can do to function appropriately within the context of a changing and increasingly diverse workplace.

This Course is Intended for:

Managers, non-managerial employees, trainers, consultants and others who work with diverse populations.

*1-2 days*

*Number of Participants: 20-30*

# StirFry Seminars & Consulting: *Organizational Development Seminars*

## **Embracing Team Membership within the Company Vision**

*This course focuses on supporting team membership, developing a common purpose, and instilling the company vision in each employee. Our focus is on creating a communication network that creates positive reinforcement and enhances a collaborative perspective.*

Using various learning methods, including experiential learning, discussion and lecture, participants in this program will:

- Learn to generate an inspiring company vision
- Learn to create and manage a team
- Learn to motivate people with different cultural lifestyles
- Learn to motivate employees to "buy into" the company vision
- Learn to inspire without intimidation
- Learn to listen to and respond to the team's needs
- Learn when to direct and when to let the team work independently

This Course is Intended for:

Senior executives, managers, administrators, supervisors and community leaders.

*1 Day*

*Maximum 40 Participants*

# StirFry Seminars & Consulting: *Organizational Development Seminars*

## **Manager As Coach- Creating the Coaching Environment**

*Coaching is a powerful tool for managers to effect change in their teams. We will explore how to establish a coaching relationship and ways to maintain a safe, dynamic environment where communication and support are appropriate and educational.*

Through the use of experiential exercises, group discussions and lectures participants will:

- Learn how and when to offer coaching
- Determine what mode of communication is appropriate for the situation and the person
- Learn when to stop coaching
- Know what the rules are for coaching and how to set them up
- Create compelling outcomes
- Determine long and short term goals
- Learn what not to do in a coaching situation
- Learn how to set time limits within a coaching situation

This seminar is primarily intended for managers, but is open to others who are interested or need further practice of their of coaching skills.

*1 Day*

*Number of participants: Open*

# StirFry Seminars & Consulting: *Organizational Development Seminars*

## **Manager as Coach- Coaching Through Conflict (Part One)**

*Conflict is an inevitable part of working together. The focus of this seminar is to provide a set of tools to coach a team member through a conflict they are having with another team member, employee, or customer.*

Through the use of lectures, interactive exercises and lectures, participants will learn:

The structure and different types of conflicts

Ways to establish and maintain neutrality while coaching

How to work with people who feel victimized

Ways to intervene without rescuing

Different techniques on how to interrupt destructive behaviors and empower others to utilize their available resources

This seminar is intended for managers and other interested individuals and groups.

*1 Day*

*Number of participants: Open*

## **Manager as Coach - Listening Between the Lines**

*Generous listening is a powerful intervention and way to create positive results. Very often the answer to a situation is obvious if we are able to truly listen to others. The focus is to discover the blocks to listening, remove the blocks and develop empowering communication alternatives.*

- Through the use of experiential exercises, group interactions and discussions, participants will:
- Listen and watch for body congruency. Do the words match the picture? Learn what to do when they don't match.
- Learn how to become aware of the presuppositions in most communications
- Examine questioning style & responses that will move a process along
- Learn how to know when someone understands you
- Discover powerful interventions through the use of impactful questions
- Learn how to keep someone on track

This seminar is intended primarily for managers, but is open to anyone who interested in coaching.

*1 Day*

*Number of participants: Open*

## **Professional Diversity Management**

*This course familiarizes professionals with strategies that can turn the potential inherent in a diverse workforce into a valued organizational asset. We prepare professionals to move beyond organizational reactions to diversity challenges to proactive organizational initiatives and policies. Professionals become leaders in making diversity an integral element of the company's overall mission and goals.*

Using various learning methods, including experiential learning, discussion and lecture, participants in this program will:

- Identify possibilities created by the presence of diverse population
- Learn processes to initiate, maintain, and support diversity projects within organizations
- Develop skills for handling the discomfort that may occur when an organization experiences an increasingly diverse workforce
- Identify opportunities to reduce tension and increase understanding around policy changes

This Course is Intended for:

Human resource professionals, those aspiring to be HR professionals, managers, administrators, supervisors and anyone who hires or develops human resources.

*1 Day*

*Maximum 40 Participants*

# StirFry Seminars & Consulting: *Organizational Development Seminars*

## **Visionary Leadership**

*The goal of this seminar is to develop the inner attitudes of leadership through identifying how perceptions govern our behaviors. Throughout this process we will also learn how to change our perceptions and our behaviors so we can build our self confidence and enhance our leadership skills.*

Through interactive experiential, exercises, group discussion and lectures, participants will have the opportunity to learn:

- Keys to creating your vision, mission purpose
- Leading congruently
- Living the life of a leader - awakening your vision
- Refining your principles
- How to create alignment on teams
- Owning your perceptions
- Managing perceptions - the ladder of inference
- The 3 Modes of Operating: Victim, Neutral, Source
- How the Mind Map works
- How to turn judgment into acknowledgment
- Creating quality communication in teams
- This seminar is intended for: All levels

*2-5 Days*

*Number of participants: Up to 12*

# StirFry Seminars & Consulting: *Organizational Development Seminars*

## **Team Rhythm**

*Team Rhythm gets participants to see, hear, and feel the benefits of team synergy by being continually present and appropriate with each other. This seminar engages people in playing simple percussion instruments together, but does not require any prior musical experience. This hands-on, "active learning" is absorbed and retained by the whole body rather than just the intellect.*

*After each musical phase, the facilitator applies the insights that arise spontaneously through non-verbal interaction to the participant's specific needs. This guided dialogue helps to ground the experience into everyday reality.*

Using various learning methods, experiential learning, discussion, and lecture, participants will learn:

- Helps teams reach alignment towards high performance
- Demonstrates effective creative collaboration
- Balances personal power with collective responsibility
- Models authentic feedback and active listening skills
- Provides a road map for effective change management

This course is intended for: Facilitators, educators, diversity specialists, leadership coaches and individuals interested in integrating mind, body, spirit and heart.

*1-2 Days*

*Number of participants: 10-50*

# StirFry Seminars & Consulting: *Organizational Development Seminars*

## **Diversity Mediation Services (DMS)**

*So often, when a diversity conflict occurs, the response is often reactive rather than proactive, defensive rather than empathetic. What often follows takes the form of a lawsuit or an EEO complaint. The toll to a company is both economically and emotionally draining.*

*The goal of Diversity Mediation Services is to help companies who are in need of a trained mediator to facilitate diversity disputes. Diversity Mediation Services partners with companies to offer professional mediation, consultation, and training.*

DMS will provide the following consultation services:

- How to Assess Ineffective Communications
- Ways to Create Safe Conditions for Emotional Reactions
- How to Respond With Cultural & Gender Sensitivity
- Fostering Collaborative Dialogues
- Creating Opportunities For Intimate Conflict
- Mediating A Diversity Issue Effectively & Compassionately
- Creating Win/ Win Situations

\* This is a service offered by StirFry Seminars & Consulting

# StirFry Seminars & Consulting: *Training Development Seminars*

## **Trainer of Trainers Programs**

*Facilitation is an art that requires a combination of intuition and experience. In this trainers program, participants will enhance their skills in facilitating diversity issues within the workplace. They will also acquire the necessary skills to train others in group process, conflict facilitation and a variety of communication techniques.*

Using various learning methods with an emphasis on experiential role plays, discussion and conceptual models, participants will learn:

- The Art of Listening - Theory & Practice
- Developing Advanced Observational Techniques
- Learning How to Effectively Use Diversity Role Plays
- How to Create Opportunities for Transformational Change
- Effective Communication Techniques for Large Audiences
- Co-Facilitation Theory & Practice
- The Art of Introductory & Summary Presentations

This course is intended for:

Managers, educators, trainers, consultants and community leaders

*1-5 Days*

*Number of Participants: 10-15*

## **Conflict Facilitation in the Workforce**

*Conflicts in the workplace can be the result of cross-cultural misunderstandings and communication stereotypes that create unnecessary tension. StirFry Seminars & Consulting works to deepen understanding between groups and individuals in conflict. This leads to an alignment of mutual outcomes and an ongoing supportive process. This course introduces participants to the dynamics of conflicts and the development of appropriate communication skills.*

Three key areas covered:

1) perception                      2) strategy                      3) intervention

Using various learning methods, including experiential learning, discussion and lecture, participants in this program will:

- Investigate how perceptions about conflict are formed
- Investigate new ways to perceive conflict
- Learn more options for conflict interventions
- Be encouraged to examine our own personal "hot buttons"
- Learn to facilitate such conflict situations as heated discussions, anger, denial and inappropriate comments

This Course is intended for:

Senior executives, human resource professionals, managers, administrators, supervisors, non-managerial professionals, community leaders and others who want to become more skilled at managing conflict.

*1 Day*

*Number of participants: 15-20*

## **Cross-cultural Communication Skills**

*Good communication is one of the foundations of increased productivity. Organizations with a diverse workforce often experience decreased productivity when co-workers and managers have little understanding of the diversity in communication styles. We present several powerful skills that are the foundation for effective communication in cross-cultural contexts.*

Using various learning methods, emphasizing experiential learning, discussion and lecture, participants in this program will:

- Learn the basics of Communication Theory
- Heighten their awareness of communication patterns between and within cultural groups
- Improve inter-employee communications and relationships
- Enhance effectiveness in cross-cultural listening & response skills
- Gain skills to effectively interrupt inappropriate speech and behaviors
- Increase efficiency and satisfaction

This Course is intended for:

Managers, leaders, non-managerial employees, educators, students, trainers, community members and others who work with diverse populations

*1 -2 Days*

*Number of participants: Open*

# StirFry Seminars & Consulting: *Training Development Seminars*

## **Diversity Facilitation Skills**

*Most companies want to foster a diverse workforce, but often do not know where to begin. StirFry Seminars & Consulting offers practical, seminar tested approaches to the development of diversity focused programs for the workplace.*

*In this program we assist participants to identify and develop facilitation skills and to help foster a dialogue on diversity issues. This practical laboratory promotes the use of various communications techniques into addressing practical "real world" issues often found in the workplace.*

Using various learning methods, including experiential learning, discussion and lecture, participants in this program will:

- Understand how the participant's race, gender, age and sexual orientation affect responses to certain communications
- Learn skills for handling exchanges and reactions in multicultural groups
- Understand the dynamics of team building in a multicultural environment
- Learn skills, technologies and methods to overcome resistance and ways in which to include everyone in the learning process

This Course is intended for:

Managers, non-managerial employees, leaders, educators, trainers, consultants and others who work with diverse populations.

*1-2 Days*

*Number of participants: 10-15*

# StirFry Seminars & Consulting: *Training Development Seminars*

## **Film Facilitation Trainings**

*Our film facilitation seminars are one of our most popular trainings. Since the premiere of The Color of Fear in 1994, 30 million viewers have seen the film around the world and hundreds have taken our film facilitation trainings for use in their classrooms, government agencies, corporations, churches and social service agencies.*

*We offer Beginning, Intermediate, and Advanced Trainings in the film facilitation of: The Color of Fear, Last Chance for Eden, Stolen Ground, and Walking Each Other Home: The Color Of Fear 2.*

Using advanced facilitation techniques, with an emphasis on experiential learning, discussion and practice, participants in this training will learn:

- Over 20 StirFry Film Presentation Exercises
- Audience Assessments
- Reflective Listening Techniques
- The Art of Summary
- Theory & Practice of Integrative Dialogues

This Training is Intended for:

Human Resource professionals, educators and trainers.

*1-5 Days*

*Number of Participants: 10-15*

# StirFry Seminars & Consulting: *Training Development Seminars*

## **Student Facilitation Training for High Schools & Universities**

*This special facilitation training is for students in educational settings that need supplementary training on how to facilitate groups discussing such issues as race, gender, gay & lesbian cultural issues or other group topics.*

*Students will learn the basic theories of facilitation as well as the practical skills and therapeutic processes that will enhance their group work.*

Participants will learn:

- The Theory & Art of Mindful Facilitation
- How to facilitate individual and group conflicts
- How to assess group dynamics and issues
- The theory of intent & impact
- Listening & responsive techniques
- When to intervene & when to observe
- The Art of Summary

This training is intended for:

Students, educators, and those who are working in educational settings

*2-5 Days*

*Number of Participants: 10-15*

## **High Performance Communication Skills**

*This seminar provides an in-depth understanding of how to apply the Neurolinguistic Programming (NLP) skills in the marketing and advertising arena and in everyday interactions in the workplace. We offer practical applications that you can use to better understand how your customers think and make their choices.*

*Learn how to fine tune the process of creating your messages to create the impact you want. The focus of this seminar is to equip you with an advanced set of skills that you can apply immediately to improve you effectiveness.*

Through the use of interactive exercises, group discussions and lectures, participants will have the opportunity to learn:

- Calibration and interpretation of non-verbal cues
- Calibration of neurological sequences and submodalities
- Understand the Trigger, Operate, Test and Exit Model of decision making and how this applies to advertising and marketing
- Applications of NLP in Qualitative Research
- How to think outside of your own “box”

This seminar is intended for: All levels

*1 Day*

*Number of participants: Open*

## **Dealing with Difficult People**

*In today's world of difference and change - understanding, preparation and humor are some of the tools necessary to create productive relationships. Participants learn to minimize internal responses to difficult people and situations, take the appropriate action, feel less stressed and learn ways to de-escalate the tensions often experienced when dealing with difficult people.*

- Using various learning methods, emphasizing experiential learning, discussion and lecture, participants in this program will:
- Understand how negative emotions are triggered and how to quickly diffuse them
- Understand how to listen to an upset or angry person without becoming defensive
- Learn how to recover self-esteem quickly when intimidated
- Learn how to work with an adversary to create a win-win situation
- Learn how to keep a sense of humor in difficult situations

This Course is intended for:

Managers, leaders, non-managerial employees, educators, trainers, community members and anyone who deals with difficult people.

*1-2 Days*

*Maximum 30 Participants*

## **Life-Work Balance Seminar**

*The Life-Work Balance Seminar is a program designed to help participants create a professional and personal life balance. To learn skills that will increase their productivity, enhance their creativity and to prevent or reduce their burn-out possibilities. This is a program where employees can feel more valued by the organization.*

This workshop will be a highly interactive program using large group discussion, small group exercises, skill building techniques and dyads. Participants will have the opportunity to:

- Identify personal and professional stressors
- Understand their own definition of life-work balance and what is needed to get there
- Examine their driving values and assess how they can create balance
- Learn and practice skills to manage stress on a daily basis
- Deal with change more effectively
- Recognize and balance multiple priorities
- Learn to communicate more effectively with each other
- Create a personal and professional action plan

This workshop is intended for: All levels

*1-2 Days*

*Number of participants: Open*

# StirFry Seminars & Consulting: *Professional Development Seminars*

## **On-Target Communication Skills**

*Good communication is the foundation for effectiveness and results. The focus for this seminar is to help you become more successful in your communication skills. You will learn several powerful skills that are the foundation for effective communication.*

Through the use of lectures, group discussion and practice, as well as experiential exercises, participants will:

- Sharpen their sensory acuity
- Examine their communication style
- Learn how to communicate visually, auditorally and kinesthetically
- Learn how to use five power questions to quickly get to the bottom line
- Learn the art of interrupting without breaking the continuity of the communication
- Learn how to enhance long term customer satisfaction
- Improve their communications and relationships Increase their ability to create and maintain rapport

This seminar is intended for: All levels

*1 Day*

*Number of participants: Open*

## **Career Strategies for Minority Professionals**

*Succeeding at top level positions in corporations demands much more than intelligence and job-related expertise. It involves such things as timing, risk-taking, assumption of responsibility, self-presentation skills, image projection, contacts, connections, the ability to productively utilize feedback, and many, many other factors.*

Using various learning methods, emphasizing experiential learning, discussion and lecture, participants in this program will:

- Identify and examine formal and informal factors which have an effect upon the career advancement of minority professionals
- Examine personal and professional values, goals, interests and abilities, and the impact of each upon their careers
- Learn logical approaches to planning for career growth
- Develop methods of identifying and solving problems which inhibit career growth

This Course is intended for:

Minority Students and Professionals including educators, trainers and consultants.

*1 Day*

*Maximum 50 Participants*

# StirFry Seminars & Consulting: *Professional Development Seminars*

## **Harmony & Spirit in the Workplace**

*This non-religious based seminar explores ways of harmoniously integrating work and spirituality. Participants learn how to identify strategies to bring alignment where conflict might exist in balancing their work/life priorities.*

*In addition, this seminar examines how to develop community, while fostering power and integrity.*

Through the use of experiential exercise, group discussions and lectures, participants will have the opportunity to:

- Explore the concept of work and life purpose
- Identify & create congruency of personal and professional values
- Reclaim joy
- Build alliances and support
- Examine ways to appropriately express individual spirituality in the workplace

This course is intended for: All levels

*4 Hours -1 Day*

*Number of participants: 30*

# StirFry Seminars & Consulting: *Professional Development Seminars*

## **The Willingness to Trust**

*Trust is essential to all relationships. It is the foundation that often determines the success or failure of an organization. And yet, this deceptively simple concept is often overlooked and seldom discussed. In this seminar participants will explore what affects their decisions to trust others and how to improve their levels of trusting as individuals, as a team and as an organization.*

Through the use of self-exploration, role plays, questionnaires and group discussions, participants will learn:

- The extent that their behavior is an indicator of the level of their trusting
- Types of behaviors that foster distrust
- The extent that their past histories affects their levels of trusting
- Exercises to identify and strengthen their trusting of others
- Four types of behaviors that indicate trust
- How to develop and support self-managing teams

This seminars is intended for: All organizational members

*1-3 Days*

*Number of participants: 25*

## **Unlearning Racism in the Workplace**

*These cornerstone programs feature the award winning films: The Color of Fear, Stolen Ground, and Walking Each Other Home. Each provides a forum for participants to discover conscious and unconscious ways in which racism has affected their lives. Important and powerful, this program is experientially based and designed to foster a deeper understanding appreciation of differences. Participants explore personal perceptions and issues concerning race, conflict and internalized racism.*

Using various learning methods, emphasizing experiential learning, discussion and lecture, participants in this program will:

Understand the effects of personal history, behavior, attitude and expectations on individuals

Understand how these factors affect self-esteem and productivity

Experience and explore diverse perspectives

Understand how differences in race can affect relationships, communication and behavior

Observe facilitation of racial conflicts and misunderstandings

Hear personal experiences from participants of other ethnicities

Compassionately listen, validate and acknowledge the emotional impact of racism on an individual, group and community

This Course is intended for:

Managers, leaders, non-managerial employees, educators, trainers, community members and those living in diverse communities.

*1-3 Days*

*Number of participants: Open*

# StirFry Seminars & Consulting: *Diversity Seminars*

## **Diversity across Race and Gender Possibilities for the Future**

*This program focuses on the challenges and opportunities present when diverse race and gender groups interact. Diversity offers tremendous potential for learning and enrichment as well as conflict and tension. This program offers the skills necessary to develop and support effective communication between members of different ethnic and gender groups.*

Using various learning methods, including experiential learning, discussion and lecture, participants in this program will:

- Learn about elements and aspects of cultural differences
- Gain a deeper understanding of the relationship of race and gender to the work environment
- Practice listening and responsive communication techniques
- Work with a diversity group of peers to identify and realize the positive aspects of diversity
- Explore historical and institutional stereotypes and prejudices
- Understand divergent communication styles, experiences and expectations

This Course is intended for:

Managers, non managerial employees, leaders, trainers, consultants and others who work with diverse populations.

1-2 days

Number of participants: Open

# StirFry Seminars & Consulting: *Diversity Seminars*

## **Transforming Sexism**

*Sexism, like racism, has a debilitating effect on the workplace. Unaddressed sexism contributes to increased absenteeism and turnover, as well as sex discrimination and sexual harassment cases. It also has a negative impact on individual and team creativity, productivity and self-esteem.*

*In this seminar, we create a safe environment for an open, honest exploration of such issues as the glass ceiling, Girl Friday, and Mr. Problem Solver. We heighten awareness of sexist attitudes, beliefs, and behaviors and provide the skills needed so that everyone is more equitably appreciated and valued.*

Using various learning methods, including lecture, small group discussions, role plays, feedback and self-reporting, participants will learn:

Ways to face sexism openly and honestly

The destructive impact that sexism has on the individual, team and organization as a whole

Explore and practice egalitarian beliefs, attitudes and behaviors

Effective tools for creating positive non-sexist communication, trust and team building skills

A context for resolving future challenges regarding sexism

This course is intended for: Executives, managers, and line staff

*1-2 Days*

*Number of participants: 30*

**The Understanding & Integration of Differences  
for Diversity Professionals**

*Increased diversity in organizational, community, and social life naturally leads to a demand for diversity trainers, consultants, and practitioners. It is useful for diversity professionals to understand the theoretical basis that supports the paradigms of valuing differences.*

- Using various learning methods, including experiential learning, discussion and lecture, participants in this program will:
- Understand aspects of self-identity including gender, ethnicity, age, physical ability and sexual orientation
- Examine the effects on individuals of such inherited social characteristics as nationality socio-economic status, geographic location, language and religion
- Increase their sense of awareness regarding the values of differences
- Understanding the dynamics of difference
- Learn skills and practices that value diversity

This Course is intended for:

Managers, leaders, educators, consultants, and trainers dealing with differences in organizations, communities and societies.

*1-2 Days*

*Maximum 30 Participants*

# StirFry Seminars & Consulting: *Diversity Seminars*

## **A Dialogue On Gay & Lesbian Issues In The Workplace**

*In this workshop, we will explore the roots of homophobia in society, including the historical, cultural and legal sources of discrimination, fear and misconceptions affecting those who are gay, lesbian, bisexual and transgender.*

*Included in this seminar is a personal dialogue in which participants are encouraged to explore their own history of homophobia and heterosexism and to learn how this has affected their lives and in the workplace. Participants will also learn how to listen and respond to homophobic statements and behaviors.*

Using various learning methods, including experiential learning, discussion and film, participants will:

- Learn skills and practices that value differences
- How to empathetically listen and respond to personal stories
- Learn the historical roots of heterosexism and homophobia
- How to facilitate a dialogue on gay & lesbian cultural issues
- How to take proactive steps to end homophobic behaviors
- Exploring the issues facing gays & lesbians in the workplace

### **This course is intended for:**

Administrators, educators, community leaders and employees

*1 Day*

*Number of participants: 10-30*

# StirFry Seminars & Consulting: *Diversity Seminars*

## **Fireside Conversations**

*In a small group setting, led by a StirFry Advanced Group Facilitator, participants have an opportunity for an intimate, informal conversation with each other about their diversity experiences and their reactions to the films on racism.*

*This seminar is an excellent follow up to our Unlearning Racism Seminar because participants often have more to say a Small group. It is also a rich opportunity to learn how to listen more sensitively to personal stories and reactions in a safe and professionally facilitated environment.*

- Participants will have the opportunity to learn:
- Ways to have a group discussion on diversity
- How to become aware of cultural differences in communication styles
- Ways to stimulate & promote intimacy in group settings
- Techniques to bridge cultural differences & similarities
- Listening & responsive communication skills

This seminar is intended for:

Managers, educators, trainers, employees and community activists

*3- 4 Hours*

*Number of Participants: 25*

# StirFry Seminars & Consulting: *Diversity Seminars*

## **The Color of Fear 3 Day Retreat**

*The sharing of each other's stories and lives is a rare experience, but an important and essential one if we are ever to understand each other and to develop an authentic relationship.*

*For those who have seen *The Color of Fear* and who have often wondered what it would be like to have been there - this is an opportunity of a lifetime!*

*Over the period of one weekend participants will have an opportunity to learn about each other's lives and to develop a more trusting relationship with someone from a different ethnic group.*

*Under the guidance of a StirFry Group facilitator participants will learn different approaches to having an intimate dialogue with each other and how to deal with their differences and similarities in a peaceful and compassionate way.*

- Participants will have the opportunity to learn:
- Ways to listen & respond to cultural differences
- How to empathetically relate to someone
- Different approaches to dealing with cultural conflicts
- How to increase intimacy skills
- Ways to acknowledge and support different communication styles

This retreat is intended for all who want to work towards having a multicultural dialogue and relationship.

*3 Days*

*Number of Participants: 8-10*

# StirFry Seminars & Consulting: *Diversity Seminars*

## **Introduction to Multicultural Alliance Building**

*This introductory program gives basic, practical attention to how to develop alliances between multicultural groups that create quality communication, trust and respect. We focus on the impact of change on the whole system. Opportunity will be given for dialogue between participants. Group analysis of each participants' work from a multicultural organizational development perspective is an important part of the alliance building process.*

This workshop will provide participants with:

Insight, ideas and resources to build and maintain alliances on the interpersonal and the inter-organizational levels

The development of a multicultural identity for the organization and its impact on an individual's performance

Strategies to motivate multicultural groups

This Course is intended for:

Managers, non-managerial employees, educators, trainers, community leaders and anyone who lives in a world with diverse populations.

*1 Day*

*Maximum 60 Participants*

# StirFry Seminars & Consulting: *Diversity Seminars*

## **Multicultural Alliances: Part Two**

*A diverse atmosphere is dynamically enhanced by strong relationships between groups. In this powerful program, we will explore natural and planned partnerships, develop alliances between multicultural groups that foster trust, increased communication, understanding and respect. We examine the chemistry of rapport and the establishment of long-lasting, satisfying multicultural alliances.*

Using various learning methods, emphasizing experiential learning, discussion and lecture, participants in this program will:

- Understand how to maximize the opportunities of diverse groups through partnering
- Enhance the ability to serve a diverse workforce, customer or expanded community base
- Gain conceptual clarity about the ability of ethnic groups to enrich themselves and each other through alliance building
- Conduct a gap analysis
- Understand how to implement change plans and monitor efforts

This Course is intended for:

Managers, non-managerial employees, educators, trainers, community leaders and anyone who lives or works in a world with diverse populations. Introduction to Multicultural Alliance Building is a recommended course, although not a required prerequisite.

1-2 Days

*Maximum 60 Participants*

# StirFry Seminars & Consulting: *Diversity Seminars*

## **Changing Our Hearts**

*The goal of this seminar is to build relationships between people of different racial backgrounds so that team members might cooperate more authentically. When barriers are broken down that have prevented genuine appreciation for difference, the work environment is transformed and morale and productivity are greatly improved. This seminar also prepares participants to more effectively interface with those they serve.*

This workshop is from psychosocial viewpoint and is designed to...

- Re-evaluate and deepen the understanding of how individuals relate from different racial/ethnic/cultural groups. What does racism and separation from those who are different from us do to our lives?
- Provide personal experience and allow participants to practice techniques that create more authentic relationships and move into more open and honest dialogues with each other regarding racial differences. How can we talk in a more candid manner about such difficult issues?
- To encourage the establishment of a safe environment where participants may arrest the typical fears that are (often) present when race relations are being discussed. Is it possible to proceed when we're reluctant, resistant, or scared?
- To explore the relationship between racial/ethnic/cultural difference and how we adjust to a work environment. What impact does racism and divisions between people have on job performance?

This seminar is intended for: All who are interested in changing their hearts about valuing differences.

*1-3 Days*

*Number of participants: 10*

# StirFry Seminars & Consulting: *Diversity Seminars*

## **NosOtros** **(For Latinos/as Only)**

The focus of this two day seminar for Latinos/Hispanics is to create an environment where they can explore how racism has impacted them, how they have internalized racism and how they have learned to cope.

We will examine this topic in a supportive environment, where participants will develop a deeper understanding of how racism has influenced their lives and relationships, and how to draw knowledge and strength from their experiences.

The workshop will involve experiential learning, journaling, videos, playback theater, role plays, rituals, lectures and group discussions.

Participants who attend this seminar will have the opportunity to:

- Assess how racism has affected their growth & development
- Acquire experiential knowledge on how to overcome the negative affects of racism
- Enhance their leadership style, self-esteem and ethnic identity
- Network and support each other in their personal, spiritual and personal development
- Learn how to develop alliances with other Latinos, people of color, and European Americans in recognizing, acknowledging and dismantling racism

This seminar is intended for:

Latino professionals, administrators, managers, educators, trainers, students, counselors and others who will benefit from this seminar.

*2 Days*

*Number of participants: 30*