

ALC Introductory Workshops

We have a number of introductory workshops that we offer your team to create a foundation of communication, common language and understanding. Each workshop is designed to meet your team's needs, and creates a foundation for continued customized programming. Listed below are a few examples of the types¹ of introductory workshops we offer:

High Stakes Conversations

Is your team struggling to have conversations dealing with staff performance or employee conduct? Have you ever had problems communicating across culture or generational differences? Are there members of your team who are struggling to communicate effectively with others? Is this lack of communication (or miscommunication) causing problems in your team, stressing you out and hurting your team's impact?

If this is the case, then this workshop is for you! In this two hour workshop, learn how to have conversations with your team that are important, timely and uncomfortable to have!

Workshop duration: 2 to 2.5 hours

This workshop includes skills on how to have high stakes conversations along customized role plays on high stakes conversations for your team. Receive skill building, customized support and real time coaching and feedback.

How to manage up, down and sideways

Managing across a team can be challenging, especially when juggling how to manage up to a boss, down to staff and across to a peer. This two hour workshop provides skills and tools on how to do this effectively across an entire team and across individual differences. This is a great refresher course for those who have learned this before.

Workshop duration: 2 to 2.5 hours

This workshop includes hard skills on how to manage across your entire team, with tips and pointers on how to manage up to a boss, how to manage effectively down to staff, and how to manage your colleagues in general. This workshop includes some work exploring a personality matrix and how each individual's personality matrix can determine how they relate on a team and effective ways of managing them. Customized role plays and examples are also included.

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Creating a Diverse and Inclusive Team - What it Means to be Culturally Competent

Every high performing team wants to have an environment with diverse talent, where everyone's experiences are included in the organization's culture, where differing opinions, points of views, cultural experiences and backgrounds can be respected and heard. In this workshop, we will focus on what it means to have an environment that is both diverse and inclusive, where everyone on the team feels respected and heard, where diverse talent is welcomed and sustained, where every team member has the opportunity to grow and thrive!

Workshop duration: 3 hours

This introductory workshop focuses on how to develop a diverse and inclusive team by:

- Defining what diversity and inclusion is, and what it looks like on your team
- Digging into ways of developing an inclusive work environment that works for everyone, addressing triggers and cultural insensitivities
- Exploring and defining unconscious bias, what it is, how to recognize it, and what to do about it

To learn more about ALC's workshop and the right fit for your team, contact Jennifer Sconyers at 614-477-7287 or info@jennifersconyers.com.