



Horizons In Learning

Workshop Description

The 3 C's of Response-Abled Leadership: Fostering a Culture for Respectful Communication, Conflict and Collaboration

Course Instructor: Constant Hine

Patrick Lencioni's model of five stages for building functional teams: Trust, Conflict, Commitment, Accountability and Results, will be introduced and provide a framework for exploring both supervisory and peer leadership skills. Participants will learn how response-abled leaders use the 3 C's -Communication, Conflict and Collaboration- to foster a workplace culture for respectful and healthy relationships.

Learning Objectives - In the following 3 areas participants will learn:

Communication

- The transformative power of language and how communication is more than a set of skills.
- Build trust through authentic open communication
- How to ask meaningful questions that promote self reflection and expand trusting relationships with others.
- Practical communication skills to give feedback, make requests and communicate needs in respectful self-responsible ways.

Conflict Resolution

- How to shift from viewing conflict as negative breakdowns to viewing and using breakdowns as a beneficial opening that can make stronger relationships.
- How to engage in meaningful constructive conversations allowing for a variety of voices and differing perspectives.
- Complete activities that will promote positive conflict resolution skills including establish team norms and agreements for resolving conflict, having difficult conversations and helping team members to be accountable for their commitments.

Collaboration

- The importance of having an attitude of inquiry and intentionally finding the strength in to build trust and collaboration toward collective goals, outcomes and results
- How to deepen and broaden inquiry skills that promotes self reflection of leaders to be personally more responsive and less reactive and to be able to promote critical thinking and reflective practices in others.