



Envision 2020:

Track 1

Interrupting Interpersonal Aggressions/Microaggressions: Critical Skills for Creating High Performing, Inclusive Teams

In this track, participants will deepen their capacity to:

- Recognize common types of interpersonal aggressions/microaggressions that can occur in the workplace across the full breath of identity groups.
- Recognize the negative impact of microaggressions on individuals, teamwork, innovation, retention, and productivity.
- Examine implicit biases and assumptions that fuel microaggressions.
- Effectively intervene and interrupt the interpersonal aggressions experienced by members of marginalized groups.
- Respond effectively when our comments cause a negative impact on others.



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Resources:

1. **Recognizing Microaggressions Webinar**

In this 75-minute webinar, participants will have opportunities to:

- Develop skills to recognize microaggressions and the negative impact on individuals and organizational goals.
- Learn proven tools to interrupt and shift negative dynamics in the moment.

2. **Virtual Institute: Recognizing and Responding to Microaggressions**

This 3-hour workshop can be used for virtual or in-person training sessions. Kathy Obear facilitates participants through small group discussions and reflective activities to learn and practice skills to:

- Recognize microaggressions and the negative impact on individuals and organizational goals.
- Use proven tools to interrupt and shift negative dynamics in the moment.

This Virtual Institute can also function as a train-the-trainer seminar for organizational trainers and facilitators to deepen their capacity to lead similar workshops.

3. **Q&A about Microaggressions with Dr. Tanya Williams, Authentic Seeds Coaching & Consulting**

In this (approximately) 60-minute Zoom conversation with Kathy Obear, Dr. Tanya Williams offers her perspective on the challenges, dilemmas, and considerations people of color navigate when they are trying to decide when, how, and if they should interrupt racial microaggressions in the workplace.



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4. Navigating Difficult Situations, Part 1 & 2

In this 2-part webinar series, participants will develop the capacity to:

- Identify strategies to de-escalate difficult situations in the early stages.
- Engage effectively when others feel triggered.
- De-escalate their triggered reactions so they intentionally choose ways to respond, not automatically react out of their triggered emotions.

5. Creating Inclusive High Performing Teams

This 65-minute webinar focuses on the “4 sets of leadership skills and competencies essential for developing and maintaining high performing teams.” Participants will learn:

- How to form an inclusive, productive team from the start or refresh your team’s effectiveness at team meetings or a retreat.
- What you can do when the unproductive behaviors of some team members undermine group effectiveness.
- How to create and revise policies, practices, programs, and services with an Inclusion Lens.
- What you can do when team members begin to burn out.



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6. In It For The Long Haul: Overcoming Burnout and Passion Fatigue as Change Agents

In this 75-minute upbeat, engaging, and inspiring webinar, participants will:

- Recognize the depth and breadth of their need for greater self-care and healing.
- Understand the critical need to focus on self-care and community care in order to be of service as leaders and change agents.
- Explore proven approaches and tools for self-care and community care.
- Commit to a personal plan of action.

7. Written Resources for Track 1: 75-page worksheet packet -

“Interrupting Interpersonal Aggressions/Microaggressions: Critical Skills for Creating High-Performing Inclusive Teams”

8. All books authored by Dr. Kathy Obear with related worksheets.

