



WELCOME!

**COURAGEOUS
CONVERSATIONS**

**CONVERSATIONS, DEEP
OR MEANINGFUL,
BETWEEN PEOPLE WE
KNOW OR CARE ABOUT**



Not about right or wrong. About trust, vulnerability and acceptance

- We are Rotarians.
- We want to make the world a better more peaceful place.
- We do this thru the 4 Way Test, shared values, developing community,
- being of service and
- taking action.

DISCOURSE
OR
POLARIZATION
-
IS NOT GOOD
NOR BAD

**When it is
dehumanizing,
about blame,
shame, assigning
fault, about wrong
or right instead of
being based on
opinions and ideas,
it becomes
problematic.**

The Goal

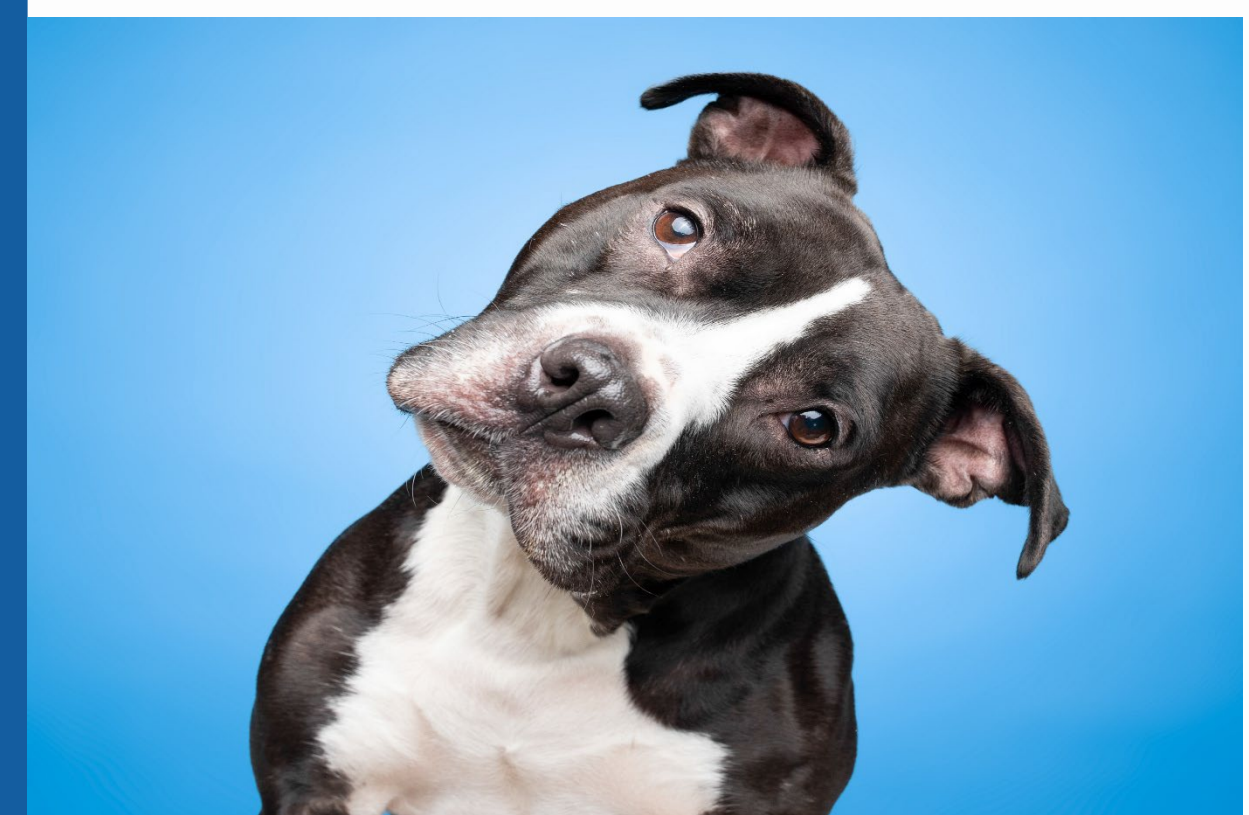
To create Space to



Explore Differences



Promote Understanding



Remain Curious

So we can develop a deeper relationship with
our community

HOW ARE YOU SHOWING UP? WHAT IS YOUR ROLE AT THE TABLE?

Do not ignore an issue, Listen to all perspectives

Empathy builds trust and closeness "I get it, and I care about you"

01

What is your Motivation?

02

What do you want to accomplish? What do you want to explore?

03

What about the thing is important to you?

04

What do you want the other party to know about the thing?

05

Are you open to looking at it differently?



Tools

You are a fact finder, creating a space to learn, explore, and understand differences

- The environment should be calm and inviting
- Ask questions to learn, not argue--
- This means so much because?
- How does that make you feel? How could you look at it differently?
- Are you open to considering a different perspective?

Ground Rules

BE INTENTIONAL

- WHERE WILL IT BE?
- WHAT TIME AND DATE?
- WHO WILL BE THERE?
- WHO IS THE MODERATOR?
- WHAT IS THE PURPOSE?
- MAKE IT SAFE FOR EVERYONE

- SPEAK FROM “I”
- SHARE YOUR PERSPECTIVE DON'T GIVE OTHER PEOPLE'S PERSPECTIVE
- USE RESPECTFUL LISTENING-.
- PAY ATTENTION
- BE PRESENT- TURN OFF YOUR PHONE
- NO CROSS TALK. DO NOT INTERRUPT. TAKE TURNS

BREAK OUT QUESTIONS

01

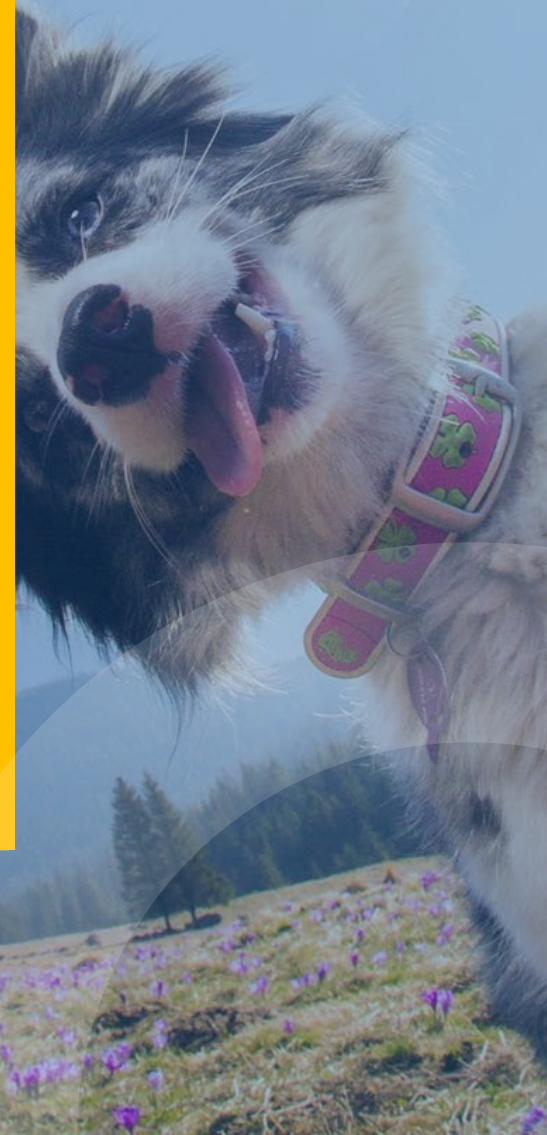
What is
the
issue?

02

What is
essential?

03

What
options are
available?



EXERCISE 1

1. The club speaker appears on zoom. His talk is on the Environment. About 5 minutes into the presentation the speaker moves to a clearly partisan political agenda. There is grumbling among the audience, and 2 members leave the meeting.
2. The club president asks the speaker to keep to the topic, but he refuses. The speaker is eventually cut off.
3. One long time member jumps up and storms out of the room making loud rude remarks on his way out the door. Everyone hears and sees him leave.
4. How would you have handled the situation? With the speaker? With the Rotarian?
5. Assume that there were 3 prospective members in the audience. What steps would you take to address the situation with them?

**REPORT
OUT!**

EXERCISE 2

One of your club members has created a hostile club culture for several members (ie sometimes Harassing, degrading, inappropriate, discriminating, etc.). In fact, one of the Club's Past President's , resigned from the club and left Rotary(16-year member) as a result.

There have been three long-time Rotarians – one, a PDG, who have left as a result in the last 6 months.

Is this an issue you need to tackle? Why?
How would you handle it?

Who would you bring to the table, if any, to help?
What outcome would you anticipate?

What if you did nothing? What do you anticipate would happen?

**REPORT
OUT!**



QUESTIONS



Thank You!