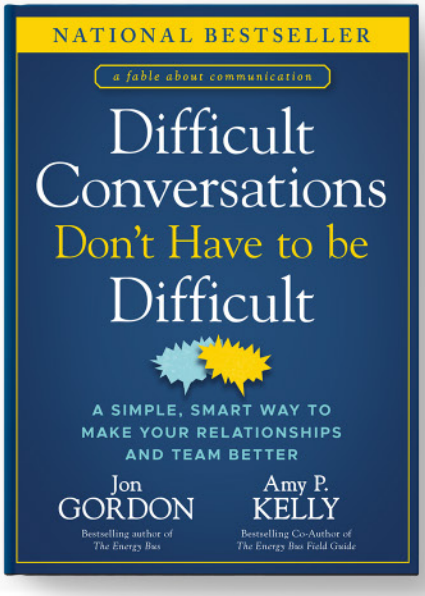
Difficult Conversations Don't Have to be Difficult



S Small ego. Big mission. We > Me.

T Tell the truth in love to get better together.

A Assume positive intent. Do not take it personally. Manage emotional energy. No personal attacks.

R^1 Rules of Engagement. Create specific rules of engagement for your team to have the difficult conversations in a positive way.

R^2 Respect your team and the process. Truth told in love develops respect, and respect values the truth.

R^3 Relationships matter most.

IT PROVIDES A SIMPLE, SMART WAY TO MAKE YOUR RELATIONSHIPS AND TEAMS BETTER.

This is done through capitalizing on two opportunities:

1. Having the Conversations to Get Better
2. Getting Better at Having the Conversations

In every organization, team, and relationship, the ability to navigate tough conversations defines the difference between dysfunction and growth. Unified and high-performing teams have the important conversations necessary to elevate performance and strengthen relationships. Through the transformative workshops, keynotes, and coaching, you and your team will be equipped with the tools, mindset, and courage to turn difficult conversations into defining moments of clarity, connection, and progress.

PARTICIPANTS WILL EXPERIENCE

- Teaching and facilitation based on the research-based benefits of having the tough conversations that over 70% of people avoid
- Applying the STAR^3 model in relevant scenarios exponent.
- Committing to a new strategy moving forward
- Engaging in large group discussion, small group mini projects, and partner activities
- Developing conversation preparation plans

KEY OUTCOMES FOR PARTICIPANTS:

- **Understand the Cost of Avoidance:** Learn how avoiding difficult conversations impacts relationships, performance, and culture-and how to change the narrative.
- **Shift from Conflict to Connection:** Discover how to approach tough topics with empathy and honesty while maintaining strong personal and professional relationships.
- **Develop Emotional Agility:** Build the emotional awareness and resilience needed to navigate high-stakes discussions through respect and without defensiveness.
- **Create a Culture of Trust:** Learn how to foster an environment where feedback is seen as a way to get stronger together and protect people and the mission.
- **Practice Real-World Scenarios:** Through interactive exercises and role-play, participants will gain hands-on experience applying strategies to their unique challenges.

All programming can be delivered virtually or in-person.

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