



Dialogic OD Series

Co-Creating a More Diverse, Equitable, and Inclusive Workplace With Dialogic Approaches

Wednesdays & Thursdays, Jan. 19th, 20th, 26th & 27th, 2022

Learn how relational power in organizations is creating the social change of our time.

Rather than avoid themes like #BlackLivesMatters, #MeToo and #LoveisLove at work, this moment is opportune for Dialogic Organization Development (OD). Come prepared to collaboratively inquire into what's working and what's possible to create the change we want to see in our workplaces, communities and family systems.

This course is designed to support you in taking DEI action with Dialogic OD approaches like Appreciative Leadership where language, listening and generative conversations catalyze organizational change. You are invited to arrive with a DEI project (large or small) that will ensure your learning through immediate application. The course will help you validate the relational power - both individual and collective strengths - within your initiative, begin generative conversations to engage in listening and storytelling for positive possibilities, and ensure you have an action plan to co-create a more diverse, equitable and inclusive organization.

Author Tanya and colleagues will share her theory of change, model and expertise working in the fields of DEI and Dialogic OD as published in several books, including the forthcoming BMI book: Dialogic Approaches to Diversity, Equity and Inclusion. Successful case studies will be introduced via guest speakers. The coursework will combine theory and practice in plenary, paired and small group discussions along with individual reflection and action learning to cater for multiple learning styles. Note that this course is not a diversity, equity and inclusion training nor an unconscious bias OD assessment, as Dialogic OD goes beyond skills to focus on generative mindsets and processes for sustainable behavior change. Of course, links to content resources and expertise will be provided as this course is designed for all OD and DEI skill levels.

All 15 hour Courses are \$750.

Register by NOVEMBER 24th to receive an Early Tuition Rate of \$700.

REGISTER NOW

Interested in taking more courses in the Series? Enroll in our **Five Course Package** to Receive Five courses for the Price of Four! [Visit our website for more information](#)

TANYA CRUZ TELLER, MA



CO-CREATING A MORE DIVERSE, EQUITABLE, AND INCLUSIVE WORKPLACE WITH DIALOGIC APPROACHES
15 hours • 2 Wednesday + 2 Thursday Modules

15 Hour Live Online Course
10:00am-2:00pm EST
15 minute break daily

Wednesdays & Thursdays
in January 2022

Workshop 1: Wed., January 19
Workshop 2: Thurs., January 20
Workshop 3: Wed., January 26
Workshop 4: Thurs., January 27

SAST: 5:00pm-9:00pm
PT: 7:00am-11:00am

Wednesday, January 19th – Creating a Safer Container and Building a Community of Practice

In this module we will:

- Share a Dialogic OD relational theory of change and appreciative leadership model applied to DEI;
- Discuss and identify various diversity markers and explore the term intersectionality, coined by Kimberlé Crenshaw, with an additional strengths based lens; and
- Experience relational power through paired work and group shared agreements.

Thursday, January 20th – Relational Power Project Based Work

In this module we will:

- Review and integrate Dialogic OD principles, tools, and process into each person's identified DEI project;
- Practice strength-based peer coaching "Spaciousness Thinking Partners" process to build, brainstorm and feedback on each project; and
- Reflect on generative processes that involve amplifying and envisioning what is possible in DEI.

Wednesday, January 26th – Embodied Learning

In this module we will:

- Explore how the projects, can go further with deeper reflection and breakthroughs on limiting beliefs;
- Identify DEI solutions through applying dialogic approaches that access embodied knowledge; and
- Craft generative questions we need to consistently and persistently be asking to grow our DEI strengths-based practice.

Thursday, January 27th – Shared Ownership and Inspired Action Plans in DEI Initiatives

In this module we will:

- Practice a dialogic process for strength-based project co-working, "Spaciousness Action Groups;"
- Converge all our key insights and emerging wisdom in order to solidify a vast toolbox for practical application post course; and
- Explore the inner condition and external relationships (with both allies and antagonists) needed for resilience and successful action.

Tanya Cruz Teller, MA (she/her) has over 20 years of international organization development experience. She is committed to a diverse, equitable, and inclusive world through building great organizations using dialogic approaches. Tanya earned her MA in International and Intercultural Management (School for International Training) and has a BA Psychology and Sociology Cum Laude (Brandeis). As a Dialogic OD practitioner, Tanya has worked for and with governments, global non-profit organizations, and businesses to create a more equitable society through maximizing inclusion, innovation, and inspired action. Tanya is an expert panelist for the Global Diversity Equity and Inclusion Benchmarks, a TAOS Associate, and a member of the South Africa and International Organization Development Networks, the Diversity Collegium, and served on the boards of the Rutland Corner Foundation and ATD Editorial Board. Tanya is a certified Appreciative Inquiry Facilitator Trainer (CAI), Trainer of Trainers, and an Assessor (South Africa) and she teaches in the David L. Cooperrider Center for Appreciative Inquiry at the Robert P. Stiller School of Business, Champlain College. A chapter on her Appreciative Leadership OD work in South Africa has been published in the book, *Inclusive Leadership: Transforming Diverse Lives, Organizations, and Societies* (2020). The title and dialogic methodology of the book Tanya co-authored, *Thriving Women, Thriving World: An Invitation to Dialogue, Healing and Inspired Actions* (2019) directly reflects her vision and action in the world. She lives in Johannesburg, South Africa.

To ensure inclusion of different learning styles, during each of the modules participants will spend an hour deepening their understanding and skill set in breakout sessions where they will be able to learn and apply leading a dialogic OD practice in pairs and small groups. Additional support materials, resources, as well as between-module sharing of practices, questions, insights have been designed to meet the course objective of strengthening each person's DEI community of practice.

Continuing Education



Psychologists: MAK Continuing Education, LLC is approved by the American Psychological Association to sponsor continuing education for psychologists. MAK Continuing Education, LLC maintains responsibility for this program and its content



HR Professionals: This program is valid for 15 PDCs for the SHRM-CP® or SHRM-SCP®. For more information about certification or recertification, please visit www.shrmcertification.org.

Interested in Certification?

Learn more about Level I and Level II certification as a Dialogic OD Professional [here](#).

Contact Us

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Certification Questions: info@b-m-institute.com