

POSITIVE ORGANIZATIONS CONSORTIUM

FALL 2020 VIRTUAL MEMBER FORUM

THEME: Humanizing Organizations

At this virtual forum, participants will learn how we can foster positive human connections in workplaces that bring people together and create healing, resilient, and thriving organizations that are human-centric. Through interactive workshops and discussions, we will activate our collective creativity on many aspects that strengthen us as human beings, such as High Quality Connections, compassion, trust, authenticity, diversity, equity, inclusion, and positive leadership. We will leave with an expanded toolkit of practices and ideas as well as a stronger support network for changing organizations at an individual and systemic level.

DATES/TIMES: Wednesday-Thursday, November 18-19, 2020, 9:00 a.m. – 1:00 p.m. ET on both days

Zoom link and an online platform to interact with members for this forum will be shared closer to the event.

DAY 1: Wednesday, November 18, 2020

9:00-10:30 a.m. ET

(Workshop) Humanizing Work Through Connection: Making the Most of Moments that Matter

Presenters: [Jane Dutton](#) and [Monica Worline](#), Michigan Ross

Many of us are getting used to talking into the small eyes of webcams instead of into the eyes of people. While technology challenges our connections, age old forces continue to drain people's full humanity at work. Power dynamics strain trust, incivility ruptures respect, limited resources stretch our energy, isolation limits access to new perspectives, and time pressure pushes us to hurried conclusions. In conditions like these, connections between people are a potent and essential source of humanizing work. This workshop will open your eyes to highly consequential moments that hold potential for humanizing. You will gain a new appreciation for the power of small moves that connect people in high quality ways, and new insight into how to activate them in moments that matter most. Customized activities help you develop an expanded repertoire of strategies to tap into this wellspring of capability, strength, well-being, and resilience.

10:30-10:45 a.m. ET

BREAK

10:45 a.m.-12:00 p.m. ET

(Member Panel + Discussion) Putting Humanizing Connections into Practice

Panelists: Anton Babushkin, CEO, Start My Wellness; Shawn Crowley, Co-CEO, Atomic Object; Alex Foster, Senior Director - People Strategy, Kelly Services; Helen Vice, HR Well-Being Program Manager, Humana

The panel of Consortium members will share how their organizations have come together to build positive and meaningful connections that humanize their interactions and relationships. After the Q&A session with the panelists, we will have the chance to share our experiences in small group discussions to further exchange ideas and incorporate what we learn into our organizations.

12:00-1:00 p.m. ET

Member Connection Lunch*

DAY 2: Thursday, November 19, 2020

9:00–10:30 a.m. ET

(Workshop) Building Confidence and Competence Around Diversity & Inclusion and Conflict Management*

Presenters: [Sandra Cha](#), Brandeis University, [Patricia Faison Hewlin](#), McGill University, and [Jay Hewlin](#), Columbia University, McGill University, and Hewlin Group

In this session, Drs. Sandra Cha and Patricia Hewlin, and Jay Hewlin Esq., will facilitate a discussion about challenges facing organizational leaders in the current social environment. Like never before, leaders must possess confidence, competence, and authenticity in addressing issues of diversity and inclusion (D&I), discrimination, and unconscious bias. Moreover, managing internal and external communications around these issues has proven difficult. Such demands require skill in navigating tough conversations.

Participants will gain an enhanced understanding of D&I concepts while receiving tips on how to identify biases, conduct tough conversations, and manage conflict related to D&I. The session will strengthen participants' ability to think critically about and address occurrences of discrimination and/or microaggressive behavior in the workplace. It will also include a framework for identifying and adapting one's conflict management style.

10:30 a.m. – 10:45 a.m. ET

BREAK

10:45 a.m. – 12:00 p.m. ET

(Member Discussion) Reimagining Roles and Routines to Create Diverse, Equitable, and Inclusive Organizations*

Engaging in mini-activities, we will reimagine our roles and routines to broaden our capacity for institutional change. To keep the momentum to take actions beyond the forum, we will connect with fellow members to activate this Consortium network to create equitable and inclusive workplaces where people of diverse social identities are recognized, acknowledged, valued, and supported as their authentic selves.

12:00–1:00 p.m. ET

Member Connection Lunch*

*These sessions will not be recorded. Videos from other sessions will be available shortly after the event.