



# Creating Inclusive Cultures: Transforming Core Narratives through Change Champions

**Mondays and Tuesdays, May 1, 8, 15 and 30, 2023**

In a world of polarization, rapid change, and the demands on organizations for speed and significantly higher levels of individual and team performance, the need for greater inclusion in organizations to achieve that breakthrough performance is more critical than ever before. In this course we will focus on the application of dialogic OD principles and frameworks to disrupt the prevailing narrative and engage an organization and its members to embrace new ways of operating and interacting that foster greater inclusion, leverage differences, and ensure equity.

The course will include panels of both leaders and consultants who have successfully engaged change that creates new generative images to evolve the new narrative and will share their lessons learned and provide stories of key learnings in the journey of change. Additionally, Fred and Judith will bring their experience spanning 51 years of being part of change in organizations around the globe in all sectors of the workforce that support new narratives which enable every person to do their best work and support individual, team, and organizational performance. This course will also provide participants with an opportunity to hone themselves as change agents. They will learn, grow, and apply techniques that will enhance their influence as agents of change in their own organizations and in everyday life. Specifically, we will look at the conditions needed to disrupt the prevailing organizational narrative for rapid change; strategies and interventions to create a new generative image and the application to participants' organizations to live the new narrative.

**All 15 hour Courses are \$790.**

**REGISTER NOW**

**FRED A. MILLER & JUDITH H. KATZ**

CREATING INCLUSIVE CULTURES: TRANSFORMING CORE NARRATIVES THROUGH CHANGE CHAMPIONS  
15 hours • 3 Monday + 1 Tuesday Sessions

**15 Hour Live Online Course**  
**11:00am-3:00pm EDT**  
**15 minute break daily**

**4 x 4 hour Sessions on**  
**3 Mondays & 1 Tuesday in May 2023**

**Session 1: Monday, May 1**  
**Session 2: Monday, May 8**  
**Session 3: Monday, May 15**  
**Session 4: Tuesday, May 30**

PT: 8:00am-12:00pm  
GMT: 4:00pm-8:00pm

## Course Agenda

### Monday, May 1st: Session 1 – Laying the groundwork for change

- Overview of course
- Individual objectives and learning goals
- A time of transformational change: culture change, if not now, it's too late
- Creating common ground and language regarding inclusion, diversity, equity, and access.
- Initial assessment of our knowledge as practitioners
- Creation of Application groups

### Monday, May 8th: Session 2 – Strategies and Interventions - Ground rules for Change

- Using dialogic OD to create change
- A Peer-to-Peer Model of Accelerating Change
- Guest panel: Leaders who have been involved in transformational change: Stories, learnings, and Lessons from the journey
- Small group and large group dialogue applications
- What success looks like
- Application groups

### Monday, May 15th: Session 3 – Self as Instrument for change

- Use of self – our role, our support of new narratives, mindsets, and frameworks.
- Joining vs. Judging: a mindset change
- Resistance as part of the change process Creating a container for interaction safety
- Guest panel of consultants who have supported transformational change: stories, lessons, and learnings from the journey
- Application groups

### Tuesday, May 30th: Session 4 – Application: Evolving the New Narrative and Changing the Systems

- Bringing HR and other key partners into the process to create systemic change
- The new narrative – moving from the OLD culture to the NEW
- Measures and metrics – helping change processes stick
- Application groups
- Feedback and organisation

## Continuing Education



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**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](http://www.shrmcertification.org).

## Interested in Certification?

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

**Frederick A. Miller and Judith H. Katz** are CEO and Executive Vice-President Emerita (respectively) of The Kaleel Jamison Consulting Group, Inc., named one of Consulting Magazine's Seven Small Jewels in 2010. They have partnered with Fortune 50 companies globally to elevate the quality of interactions, leverage people's differences, and transform workplaces. Both are recipients of the OD Network's Lifetime Achievement Award (Fred, 2007; Judith, 2014) and have co-authored several books, including *Opening Doors to Teamwork and Collaboration: 4 Keys that Change EVERYTHING* (Berrett-Koehler, 2013) as well as their most recent book, *Safe Enough to Soar, introducing the concept Interaction Safety* (Berrett-Koehler, 2018). Both Fred and Judith were identified as 'Pioneers of Diversity' – and are authoring a new dialogic book, entitled *Creating Inclusive Cultures with Change Champions* with colleague Monica Biggs.

Fred first joined ODN in 1973 and was a board member from 1986 to 1994. The Frederick A. Miller Service to the OD Network Award was renamed after him in 2010 and continues to be awarded today. Fred has also received the Outstanding Service to the OD Network Award (1999). Fred is an Emeritus Board of Trustees of Sage College and received an Honorary Doctoral Degree in Humane Letters and served on the Board of Ben & Jerry's.

Judith first joined ODN in 1985. She has received the Outstanding Global Work (2012) and Communicating OD Knowledge in honor of Larry Porter (2009) awards. Judith is on the Board of Fielding Graduate University.

Fred & Judith have also received the Outstanding Article Award three times prior for co-written articles (2015, 2019, 2022).

## Contact Us

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Certification Questions: [info@b-m-institute.com](mailto:info@b-m-institute.com)