



# Dialogic OD Series

## Creating Inclusive Organizations: Transforming Core Narratives through Change Champions Mondays and Tuesdays, May 1, 8, 15 and 30, 2023

In a rapidly changing world where demands for speed and results continue to rise, the need for greater inclusion in organizations to achieve breakthrough performance is more critical than ever. In this course, we will focus on how participants can apply Dialogic OD principles and frameworks to disrupt the prevailing narrative and engage organizations to implement new ways of operating and interacting that foster greater inclusion, leverage differences, and equity.

Fred and Judith will bring their many decades of global organization change experience in support of new narratives which enable every person to do their best work and support individual, team, and organizational performance. The course will also include panels of leaders and practitioners who have successfully implemented change that created new generative images to evolve new narratives. They will share stories of key lessons learned from the journey of change. Participants will have a valuable opportunity to hone themselves as change agents and enhance their ability to influence others in their own organizations and in everyday life. Specifically, we will look at: the conditions needed to disrupt prevailing organizational narratives in order to drive rapid change.

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

**REGISTER NOW**

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



CREATING INCLUSIVE ORGANIZATIONS:  
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

- Individual objectives and learning goals
- Creating a community of effort
- 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

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

- The Path Model
- 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, and lessons from their journeys
- What success looks like

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

- Use of self – our role and 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: Practitioners who have supported transformational change: stories, and learnings from their journeys

### 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

**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).

## Continuing Education



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## Interested in Certification?

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

## Contact Us

Live Online course Questions: [info@cape.org](mailto:info@cape.org) | (203) 781-6492

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