

Courage To Be All In 2017

**COURAGE BEYOND WHAT WE SEE**

John O'Leary  
with Karen Foss

# **Facilitator's Guide**

## Description

"*Courage Beyond What We See.*" focuses on how life is what we make of it. It challenges the participants to face obstacles or uncertainty head-on. Participants will be encouraged to call upon their courage when faced with significant challenges to overcome the fear and push through in order to transform by their experience.

## Objectives

This video is intended to build awareness of diversity and inclusion by encouraging discussions about:

- The role courage plays in making a difference for yourself and others
- Understanding the impact fear has on personal and organizational performance
- Gaining insight into our own courage so we can use past experience to strengthen our future, individually and collectively within an organization

## Target Audience

This program is intended for groups, organizations and people interested in building inclusive communities through dialogue and discussion.

## Tips for Facilitating

As a facilitator, your role is to encourage discussion. Considering the opinions and points of view presented in this video, focus discussion on those conversations and thoughts that affect inclusion, respect, and valuing others. To best facilitate the discussion, **carefully review the video and prepared materials in advance of presentation.**

## Guidelines:

- Review all presentation materials and the video in advance of your session.
- As you begin the session, establish ground rules for sharing (**see *Ground Rules Samples on page 3***).
- Stress the need to be respectful of others.
- Set expectations for the session by sharing the objectives (**see *Objective Section above***) and agenda.
- Actively manage time to allow sufficient discussion of the topics highlighted in the video.
- You may encounter off topic comments in your session. Prepare to steer the conversation back on topic. An example of something you could say might be "***That is an interesting comment. Let's discuss it further after the session to allow time to cover discussion items more directly related to the video.***"
- At the conclusion of the session, thank everyone for their participation.

## Materials and Equipment Needed

Video: "Courage Beyond What We See"

Click on link: Video located at [www.ameren.com](http://www.ameren.com) under *Discussions Across Differences*.

***Wi-Fi or data connection is needed to view video***

Laptop with Video Screen, or Room with Projector and Screen for showing video

Facilitator Guide

Participant Booklet

## Time Requirements

Room Set-Up: 5 minutes

Video: 9:35 minute runtime

Discussion Time: 30 - 40 minutes

## Courage Beyond What We See

### Introducing the Program

Welcome participants. Explain that the video they are about to view focuses on courage and leadership. It features John O'Leary, a St. Louisan, who was burned over 100% of his body at the age of nine, given a one percent chance to live. Ask participants to be thinking about the message John shares and what it means to them.

Give advanced notice that there will be questions following the video for discussion and learning.

### Provide Sample Ground Rules for Clips Discussion

Facilitators, encourage people to be involved as active listeners and participants. No one else knows a person's thoughts and experiences as well as that person. Suggested ground rules are below. The bracketed portions are optional, so, feel free to include or not.

Participate	I encourage you to participate. [You will find you will get more out of the program, likely, enjoy it more and hopefully, even have a little fun.]
Respect	We expect everyone to be respectful. [Not everyone may agree with each other, but when we are respectful, we live up the organization's values. With respect, we establish, maintain and even improve the way we relate to one another.]
Open	We hope you will be open.
Educate	We're here to learn and to inform, but we are all students of diversity. [Some may not have any experience participating in discussions of this nature or on these topics. And some may not have done so in a work environment. So, we expect understanding as we learn how to talk about these issues, because some of us may not feel we have the "right" words to share our thoughts.]
Share	Sharing our experiences, respectfully, can help us connect with each other. Doing so, also can helps us build trust.

As you ask questions, remember to allow people time to think before they respond. Do not jump in too quickly with your own answers.

❖ **View Video (Run Time: 9:35)**

❖ **Group Discussion**

For large audiences (more than 10-12 people), consider dividing into smaller groups to discuss questions. Key points from each small group can be shared with the larger group and captured on the flip chart at the conclusion of their discussion.

## Discussion Questions

1. What were some of the messages John shared?

**Possible Answers:**

- Overcoming obstacles and pushing through fears.
  - Facing our own adversities '*why me, who cares, what more can I do.*'
  - Putting yourself '*out there.*'
  - Doing things outside your comfort zone in order to make a difference.
2. Sometimes leading from where you are can be uncomfortable and takes courage. How can we be courageous and push through our fears?

**Possible Answers:**

- Get comfortable with being uncomfortable – actions builds confidence.
  - Get advise from a coach or a mentor.
  - Train your mind to expect the best outcome by making positive assumptions.
  - Ask co-workers for encouragement.
3. The video discusses the quote, "*You can't always choose the path you walk in life, but you can always choose the manner in which you walk it.*" How can embracing what makes us different or having a positive attitude help us find the courage to succeed?

**Possible Answers:**

- You gain strength, courage, and confidence by every experience in which you really stop to face barriers.
  - You appreciate what makes you different and original.
  - You are more courageous when you build your life around what you do best.
  - What makes you different is the key to let your voice direct your life.
4. Individually we make choices all the time, even when we choose not to choose – it is still a choice. How do choices we make today impact our experiences tomorrow?

**Possible Feedback:**

- Every choice we make that is aligned with our inner truth makes it more likely we will behave this way in the future.
- Every action we take influences our future.
- Our choices and decisions guide our lives and build our futures.
- Once a choice is made, the actions play out and we have to live with those consequences.

5. What are some actions each of us could take to ensure tomorrow is better than today in our personal lives and/or our professional/work lives? How does that relate to your organization's values?

**Possible Answers:**

- Be humble and share the credit for successful projects with your team.
- Connect with people you would usually not engage with.
- Encourage creativity – let your team know you are open to their ideas.
- Be passionate about your work – demonstrate a commitment to the goals of your department.
  - Ask O'Leary's questions or just the last one: 1) Why me?; 2) Who cares?; 3) What more can I do ?

## Review Objectives

- The role courage plays in making a difference for yourself and others
- Understanding the impact fear has on personal and organizational performance
- Gaining insight into our own courage so we can use past experience to strengthen our future, individually and collectively within an organization

## Closing Comments

Conclude the session by sharing your organization's or group's policy statement or position on diversity. Be sure to thank the participants for their contributions to discussions and for their time.

## Survey

Please take a few minutes to complete a brief survey on the *Courage to Be All In* video series:  
Click on link: [Ameren's 2017 Discussion Across Differences Survey](#)

***Let's keep the dialogue going.***