

Courage To Be All In 2017

THE COURAGE TO SOAR

Antonio Douthit Boyd
with Karen Foss

Facilitator's Guide

Description

"The Courage to Soar," focuses on an individual who at the peak of his professional career courageously decided to take a different path in life.

Objectives

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

- The courage to be persistent in order to reach your goals
- The courage to be true to who you are, even when others don't understand or want to accept you
- Taking risks to do what's right for you
- The value of embracing diverse people, cultures and ideas in achieving results

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: "The Courage to Soar"

Click on link: Video located at 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: 8:02 minute runtime

Discussion Time: 30 - 40 minutes

Courage to Hit the High Note

Introducing the Program

Welcome participants. Explain that the video they are about to view focuses on courage and leadership. It features Antonio Douthit-Boyd, Co-Artistic Director of Dance of COCA, where he began his dance training at age 16. Douthit-Boyd returned to COCA after 11 years as a principal dancer with the Alvin Ailey American Dance Theater. Ask participants to be thinking about the message Antonio 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 to 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 help 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: 8:02)**

❖ **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 Antonio shared?

Possible Answers:

- It takes courage to be true to who you are – may not fit in, but it doesn't mean you should give up.
 - Perseverance – it takes courage and hard work to stick to what you believe is right for you.
 - It takes courage to make risky career choices (others may not see it as a smart move).
2. The video referenced being courageous within our limits when facing obstacles. Have you ever had to face an obstacle in order to be successful or reach a goal you set for yourself. What was it?

Possible Answers:

- I was told I was too short to be good at playing Basketball but through hard work, I became a key team player of the sport.
 - I started something at a much older age than most and was successful achieving my goals.
 - I moved from a rural area to the city without knowing anyone. I overcame this by joining social groups to make new friends.
 - I was struggling in my studies in college. I overcame this obstacle by asking my parents to buy me several textbooks for additional support. As a result, I was able to maintain my grade point average.
3. Encouragement is a critical element of success. Antonio received encouragement and support from his mother and from COCA. How have you or how could you motivate someone on your team to be successful?

Possible Answers:

- Keeping communication open allows me to learn about ideas and concerns of my team members. As I use this opportunity to interact with them, I discovered new ways of achieving our outcomes more successfully.
- I show sincere gratitude for the contribution everyone makes to our team and our organization.
- I empower my team members by giving them the opportunity to not only implement day-to-day tasks but to suggest new ideas and help make them a reality. Giving team members a chance to take initiative helps create excellent ideas.

4. As a COCA student, Antonio talked about how being exposed to different backgrounds did not interfere with the dancers' main goal – with all the diversity of the team, there was one goal – to be dancers. How can common goals bring us together at work in our teams, department and/or as a company?

Possible Answers:

- By setting goals, each team member understands what their responsibilities are and what actions are needed to reach the team's goals. Each member is involved in the process and they understand they play an important role.
 - Having common goals gives the team something to work toward together. This improves morale and increases trust between different levels of the team. The team feels valued and more invested in the success of the business.
 - Listening to co-workers input can be key in setting and attaining common goals for the improvement of our business. Co-workers feel more invested in and dedicated to the business.
5. The video referenced the importance of bringing together different backgrounds to continue to improve individuals and an organization. What more can you do to bring Diversity and Inclusion to your group and to keep your organization moving forward?

Possible Answers:

- By offering a variety of communication mediums as options to encourage collaboration among co-workers. Everyone has a preferred method in which they're most comfortable interacting with others and expressing their ideas. To gain a greater diversity of ideas from co-workers, utilize multiple tools (***such as submitting an innovative idea to the Innovation Action Teams***) so all co-workers feel comfortable contributing.
- By constantly expanding the vision of what you can be. We can inspire others to learn, to grow, and to become more.
- By focusing outside of ourselves and developing the leadership approach that is in service to others' growth and development.

Review Objectives

- The courage to be persistent in order to reach your goals
- The courage to be true to who you are, even when others don't understand or want to accept you
- Taking risks to do what's right for you
- The value of embracing diverse people, cultures and ideas in achieving results

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.