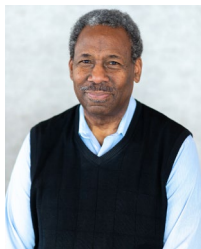


Thursday, 9 June 2022  
2:00-3:30 p.m. ET  
OD Network International Conference

# Leap Forward: Accelerating Culture Change in a Changed World



THE KALEEL JAMISON  
CONSULTING GROUP



**Frederick A. Miller**  
CEO



**Tara Whittle**  
VP of Strategy

# WHO WE ARE

## OLDEST OD FIRM

Based in Troy, New York



## OLDEST INCLUSION & DIVERSITY FIRM

13 Team Members, 20 Consultants

*We are a management consulting firm that uses organization development (OD) technology to bring about large/total systems change and create inclusive cultures that accelerate results.*



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# OVERVIEW

- Welcome
- KJCG introductions
- Overview
- Hellos
- Time of Transformation
- Mindsets for Transformation
- Behaviors for Creating Vibrant Learning Communities

3:30 p.m. – Close



# A TIME OF TRANSFORMATION: THE GREAT GLOBAL REASSESSMENT

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**PARADIGM SHIFT**

**ESSENTIAL VS. NON-ESSENTIAL**



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ESSENTIAL VS. NON-ESSENTIAL

**BLACK RENAISSANCE**  
**THIRD RECONSTRUCTION**  
**BLACK LIVES MATTER**



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ESSENTIAL VS. NON-ESSENTIAL

CANCEL CULTURE

ADDRESSING  
THE ISMS

BLACK RENAISSANCE

THIRD RECONSTRUCTION

BLACK LIVES MATTER

ANTI ASIAN ATTACKS

GENDER IDENTITY

#METOO

SEXUAL HARASSMENT-ASSAULT

MISOGYNY

RACISM

ATTACK ON THE CAPITOL

ANTISEMITISM

DIVIDED POLITICS



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MULTIGENERATIONAL WORLD  
REDEFINING SCHOOL  
REDEFINING WORKPLACE  
ESSENTIAL VS. NON-ESSENTIAL  
THE GREAT RELOCATION  
ACCELERATING A DIGITAL LIFE  
FLEXIBILITY REGARDING WORK  
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~~UNFREEZE~~ ~~CHANGE~~ ~~REFREEZE~~

*LIVING IN PERMANENT WHITE WATER*



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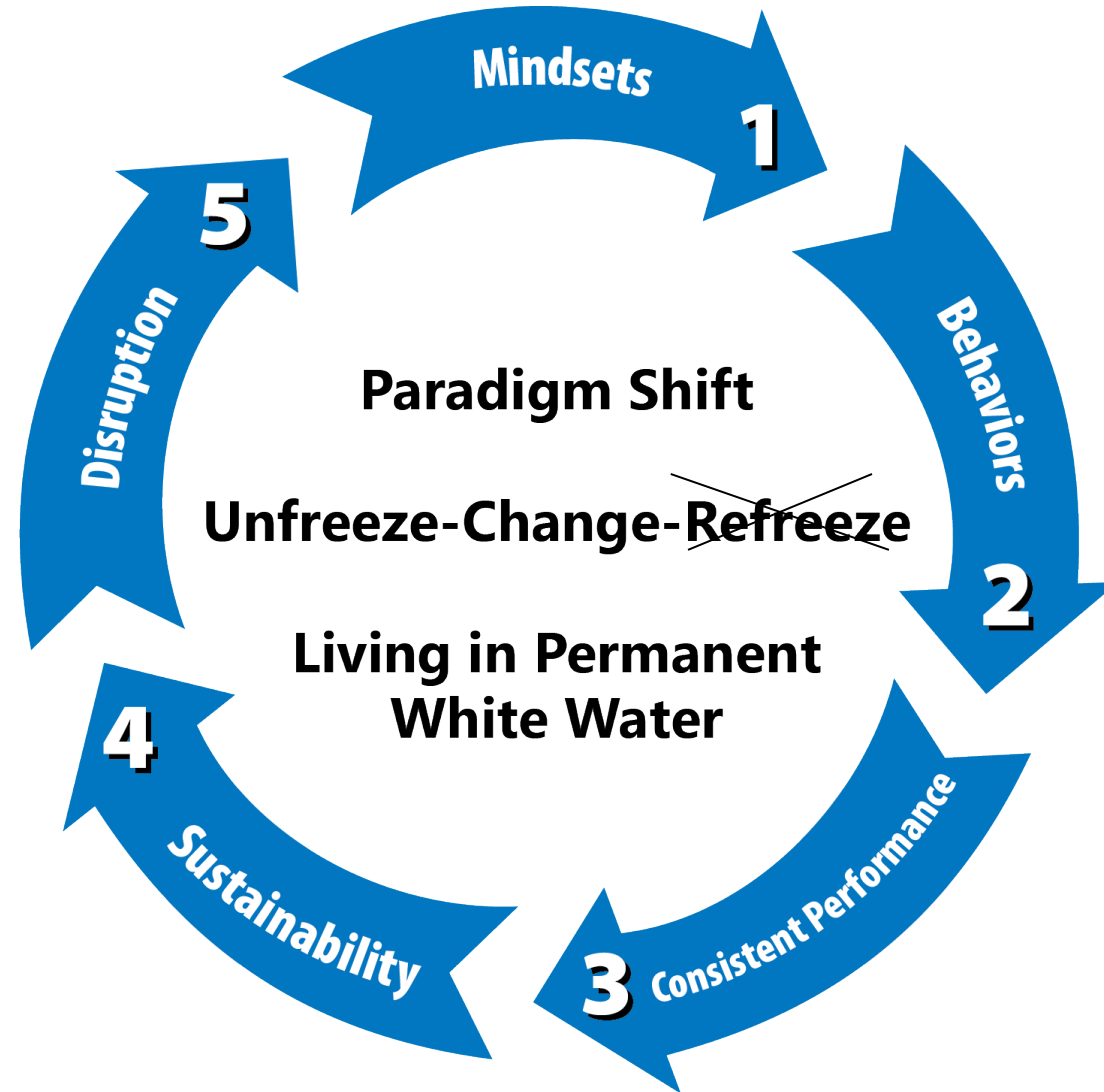
# TALK TO YOUR NEIGHBOR (5 MINUTES)

1. Which two factors are having the biggest impact within your organization or client's organization?
2. Which factors are accelerating the need for change?
3. Which factors are making change harder?



# MINDSETS FOR CHANGE AND DISRUPTION

# TRANSFORMATION STARTS WITH MINDSETS



# **CREATING VIBRANT LEARNING COMMUNITIES: LEARNING COMMUNITY BEHAVIORS**



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# LEARNING COMMUNITY BEHAVIORS

1. Be fully present
2. Be self-responsible and self-challenging
3. Listen, listen, listen, and engage





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# LEARNING COMMUNITY BEHAVIORS

4. Lean into discomfort
5. Experiment with new behaviors to expand your range of response to create action flexibility
6. Accept working through conflict to resolution as a catalyst for learning



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# TALK TO YOUR NEIGHBOR (5 MINUTES)

What makes it difficult for you to practice these behaviors?

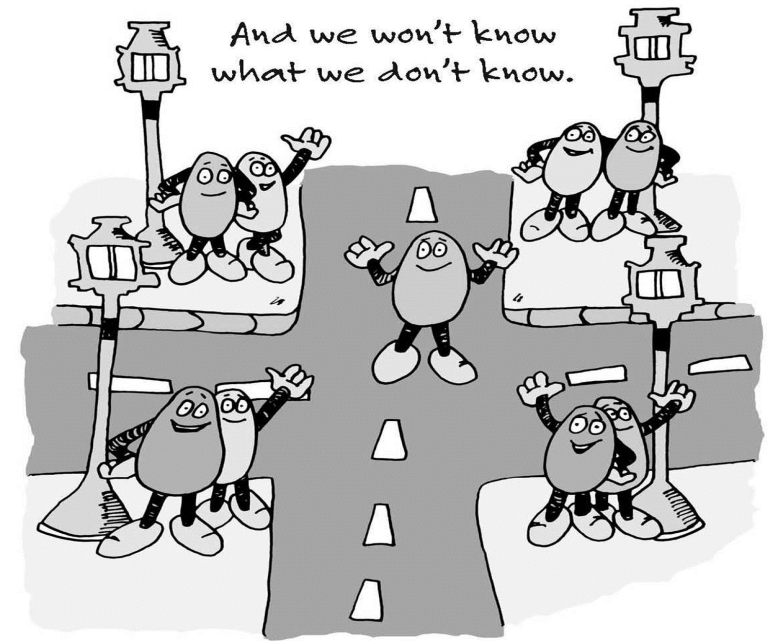


# LEARNING COMMUNITY BEHAVIORS

## 7. Accept others' frame of reference as true for them—Honor their street corner

Without the full range of perspectives, we cannot be sure we have the complete picture.

And we won't know what we don't know.

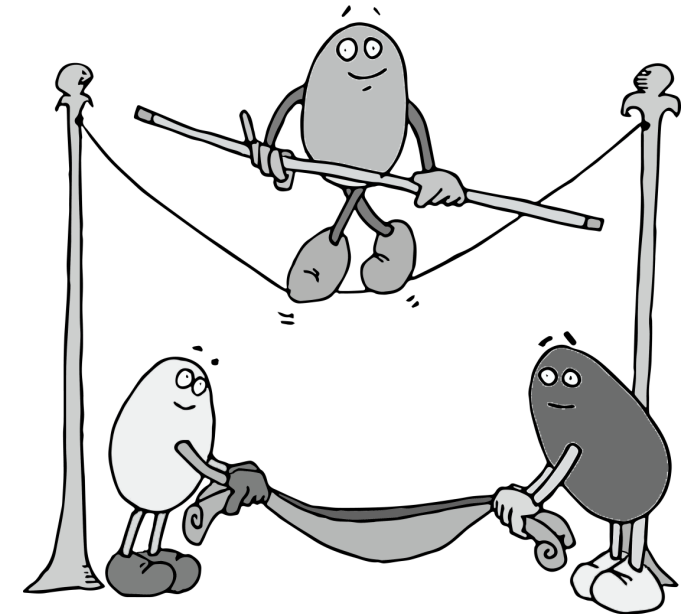


# LEARNING COMMUNITY BEHAVIORS

## 8. Create “interaction safety” for yourself and others

**Interaction safety** creates an environment through **intentional actions** and behaviors that encourages reasonable risk-taking, sharing ideas, and creating an inclusive, collaborative workplace. It is an environment that makes people feel safe enough to share not just their best ideas, but their **still-in-formation** ideas.

When interaction safety exists, people know they will not be penalized, ostracized, demoted, made small, discounted, or shunned because of their thoughts, contributions, and conversations.



# LEARNING COMMUNITY BEHAVIORS

9. Set “performing mode” aside, be in a “learning mode”
  - a) Take risks knowing mistakes will happen
  - b) Ask questions
  - c) Be raggedy
  - d) Give yourself and others grace
10. Treat the candidness of others as a gift: honor confidentiality



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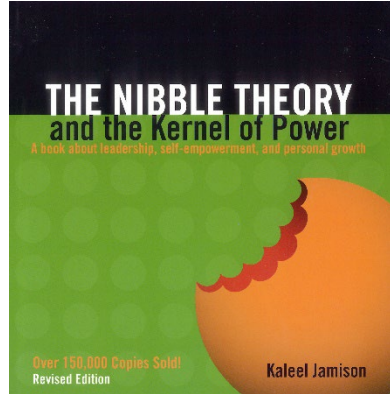
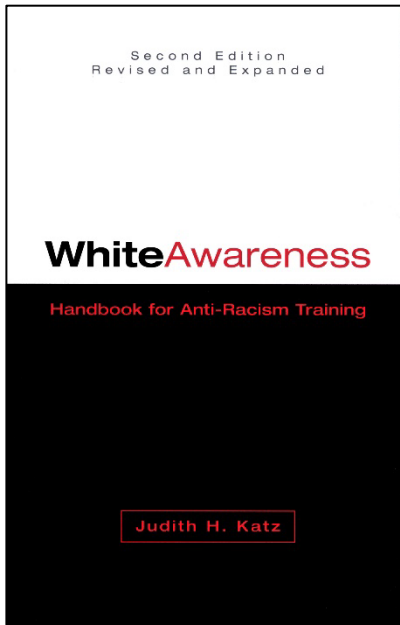
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1. What three or four of these learning community behaviors would be most helpful that you want to start bringing to the groups you are working with?
2. Which one will you start practicing as you interact with others?

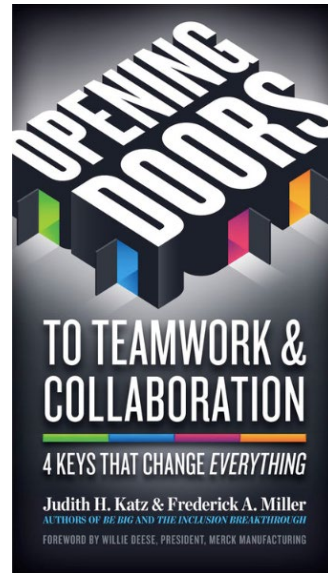
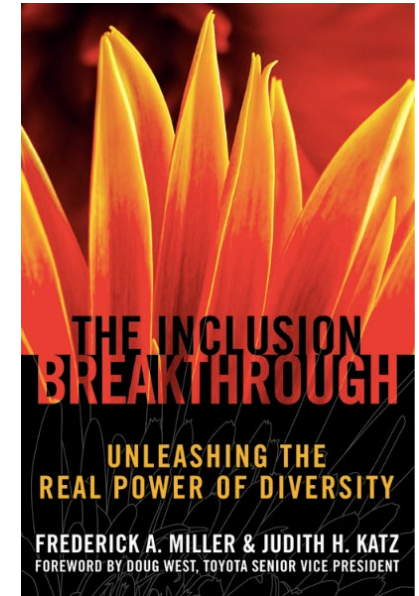
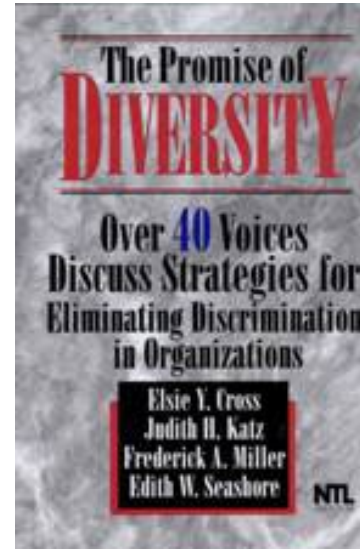


# CLOSING COMMENTS





THANK YOU  
THANK YOU  
THANK YOU



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