



Facilitator Guide

Description

“Personal Power and Possibilities” focuses on the efforts of Ameren's Supplier Diversity program and shows the benefits to Ameren and the community. This story offers participants insight into how supplier diversity programs create economic opportunity that enhances our workplace and our communities.

Objectives

Participants will be challenged to:

- Begin new dialogues on issues facing our co-workers and our community
- Learn how to be brave (*as we listen to Byron's and Stephanie's stories and others' sharing within their debrief discussions*) and lead from where you are
- Support Ameren's efforts to build a more inclusive workplace and community

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 presentation, 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***).
- 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

Presentation: “*Personal Power and Possibilities*”

Click on link: [Personal Power and Possibilities](#)

Wi-Fi or data connection is needed to view video

Laptop with Video Screen for showing video via virtual platform (*i.e., Skype or Microsoft Teams Applications*)

Facilitator Guide

Participant Booklet

PowerPoint Presentation

Time Requirements

Skype or Teams Meeting Log-in Preparation: 5 - 10 minutes

Video: 10:45 minute runtime

Discussion Time: 30 - 40 minutes

Presentation

Introducing the Program

Welcome participants. Explain that the story they are about to hear focuses on Ameren's Supplier Diversity program and shows how an inclusive procurement strategy widens the pool of potential suppliers and promotes competition in the supply base. It features an Ameren co-worker and one of Ameren's suppliers CEO of Trice Construction. Each share how inclusiveness can make supply chains more resilient and agile, an increasingly important advantage in these uncertain times.

As a facilitator, your role is to encourage discussion. Considering the opinions and points of view presented in this presentation, focus discussion on those conversations and thoughts that affect inclusion, respect, and valuing others.

Tell the group that you will be asking questions following the video.

Provide Sample Ground Rules for StoryCast Discussion

Facilitators, encourage people to be involved as active listeners and participants. No one else knows another person's thoughts and personal 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.] <i>Note to Facilitator: give advance notice that you will be calling on co-workers by name to ensure you have their attention and to avoid embarrassing co-workers.</i> |
| Respect | We expect everyone to be respectful. [Not everyone may agree with each other, but when we are respectful, we live up to our company'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, equity and inclusion. [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 and find ways 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. The role of the facilitator is to generate discussion. Ideally, you will be neutral and not share your perspective.

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 you heard in the video related to courage and inclusion?

Possible Answers:

- Courage asks us to take what is different and sometimes uncomfortable and make it a part of how we do business, a part of our culture and a part of who we trust and rely upon.
 - When team members have a common goal, everyone puts in the cooperation and collaboration to be successful.
 - Courage includes the moral strength to persevere difficulty or fear.
 - Courage is the ability to do something that you know may be difficult; yet, you are open to learning different ways of doing things.
2. Byron talked about Supplier Diversity's principles "*to have excellent supplier diversity practices that create access; creating opportunities for diverse businesses to enhance their competencies and experiences with Ameren.*" In what ways does working with diverse suppliers make an organization more successful, both financially and otherwise?

Possible Answers

- Inclusive procurement delivers broader societal benefits by producing economic opportunity for disadvantage communities.
 - It widens the pool of potential suppliers and promotes competition in the supply base, which can drive down costs.
 - It can create an opportunity to mentor small, diverse suppliers that need support in the certification process.
 - It promotes innovation through the introduction of new products, services, and solutions.
 - It drives competition (*on price and service levels*) between existing and potential vendors.
3. As an African American woman and a second generation business owner of a 54-year old utility construction business, Stephanie has a personal mission statement "*demonstrating personal power and possibility.*"

Have you considered creating your own personal mission statement? If you have one already, would you be willing to share?

What does this mission statement mean to you as it relates to courage and inclusion?

Possible Answers:

- Requires personal responses from participants

4. Byron stated "*there is no rest for success.*" What does that mean to you?

Possible Answers:

- Each of us can improve our effort toward inclusive behavior and be even more courageous.
- From a Continuous Improvement standpoint, it means always striving to do better.
- Even if you have had a good day, week, month, year, you cannot rest on your laurels. You have to keep doing good work, improving and show the value of your work/business.
- Always moving forward – staying vigilant.
- Striving for more – not settling for the 'status quo'.
- Success does not come without commitment and sacrifice.
- Safe to fail as failure can become an important ingredient for success.

Review Objectives

Participants will be challenged to:

- Begin new dialogues on issues facing our co-workers and our community
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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 Live Your Values in Uncertain Times* video series:

Click on link: <https://www.surveymonkey.com/r/2021DiscussionsAcrossDifferences>

Let's keep the dialogue going.