

Ameren's Inclusion Cruiser On The Road
with the story of
Courage to Let Go of the Familiar

Facilitator's Guide

Description:

"Courage to Let Go of the Familiar," focuses on situations that may call for examining our values. 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:

- To recognize how leaning into discomfort can open the door to courage.
- To recognize that by stretching ourselves, we can build a new strength.
- To understand the value of diversity in teamwork.

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***).
- 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 to Let Go of the Familiar"

Click on link: ([Courage to Let Go of the Familiar](#))

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

PowerPoint Presentation

Time Requirements

Room Set-Up: 5 minutes

Video: 8:19 minute runtime

Discussion Time: 30 - 40 minutes

Presentation

Introducing the Program

Welcome participants. Explain that the story they are about to view focuses on situations that may call for examining our values. It features Angie, who shares a story about how she lived her values to step out of her comfort zone, and how that led to new experiences and connections that inspired her to learn and to grow. The video also features Marty Lyons, Chief Financial Officer and President of Business and Corporate Services, at Ameren, who shares his insights on how living the vision of the future is one of the most important ways we can give back to our team and our company.

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 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 another question. The role of the facilitator is to generate discussion. Ideally, you will be neutral and not share your perspective. You are "Switzerland"

❖ **View Video** (Run Time: 8:19)

❖ **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. Angie shared what makes her perspective unique (*Filipinos, Polish, Working Class, Millennial*). What is your unique perspective?

Possible Feedback:

- Are you a twin?
- What is your birth order?
- Do you speak any different languages?
- What is your volunteer experience?

NOTE TO FACILITATOR: *Facilitator asks for 2-3 volunteer to share with the whole group.*

2. Both Angie and Marty shared their perspective on Reverse Mentoring. They worked on building trust and figuring out how they can help one another. How many of you are a mentor or mentee? How can being a mentor or mentee be beneficial to BOTH parties?

Possible Feedback:

- It gives both an opportunity to build rapport and trust.
- It provides guidance and encouragement.
- It develops skills and competency.
- It improves confidence and communication.
- Can help both co-workers be even more effective.

3. When we courageously live our values, it creates a culture in which co-workers feel free to contribute ideas and to put forth their best efforts.

What are some ways that we can encourage team members to be engaged and contribute their ideas freely?

Possible Topics:

- Recognize team members for their unique efforts and accomplishments.
- Acknowledge and appreciate employee's contributions in meetings to make them feel valued.
- Practice candor and give employees opportunities to share their honest opinions.

Review Objectives

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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* video series:

Click on link: <https://www.surveymonkey.com/r/2019DiscussionsAcrossDifferences>

Let's keep the dialogue going.