

Conflict Resolution & Identity in the Workplace

Coaching Notes

Date: Friday, June 10

Morning Program Coaches - 9:45am-12:00pm

Afternoon Program Coaches - 2:45pm-5:00pm

Goals/Objectives

- UpTurns learn how to prep for their networking session
- UpTurns learn their conflict resolution styles and ways to practice all styles.
- UpTurns will practice putting together a group project to use their conflict skills
- UpTurns will begin discussing identity in the workplace

Program Coach Introductions (10-15 minutes)

To start, all coaches will introduce themselves and share a brief insight for the UpTurns. Each coach will then answer one of two questions in 1 minute or less:

- What does diversity, equity and inclusion look like at your workplace?
- How has your identity affected you in the workplace?
- What have you seen change over your career when it comes to diversity, equity and inclusion in the workplace?

One on One Coach & UpTurn (25 minutes for each)

Each coach will have 1:1 time with their UpTurn to start getting to know each other. These will happen in 20 minute segments and rotate to get time with each of their UpTurns following the schedule below.

During the one-on-one time here are some recommended talking points and questions to go through. However, use this time as the coach sees best to get to know the UpTurn and continue building their relationship.

- Discuss the UpTurns current project, how are they understanding the scope of the work and how are they communicating with their supervisor?
- Revisit the UpTurn's goals and ask them how they are working towards achieving them or setting a goal for this program.
- Ask the UpTurn about our conversation with identity in the workplace. What are some things that came up for them? Use this as an opportunity to listen and validate experiences that UpTurns share.
- Coach and UpTurn discuss their experiences with workplace identity and culture and how they navigate tough situations.