HAVE YOU EVER
...been in a meeting that turned out to be a waste of time?
...put off a conversation and it became a much bigger issue?
...found yourself saying things you don’t mean, just to be polite?

Change your reality and have Fearless Conversations

Build a thriving workplace, one conversation at a time. With practical strategies and tools you can apply from day one, Fearless Conversations can bring real change to your work life.

Transform...

Team Meetings
from disconnection to collaboration

Delegation
from "marching orders" to development

Confrontation
from pointing fingers to a search for common understanding

and More

Learn more about Fearless Conversations and the Spring 2019 session at:
go.umd.edu/fearlessconvos
Get Fearless. Here's how:
Attend the Foundations session. Then, customize your conversation with any (or all) of the following sessions:

**TEAM**
- Gain active and enthusiastic participation at all levels
- Gather diverse, and sometimes competing perspectives when you’re working toward a decision or project
- Develop buy-in that can break down silos or walls

**COACH**
- Ask questions so that people discover their own answers
- Surface and address issues critical to success
- Provide the push for action or change

**DELEGATE**
- Deepen accountability through clarity of expectations
- Ensure individuals know where they have authority to make decisions and act
- Build trust through transparency and open communication

**CONFRONT**
- Address attitudinal, behavioral, or performance issues
- Confront tough issues with confidence and skill
- Enrich relationships through honest, respectful discussion

**FEEDBACK**
- Strengthen and enrich relationships within your team, employees, and colleagues
- Improve performance through consistent, continual feedback
- Become a leader or team member who asks for and welcomes feedback