

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