The Art of Greatness for Engaging Diversity

Janet du Preez
5 Aspects of Personhood

- Physical
- Social
- Emotional
- Intellectual
- Spiritual
Beneath the Mask

• Exercise

Think about the concepts below and introduce yourself to the group.
• Name
• 5 Aspects highlights.
  • Physical
  • Social
  • Emotional
  • Intellectual
  • Spiritual
• Unusual life experiences.
• Diversity challenges you have experienced.
The Dynamic Engagement Framework
Diversity Disengagement

Exercise

On the floor map of the Dynamic Engagement Framework

• Stand on the place on the map which best explains Diversity Disengagement.
• Explain your choice to the group.
3 Challenges

• Exercise
  In pairs, using the cards provided
  • Identify the intentions of Conflict, Complexity and Change in the context of Diversity.
  • Unpack your answers with 5 Whys.
3 Dimensions of Dynamic Engagement

• Exercise
  On the flipchart pages identify
  • The reasons diverse people groups struggle to align around each of the three dimensions of engagement.
3 Dimensions of Dynamic Engagement

- Exercise
  On the flipchart pages identify
  - What Diversity Engagement looks like.
Things Fall Apart – An African Story
Things Fall Apart – Our Human Story

• Exercise
  • In pairs, each rant to an empty chair about a diversity challenge in your environment which you would like to address.
  • The other person repeats the rant.
  • Identify physical, social, emotional, intellectual and spiritual components of the story.
Things Fall Apart – Our Human Story

• Exercise
  • Identify
    • Protagonist
    • Antagonist
    • Contagonist
    • Guide
    • Sidekick
    • Skeptic
    • Reason
    • Emotion
  • What are each of these role-players saying in this situation?
  • How can their voices be enhanced or diminished?
This is not a stick..........

• Exercise
  • Participants stand in a circle and consider the context of Diversity Disengagement and the situations explored in the previous exercise.
  • They take random turns to step into the centre of the circle with their dowel stick.
  • Once inside the circle, they state, “This is not a stick. This is a…….”
  • At the same time they mime using the article they identify.
The Chiefs That Rule The Land

• **Exercise**
  
  Imagine that you are mandated to wage war on Diversity
  
  • Each person takes a card from the weapons deck provided.
  
  • Share how your weapon could be used to block or destroy Diversity Engagement.
The Chiefs That Rule The Land

• Exercise
  • Which weapons are most powerful?
  • Which weapons are easiest to use?
  • Which weapons are most stealthy?
  • Which weapons are most destructive?
  • Which weapons are most evident in your Diversity Disengagement environment?
My parents kept me from children who were rough and who threw words like stones and who wore torn clothes. Their thighs showed through rags. They ran in the street and climbed cliffs and stripped by the country streams.

I feared more than tigers their muscles like iron and their jerking hands and their knees tight on my arms. I feared the salt coarse pointing of those boys who copied my lisp behind me on the road.

They were lithe, they sprang out behind hedges like dogs to bark at our world. They threw mud and I looked another way, pretending to smile, I longed to forgive them, yet they never smiled.
My Parents Kept Me.....

• Exercise
  In small groups,
  • Look at the synonyms for the word KEPT
    • Preserved
    • Protected
    • Shielded
    • Saved
    • Guarded
    • Sheltered
    • Blocked
    • Rescued
    • Defended
    • Molly-coddled
    • Spared
    • Withdrew
  • Rank them in order of strength of bias.
My Parents Kept Me.....

• Exercise
  In small groups,
  • Look at the synonyms for the word FEAR
    • Dread
    • Doubt
    • Worry
    • Cowardice
    • Alarm
    • Suspicious
    • Fright
    • Apprehension
    • Anxiety
    • Timidity
    • Panic
  • Rank them in order of intensity.
The Chiefs in the Mirror

Physical/ Practical
Social
Emotional
Intellectual
Spiritual
Trust

Motivational Trust

Choice

Relational Trust

Functional Trust
3 Dimensions of Dynamic Engagement

• Exercise
  On the flipchart pages identify
  • How leaders can effectively create milieus in which alignment becomes more likely.
This is not a stick.........

• Exercise
  • Participants stand in a circle and consider the context of Diversity Engagement and the situations explored in the previous exercise.
  • They take random turns to step into the centre of the circle with their dowel stick.
  • Once inside the circle, they state, “This is not a stick. This is a.......”
  • At the same time they mime using the article they identify.
The Art of Greatness Canvas

GREATNESS GUIDE

- Purpose
- Awareness
- Character
- Knowledge
- Skills
- Talent
- Emotional
- Intellectual
- Physical
- Social
- Spiritual
- Practice
- Resources
- Maturity
- Processes
- Community
- Leadership
The Art of Greatness Canvas

• Exercise
  In small groups,
  • Identify ways in which the Drivers of Greatness can be applied to weave Diversity Engagement into the situations you have identified.
  • Purpose
  • Awareness
  • Character and maturity
  • Knowledge and skills
  • Resources and community
  • Processes and practice
  • Talent and leadership
Diversity Engagement

• Exercise

On the floor map of the Dynamic Engagement Framework
• Acknowledge the person who preceded you for their contribution to the group.
• Stand on the place on the map which most reflects your experience of the workshop.
  • Explain your choice to the group.
• Stand on the place on the map where you believe you can have most impact as an agent of change in Diversity Disengagement.
  • Explain your choice to the group.
  • Tell the group the action you intend to take.
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• Exercise