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## Suggestions for Using “Anticipated Losses and Gains on the Path to a More Inclusive Climate”

### Objectives:

- Foster the idea that the path towards a more inclusive culture presents both advantages and disadvantages
- Help people, who are impacted by this change, acquire a broader perspective and thereby lessen the stress and resistance
- Explore, with co-workers, different views of possible culture change and the gains/losses that accompany it

### Intended Audience:

- Managers helping individuals or workgroups move towards greater inclusion
- Any training professional who leads an inclusion process
- Internal or external consultants who have to help resistant workgroups or organizations deal with change and move toward greater inclusion

### Processing the Activity:

- In each of the four quadrants, have participants list anticipated losses and gains for themselves and the organization.
- In pairs, have participants discuss these possible losses and gains in each area.
- On a flip chart and easel, list the losses and gains from the random responses of group members.
- Conduct a discussion with the whole group about the data that surfaces, and what it all means. Focus specifically on the group’s ability to manage and guide the process for best possible outcomes.

### Questions for Discussion:

- What gains and losses have you personally experienced or which ones do you expect to? Which do you anticipate in the organization?
- What strikes you about these gains and losses?
- What can you take from this experience to the next change?

### Caveats, Considerations, and Variations:

- There may be some participants who refuse to anticipate any positive outcomes in some of their changes. Acknowledge their anger and accept their feelings or reactions.
- Use one-on-one with participants who are stuck when the possibility of or need for change emerges.