# Working with Difference Programme

Diversity is a big topic. It is becoming more relevant across all walks of life and trying to get our heads around it whether we are leaders, line managers, employees, or thinking about colleagues and others is important.

It impacts everything we do, every day. It's hard and scary. Often, we don't know where to start with something so emotive. We can be terrified of saying the wrong thing, of offending someone, particularly as things evolve constantly. But what we know is that it is more than a tick box exercise, it is more than protected characteristics outlined in law. It is about how to understand and accept each other and ourselves.

Our approach is not to preach about what you can and can't do, feel, think or say. It is not to make you feel uncomfortable about this topic. It is not a punitive approach. It is about giving power to each individual. It is inclusive and explorative. It is adult rather than parental. It is non-judgemental.

Often our response to people who are different is because we hold assumptions that we are unaware of. These assumptions are deep rooted and long established. They are often related to what we think of ourselves in the social context within which we move rather than those of the people around us.

Our work on difference is to explore the assumptions that we hold about ourselves and about others and to consider how that may impact our behaviour. We know that understanding difference and the differences between us are our super power.

We use Time to Think to create a safe space, where all are equal, all offered the opportunity to participate.

## Objectives

The primary objective of all Time to Think programmes is to ignite independent thinking. The Working with Difference programme explores ways to explore our thinking about difference and any assumptions we hold, so that we can think clearly and together: **"all of us"; "as ourselves".**

## The Programme

This Working with Difference Programme takes Equality, Diversity & Inclusion to a new level. Surpassing the value of most other programmes, we define Difference in a Thinking Environment as "Championing our inherent diversity of identity and thought"

We embrace the diversity of group identity and diversity of ideas because when we don't value each other's identity differences we don't value our divergent thinking.

### Learning Outcomes, You will:
- Become more self-aware of the power of assumptions in everyday life
- Explore inclusion issues and gather business intelligence on how this can be addressed
- Understand the power of societal and organisational labels
- Let go of the need to think the same as others

**Distinguishing Features:** Explore our differences through our lived experiences; understand the assumptions we make about ourselves and others and the assumptions we believe they are making about us
**Benefits you will receive are:** Raise your self-awareness, understand yourself more and the labels that you attribute to yourself and others. The impact of this on your ability to think well for yourself and
**Typically, people who attend are:** Anybody who interacts with other human beings and wants to get the best out of those interactions!

## The Course

**The Process** is deceptively simple in structure. But it is powerful. It reaches into the dark corners of both societal prejudice and our internalised personal version of it. And so, it can stir feelings. However, with the skill of building Incisive Questions and the Thinking Environment in general, the Thinker can identify any limiting assumptions that surface, and can create a very different perspective without them. The power sits with the individual. They can go as far as they want or are comfortable with, which creates real psychological safety for everyone in the room.

### Ten Components:
The programme begins with an exploration of the Ten Components of a Thinking Environment, which has a profound effect on the thinking of individuals and groups.

### Thinking Pairs:
Participants are introduced to the theory and practice of Thinking Pairs, a particular structure that generates clear and independent thinking.

### Assumptions and Incisive Questions™:
Participants learn about the place of assumptions in the creation and maintenance of our individual and group identities and how to build Incisive Questions; to replace untrue limiting assumptions about our individual and group identities with true liberating ones, helping us to think better with each other.

### Thinking Council:
Participants will keep the integrity of thinking for themselves, whilst exploring how to access the knowledge, experience, and information inside the treasure troves that are your colleagues.

**Dialogue:** Participants will learn how to think and listen to ignite independent thinking in dialogue.

**Dates:**     27/28th September 2022 with ½ day follow up on 1st November 2022.
**Timings:**   9.30 am – 4.30 pm (with 1 hour for lunch) and 9.30 – 12.30 for follow up day

**Investment:**   £700 per person  Book before 12th August 2022 and you will receive a 15% discount.