



LEADERSHIP ADVISORY COUNCIL

A Summary of the LAC's Discussion of Workforce Related Topics for March 2021.

How do you navigate working with people with differing opinions from your own?

1

Listen to understand an opposing point of view without trying to persuade, influence, or judge.

Understand it is okay to agree to disagree but be open to letting others express their points of view. In the workplace, political or religious conversations would be minimized where work is impacted.

Some may take their opinions to work and express them at times. It is important to be aware if our disagreements with their opinions are impacting how we engage with them on work-related duties.

What skills are needed to facilitate critical conversations and difficult discussions?

2

Two of the most important business skills are critical and analytical thinking. It is important in any context to understand how to view problems and opportunities.

Several of these skills are outlined in the book Crucial Conversations, which is a "go to" for many people who are in management and decision-making positions.

Sometimes you have to make a decision not everyone will like. It is important to have the ability to have a conversation where everyone's voice is heard in a respectful way and then make a decision based on all factors you must consider.

How do you address difficult issues, projects, topics in the workplace?

3

Managers and leaders need to understand how personal beliefs impact each person but also be conscious of ways to mitigate any potential conflict between people.

Get comfortable with being uncomfortable. When you don't agree with something at work, it doesn't mean you don't show up for the meeting. Separate work responsibilities from personal disagreements.

One way to break down barriers with those we don't agree: Seek out a project to work on together. This can often bring the relationship to a mutual understanding and respect for what you can do together.

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