THE OMBUDS OFFICE

We're here to listen with an open mind.
We're here to help resolve problems fairly.

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Stony Brook University

Confidential   Impartial   Informal   Independent

SPRING 2023 ONLINE WORKSHOPS

COMMUNICATING ACROSS GENERATIONS - *1.5 hours*

In today's workplace, it is likely one will have co-workers of varying ages, from Baby Boomers to Millennials to more recently Generation Z. This presentation will highlight the historical context, values, and preferred methods of communication, while providing you with the knowledge, tools, and techniques to successfully communicate with people of all generations.

April 10, Monday, 12:00 pm - 1:30 pm

April 26, Wednesday, 1:00 pm - 2:30 pm

HAVING RESPECTFUL & PRODUCTIVE CONVERSATIONS - *1.5 hours*

Our world has become more polarized than ever. And, Stony Brook is a microcosm of the global community. Whether the subject matter is about *politics and elections, climate change, race, gun violence, viruses and vaccines, etc. -* it's important that *we listen empathetically, respect diverse points of view and see what we can learn from each other.* Our impulse might be to shut down the other person by becoming defensive and judgmental thus losing our ability to "really" listen.
Let's look at ways in which we can choose to stay in the conversation and mutually respect each other's opinions. We will examine useful strategies to learn and grow through difficult conversations, view helpful videos and participate in discussion.

April 13, Thursday, 12:00 pm - 1:30 pm

May 3, Wednesday, 1:00 pm - 2:30 pm

DIVERSITY - WHAT IT IS & WHY IT MATTERS *(NEW)* - *1 hour*

This workshop intends to discuss why diversity is important in the workplace. It is designed to inform people on the broad topic of diversity and subgenres by debunking misconceptions, providing information, and including activities all on diversity, equity, and inclusivity.

April 12, Wednesday, 1:00 pm - 2:00 pm

April 24, Monday, 12:00 pm - 1:00 pm

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LEADERSHIP *(Management/Supervisory Training) - 2 hours*
This workshop is for anyone with management/supervisory responsibility, particularly for FTMs (first-time managers) or anyone who feels that they could use support for developing high performance teams while creating an inclusive culture. Prior to this workshop you'll complete a survey to determine your leadership style. We will review some helpful leadership techniques. We will also discuss a variety of leadership challenges and how to overcome them. Finally, there will be videos and opportunities for breakout sessions to share and receive feedback.

April 20, Thursday, 12:00 pm - 2:00 pm

April 27, Thursday, 12:00 pm - 2:00 pm

MANAGING HIGH CONFLICT BEHAVIOR *(Management/Supervisory Training) - 2 hours*
High conflict behavior in the workplace creates unnecessary stress, affects team members in terms of decreased motivation, poor morale and employee retention. Additionally, it negatively impacts both individual and organizational performance. This workshop will describe high conflict thinking and high conflict behavior. Participants will learn and practice the BIFF response to high conflict behavior.

April 17, Monday, 12:00 pm - 2:00 pm

May 4, Thursday 12:00 pm - 2:00 pm

TOOLS FOR RESOLVING CONFLICT - *1.5 hours*
It's human nature to avoid conflict and hope that the situation goes away. Understanding the underlying causes of conflict and trying to intervene early may prevent a difficult situation from escalating and consuming your time and energy. In this workshop you will learn about conflict, and how you can develop confidence and strategies to address an uncomfortable situation with inquiry and compassion. There will also be a brief, anonymous conflict quiz, videos for review and breakout sessions.

April 19, Wednesday, 2:00 pm - 3:30 pm

May 1, Monday, 12:00 pm - 1:30 pm