

Getting Comfortable With Being Uncomfortable: Practicing Connecting Across Differences.



— SHRM —
SHRM-CP | SHRM-SCP
RECERTIFICATION
PROVIDER
2021

ACTP
ICF ACCREDITED COACH
TRAINING PROGRAM
ICF



ACADEMY
OF CREATIVE COACHING

Program Description

Do you sometimes feel stuck about how to support your clients to navigate tricky situations related to diversity equity and inclusion while staying true to their salient identities?

Do you grapple with how to continue developing your own competence working across differences while supporting others to build their own capacity?

You're not alone.

Join us for Getting comfortable Being Uncomfortable: Practicing Connecting Across Differences. We'll take a deep dive into navigating the complex realities of the world around us with space for integrating your learning into sustainable practices that align your values and actions.



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1-800-861-8490



info@academyofcreativecoaching.com

Dr. Joel Pérez and Dr. Jillian Gross Fortgang will help coaches develop the techniques and strategies for self-awareness and how one can root their coaching in this in an effort to bridge differences with others.

This course will explore mindfulness practices, cultural humility, and cultural competence, as participants open up conversations that lead to deeper understanding and as well as ongoing learning about others with various backgrounds, such as race and ethnicity, gender, sexual orientation, socioeconomic status, education, and social needs.

In addition, this course will also address the important issue of inclusion in the context of diversity and equity. How does one get from diversity to inclusion? How does engagement happen on a larger scale?



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How do you help your clients navigate these tricky situations while staying true to their salient identities? Do you believe as a coach you have the skills to coach across differences? This workshop will assist you in gaining confidence in your coaching ability to effectively serve your clients.

Program delivery method: Virtual

Program hours delivery method:
Synchronous

Program language: English

Target audience: Coaches and organizational leaders committed to developing their intercultural competence with humility.

Attendance: Participants will have to register, and we will take a role at the beginning, in the middle, and at the end of the session.



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Learning Objectives

- Participants will take the Intercultural Development Inventory and receive their results.
- Participants will learn the Intercultural Development Continuum model and how it applies to coaching.
- Participants will know what cross-cultural coaching is and how it can benefit them and their clients.
- Participants will know what cultural competence is and how to begin to move toward cultural humility.
- Participants will learn the definitions of microaggressions and stereotype threats and how to coach clients through them to achieve their goals.
- Participants will learn how their own personal and social identities can impact their coaching practice and how to use the Identity Wheel as a coaching tool.



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- Participants will be introduced to implicit bias and the impact it can have on them and their coaching clients and how to use the Implicit Association Test as a coaching tool.
- Participants will be able to identify ways to make a plan to develop their cultural humility aligned with their strengths to prevent defensiveness, overwhelm, and burnout.

Coaching Specialties

Program requirements: Students must complete the 12 hours of training to receive a certificate of completion.

Cost

- \$1199/person

Will cap at 20 participants.

Instructional Time

*synchronous hours

- Core Competency: 9 hours*
- Resource Development: 3 hours*



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Instructor

Joel Pérez, Ph.D., ACC (He/Him/El)

Dr. Joel Pérez is the owner of Apoyo Coaching and Associate Certified Coach with the International Coach Federation. He received his training with the Academy of Creative Coaching and is a member of the International Coaching Federation. He specializes in career transitions, career coaching, coaching professionals of color navigating predominantly White organizations, and professionals that want to develop their cultural humility. He has a certification in the MBTI, Qualified Administrator for the Intercultural Development Inventory (IDI).

He also currently serves as an adjunct instructor for Brandman University in California in the Educational Doctorate in Organization Leadership. He has over 20 years of experience in higher education, having served most recently as vice president and dean of students at Whittier College in California.



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Instructor

Dr. Jillian Gross Fortgang (she/her/hers)

With a multifaceted 20+ year career as an educator, nonprofit professional, and researcher focused on individual and organizational development, Jillian's formal training includes a Ph.D. in Higher Education with a concentration in Organizational Behavior and Management (2017), a Masters in Nonprofit Leadership (2008), a professional coaching certification with the Academy of Creative Coaching (2021), and yoga teacher certification (2021). She trains regularly on implicit bias, releasing shame and guilt, community-centric fundraising, having uncomfortable conversations, intercultural awareness, and social identities.

Jillian is also the founder of yes, and... journeys, coaching, and facilitation practice focused on supporting white folks committed to building an antiracist way of life. She lives in Minneapolis with her spouse and their delightful rescue dog, Lettuce.



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