



**Griggs Leadership Programs**  
*Organization and Leadership Development*

SEATTLE AREA  
PERSONAL & ORGANIZATIONAL CONSULTATION  
With  
Dr. Thomas Shelden Griggs

March 20 - 25, and June 8 - 16, 2019

Dr. Griggs will be available to schedule time for individuals, leadership teams and planning groups wanting to launch an effort or revitalize an existing initiative to create equitable community. Whether you are looking for best practices, general guidelines or wrestling with a specific challenge, Thomas brings resources and perspective born of 25 years work on consulting and training teams providing services to organizations in every sector of the economy, from local community organizations to Fortune 50 companies. Common topics of consultations include:

*We are brand new at this. What is the best way to get started?*

*Do we need an initiative?*

*What is the best use of our training dollars?*

*How do we establish the right mix of people on our diversity leadership team?*

*What is the best title to use for a diversity leadership team? For our initiative?*

*How can we involve senior white male leaders in the work?*

*How do we talk openly and honestly about oppression without blowing up the room?*

*How do we deal with microaggressions when they occur in the middle of our meetings?*

*How do we repair the schism that has arisen as people began to talk at a deeper level?*

Thomas Shelden Griggs, Ph.D., has worked as a consultant in inclusive diversity since 1991, providing training for senior executives and co-leading multi-year initiatives to build equitable community. He has 35 years experience in organizational, team and leadership development, providing consulting and training to government, non-profits, philanthropies, colleges and universities as well as public and private corporations across the US. Prior to joining VISIONS, Inc. as a Senior Consultant he was Area Director of Employee Assistance Programs for Human Affairs International, Inc., and Managed Mental Health Care Programs for Aetna Healthcare. For 20 years he has been a leader in increasing cultural competency skills in the ManKind Project USA, which has been repeatedly recognized for his contributions, including receiving The Chairman's Award for Distinguished Service. After graduating from Duke University and graduate study at Duke Divinity School Dr. Griggs received his first master's degree in Psychotherapy and Social Change from the University of San Francisco. His second master's and doctorate in Clinical Psychology were awarded by the Pacific Graduate School of Psychology at Palo Alto University. He has been adjunct faculty at Duke University and the University of Richmond. Dr. Griggs currently serves on the Board of Directors of VISIONS. He lives in the mountains outside of Asheville, North Carolina. For more information visit [GriggsLeadership.com](http://GriggsLeadership.com).

For a fee schedule or to apply for a pro bono consultation for your not for profit organization, please contact Dr. Griggs directly at [thomas@griggsleadership.com](mailto:thomas@griggsleadership.com).



**Griggs Leadership Programs**  
Organization and Leadership Development

## SEATTLE AREA SPEAKING AND TRAINING OPPORTUNITIES

with

Dr. Thomas Shelden Griggs

March 20 - 25, and June 8 - 16, 2019

Available in both a 2 hour talk and 4 hour workshop format for mixed race and gender groups:

### *Talking to Your Nemesis: Perfect Listening Across an Ideological Divide*

You will learn and practice a specific technique for talking with the person you least want to talk to or cannot imagine staying in a conversation with due to differences in beliefs and opinions about matters of social programs, politics, social justice, or you-name-it.

### *12 Critical Success Factors for an Inclusive Diversity Initiative*

Learn best practices for launching an initiative. You will have a chance to study, discuss and apply each of the twelve factors to your enterprise, whatever size or stage of realization it is in. Knowing these keys to success can save untold hours of time and anguish.

### *Where Are All the White Guys? How to send invitations that work.*

Based on Dr. Griggs paper by the same name we will review, discuss and troubleshoot the implementation of over 20 constructive strategies that are 'white guy approved.' This is definitely going to be fun.

### *Diversity From the Inside Out: Eliminating the need for "Buy-in"*

How often have you been in a conversation strategizing how to create buy-in from groups who are not naturally sold on your diversity initiative? If you get off on the wrong foot, you can inadvertently create an in-group/out-group dynamic, but what if you never created the gap in the first place? Learn how to set up an initiative in which everyone is already all in.

---

The following can be presented specifically for the benefit of white men (and may be open to others as negotiated) as both a 2 hour talk or a 4 hour workshop

### *Don't Do What I Did: Ten Mistakes You Can Avoid in Diversity Work*

For typical white guys, it's hard. It's embarrassing. It can feel quite lonely. So often, the worry of the well-intended white guy entering the arena of serious diversity work is, *Will I make a mistake? Will I offend someone?* Well, yeah, you will. Join Dr. Griggs in learning how to feel good, or at least okay about yourself, when making mistakes in mixed groups.