

Workshop I: Introduction

Materials: *Why are you here?* PPT, **Baltimore's Minority Wage Gap** video, copies of Handout: *The Circle Process*, *Directions- Life is Full of Hard Knocks* pgs. 38-43, Handout/Cards: **Success or Failure?**, Exit Ticket

Activity 1: Why you are here? PPT

Purpose: Employees review goals and expectations for program participation.

Procedure:

1. Facilitator presents **Why are you here?** PPT using slides to guide group discussion.
2. Facilitator passes out and reads Handout *The Circle Process*
3. Facilitator conducts an introductory circle using a current event topic.
4. Facilitator plays **Baltimore's Minority Wage Gap** video.
5. Facilitator leads Staff meeting circles, posing the following discussion questions:
 - Asking for a one word response- Is this real?
 - What do you know/ want to share?
 - What are your thoughts/reactions to the video?
 - How do you feel?

Activity 2: Success or Failure?

Purpose: Employees discover failures/hardships are common and can drive success.

Procedure: (Follow procedure below or utilize other options described in *Directions- Life is Full of Hard Knocks* pgs. 38-43.)

1. Employees will be assigned a number (either 1 or 2).
2. Facilitator gives all employees assigned a #1, a failure
3. Facilitator gives all employees assigned a #2, a famous person's name
4. Facilitator instructs Employees to walk around and match the famous person with their failure.
5. Once complete, Employees reflect on activity through a share out of responses from guiding questions.

Guiding Questions:

- ✓ Which match was most surprising to you?
- ✓ What can we learn about failures/hardships?
- ✓ Name a hardship/challenge you have faced. **Facilitator must also share a hardship**
 - How did you handle this hardship?
 - If you had a chance to do it over again, what would you change?

Closing

1. Employees complete Exit Ticket.