REAL TALK SERIES - GETTING STARTED WITH REAL TALK
Eliminating bias through candid conversations.

Recent events have opened the door for conversations about race, racism, and discrimination against other groups. Leaders and employees alike are struggling to find the right words, the appropriate intention, and meaningful actions to take.

This program provides tools and approaches that will help all of us learn to talk effectively about race and engage in productive conversations to help mitigate racism at work. This program is also available with broader or more targeted focus on other aspects of diversity (see below).

The following programs are available:

- **Real Talk Across Differences** (includes discussions and scenarios about people who identify as Black/African American, Hispanic/Latino, AAPI, LGBTQ+, and people with Disabilities).
- **Real Talk: A focus on race** (encompasses race generally and resources and scenarios for Black/African American, Hispanic/Latino, and AAPI).
- **Real Talk: A focus on Black/African American.**
- **Real Talk: A focus on AAPI** (Asian American Pacific Islander).

Participants will:

- Manage the challenges of talking about race and diversity in an open, honest way.
- Recognize individual current state as an ally for colleagues and learn how to practice allyship.
- Use practical, actionable tools that support authentic conversations about race and other aspects of diversity.

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**What do you know about diversity?**

At a glance

- **What is this program?**
  A two-hour program to encourage dialogue and understanding about race and other challenging topics.

- **Who is it for?**
  All employees at all levels.

- **What is the delivery method/Program length?**
  Virtual Classroom Experience (VCE)
Topics and Activities:
- Know/Don’t Know activity: Understand how each of our own unique experiences shape our perspectives.
- Are You a Change Agent? Assessing individual tendencies toward allyship. *Breakout room discussion to share results and reactions.*
- Practice: Tackling the tough conversations. *Breakout room practice, handling realistic scenarios illustrating instances of exclusion.*
- Using Real Talk Conversation Guide for preparing to talk to individuals or teams about challenging topics, facilitating the discussions, and moving forward with action.

Learning approaches:
- Breakout rooms, facilitated discussion, insight tools, application aids, and white boarding activities.

Learners receive and practice using 3 tools:
- The Change Agent insight tool.
- Plus-Minus-Delta discussion planner.
- Real Talk Conversation Guides.

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### Change Agent Profile Debrief Conversation

#### Breakout activity 1

**Breakout Discussion:**

*(20 minutes)*

- Introduce yourself to your peer(s)
- Discuss:
  - What surprised you about your results?
  - What can be difficult about being a Change Agent?
  - What can Change Agents do to support each other?

**Note:** The breakout instructions are listed in your Interactive Participant Guide (handout).

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### About Korn Ferry

Korn Ferry is a global organizational consulting firm. We work with our clients to design optimal organization structures, roles, and responsibilities. We help them hire the right people and advise them on how to reward and motivate their workforce while developing professionals as they navigate and advance their careers.