

## Human Systems Talking Circles Training

Human Systems Talking Circle (HSTC) Training participants will learn how to conduct HSTC's for organizational groups who are interested in:

- Building the health and [psychological safety](#) of their organizational culture;
- Increasing individual and collective listening skills;
- Embracing diversity and increasing equity and inclusion;
- Increasing individual and collective [emotional competence](#);
- Increasing collective understanding of the mission and vision of the organization;
- Increasing collective understanding of how systems and processes work in the organization;
- Building efficient and clear communication skills;
- Reducing power-based barriers to authentic relationships.

Participants will learn about the foundations of the HSTC model, as well as research that supports the effectiveness of HSTC's in building individual and collective skills around the outcomes listed above. Participants will learn the HSTC format, including opening, closing, contributions, and debrief. Role-playing will be utilized to facilitate building participants' coaching skills, including ensuring that contributions are focused on the participant's personal experience.

### Learning Objectives

By the end of this training, participants will be able to:

- Describe the foundations for the HS Talking Circle model;
- Describe research that supports HS Talking Circle effectiveness;
- Describe how to incorporate [HS Operating Principles](#) into the HS Talking Circle process;
- Conduct a brief introductory training for HS Talking Circle participants;
- Successfully facilitate an HS Talking Circle, including opening, contributions, closing, and debrief;
- Update the HS Talking Circles manual with group decisions and additions;
- Include additional techniques to build a safe space during HS Talking Circles when working in virtual environments;
- Address common HS Talking Circle participant concerns around safety and emotional distress;
- Successfully manage emotional crisis situations that may arise during HS Talking Circles;
- Coach participants who are making contributions to ensure they are following Talking Circle guidelines, including “no crosstalk” and “I statements”.

**Length of Training: 12 hours**

**Cost of Training: \$2500**