Turn Conflict Into High Performance with Polarity Thinking
Wednesday, July 8 from 1300 - 1500

Description: There are many dilemmas we face today that seem to defy simple solutions. Do we focus on the Partner or the Joint perspective? Work to get results or build relationships? Centralize for efficiency or decentralize to meet individual needs? Maintain stability or champion change? Rather than being "either/or" problems to solve, these are "polarities" to manage: pairs of ideas that need each other over time to realize success.

Polarity Thinking is a reliable framework that allows us to take a "both/and" perspective, leveraging contrasting points of view to:

- Address "unsolvable problems"
- Reduce conflict and risk
- Build trust and engagement
- Align people to achieve common goals
- Design and take action for short- and long-term success

In this hands-on workshop, participants will learn how to identify and map polarities and develop strategies to address real-world challenges and opportunities.

Welcome! We look forward to having you in our upcoming virtual learning session. This training will use Zoom. You will need to connect from **_personal computer_** due to JPO firewall restrictions. Participant instructions and recommendations for using Zoom are attached to this document.

Pre-work: To make sure you get the most from the session and to ensure that you receive full Continuing Education (CE) credit for this course, we ask that you spend one hour on pre-work described below. You will find everything you need at this web page we have created for the course:
https://maverickandboutique.com/f-35-polarity-thinking/

1. Article: (5 mins):

   Read the brief article "Turn Conflict into High Performance with Polarity Thinking"

2. Video and exercise (35 mins):

   Watch the video: Polarity Thinking master Cliff Kayser explains the both/and polarity dynamic, how it works and why it is essential for leaders and teams in today's volatile, uncertain, complex, and ambiguous (VUCA) environments. Cliff asks you to do an exercise "mapping" a polarity. You will need a worksheet which you will find on the site.

3. Article: (10 mins):

   Read the article "Acquisition as a Polarity: The Case for Both Rapid and Deliberate Acquisition"

 www.maverickandboutique.com

4. Reflection: (10 mins.):

   Please spend a few minutes reflecting on polarities you may be experiencing at work or elsewhere in your life. Make some notes to share in our virtual session.

Meeting invitation: Here is the meeting invitation. Please join with your ***personal computer*** and headphones.

Topic: F-35-Turn Conflict into High Performance with Polarity Thinking

Join Zoom Meeting
https://us02web.zoom.us/j/86856777277?pwd=ck5maVVWdnJMajIzVFRES1h4MndhZz09

Meeting ID: 868 5677 7277
Password: 169639

One tap mobile
+19292056099,,86856777277#,,,,0#,,169639# US (New York)
+13017158592,,86856777277#,,,,0#,,169639# US (Germantown)

Dial by your location
        +1 929 205 6099 US (New York)
        +1 301 715 8592 US (Germantown)
        +1 312 626 6799 US (Chicago)
        +1 669 900 6833 US (San Jose)
        +1 253 215 8782 US (Tacoma)
        +1 346 248 7799 US (Houston)
Meeting ID: 868 5677 7277
Password: 169639
Find your local number: https://us02web.zoom.us/u/kdR32TizpF

Zoom Instructions for Participants

We look forward to our upcoming session. Here are some instructions to make your experience with Zoom a flowing one. Please read them and have them on hand during the session as well.

Before a videoconference:

1. You will need a computer, tablet, or smartphone with speaker or headphones (headphones are preferable because the audio quality will be higher). You will have the opportunity to check your audio immediately upon joining a meeting.

2. You will receive a Zoom meeting invite with a link to "**Join via computer**" as well as phone numbers for a conference call option (as a last resort). It will also include the Meeting ID.

To join the videoconference:

1. At the start time of your meeting, click on the link in your invitation to **join via computer**. You may be instructed to download the Zoom application.

2. You have an opportunity to test your audio at this point by clicking on "Test Computer Audio." Once you are satisfied that your audio works, click on "Join audio by computer."

You may also join a meeting without clicking on the invitation link by going to join.zoom.us on any browser and entering the Meeting ID provided by in your invitation.

If you are having trouble hearing the meeting, you can join via telephone while remaining on the video conference:

1. On your phone, dial the teleconferencing number provided in your invitation.

2. Enter the **Meeting ID number** (also provided in your invitation) when prompted using your touch-tone keypad.

3. If you joined the meeting using computer audio, you may switch the audio to your phone while continuing to use the visuals on your computer. Click the arrow next to Mute/Unmute. Click Leave Computer Audio. Click Phone Call and follow the prompt to dial in.

Participant controls at the bottom of the Zoom screen:
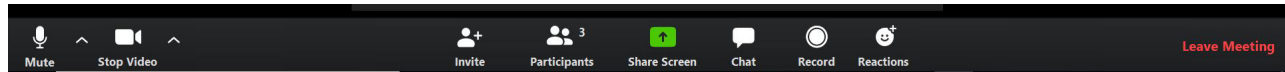
Using the icons at the bottom of your Zoom screen, you can:

- Mute/Unmute your microphone (far left)
- Turn on/off camera ("Start/Stop Video")
- Invite other participants
- View Participant list – opens a pop-out screen that includes a **"Raise Hand"** icon that you may use to raise a virtual hand
- From the Participants dropdown you may also change your screen name that is seen in the participant list and video window. <u>Please be sure to do this if you are using someone else's computer because their name, not yours, will automatically be displayed</u>.
- Share your screen
- Open the chat window, which we will be using in our sessions to share ideas. Please be sure the recipient at the top of the chat window is set to "Everyone".

On your Zoom screen, you will also see a choice to toggle between "speaker" and "gallery" view. "Speaker view" shows the active speaker. "Gallery view" tiles all of the meeting participants.

<u>IMPORTANT</u>!

In order for everyone to have the best experience in our session, we ask that you:

- Stay fully engaged for the whole session. Close email and other applications entirely.
- Mute yourself when you're not talking!
- Leave your video on.
- Move into **Gallery View** if you're not already so you can see others.
- **Rename** yourself to include the name you prefer to be addressed by, if applicable.