



Respectful Confrontation® Training for Organizations

Programs: Respectful Confrontation® for Communication
 Respectful Confrontation® for Resilience
 Custom program based on organizational needs

Length: 1.5 – 3 days either onsite or at chosen location

Cost: \$9,600 - \$21,000 based on specific program

Participants 10 – 24

Respectful Confrontation® is a next-gen communication method and program that engenders powerful and resilient communication success for teams and organizations -- resulting in a more productive, effective, collaborative and respectful work culture. Clients include corporations, government agencies, start ups, humanitarian organizations, non-profits, universities and schools.

In the twelve years since Joe Weston founded his skill-building program for conflict prevention and resolution, he has gained a prominent, international clientele of repeat clients that include NASA, Oxfam and the World Bank.

Respectful Confrontation® offers easy-to-apply tools to communicate more effectively, prevent and resolve conflict, and enhance negotiation and management skills. The training is set apart by also teaching the foundational principles of navigating difficult conversations, stress and challenging situations. It is shaped by extensive research on neuroscience and leadership theory.

With the average office worker spending more than two and a half hours per week trying to resolve conflict, according to a study by CPP -The Myers-Briggs Company, at a \$17.25 per hour pay rate, that translates into \$359 billion in losses for U.S. companies every year. In addition, 92% of workers feel stressed according to research from IFEPB. The workplace, from human rights organizations to Fortune 500 corporations, is suffering from workers not having the skills to navigate the pressure of our times.

Ten years ago, Google, the famously data-obsessed company decided to apply the full force of its considerable number-crunching skills to an all-important but seemingly mysterious question for organizations: What makes a great manager?



The now famous result was "Project Oxygen." The mammoth research project involved sifting through more than 10,000 observations about managers and correlating these with measures of team success. The result was a list of eight key behaviors that set exceptional managers apart from mediocre ones. In 2017, Google updated its study with two additional skills, as well as two amended skills, which had become apparent through the ongoing research. According to this vast amount of data, a great manager:

1. Is a good coach
2. Empowers team and does not micromanage
3. Creates an inclusive team environment, showing concern for success and well-being
4. Is productive and results-oriented
5. Is a good communicator — listens and shares information
6. Supports career development and discusses performance
7. Has a clear vision/strategy for the team
8. Has key technical skills to help advise the team
9. Collaborates across the organization
10. Is a strong decision maker

Respectful Confrontation® addresses seven of these skills directly, and the other three indirectly. Many trainings offer guidelines on how to approach tough conversations or difficult people using conflict resolution theory and specific language. Applying these can be difficult, however, when the stress is high or when confronting a bully. **Without added skills to regulate the nervous system, many people become reactive, give up or simply avoid what needs to be discussed.**

Other programs do focus on teaching coping mechanisms that affect the nervous system, such as meditation, but in ways that lacks integration with real life applications. **Even after years of practice, people may still feel dissatisfied and disempowered, unprepared to enact needed changes.**

Workshops are now offered in two distinct but highly-related tracks: **Respectful Confrontation® Communication** and **Respectful Confrontation® Resilience**. The Communication workshop helps individuals tackle difficult conversations that are necessary for strong communities and organizations. This interactive approach offers ways to cultivate a deeper sense of inner balance, grounding and focus while developing a confident, dexterous use of assertiveness and flexibility to ensure that challenges are confronted in a way that leads to mutual empowerment, new solutions to old problems and in a way that reduces the risk of you or others getting harmed. This leads to deepening of trust, collaboration and a healthy work culture.



The Resilience workshop offers body-based skill building for increasing resilience. Based on neuroscience and mind-body practices, this training offers ways to build resilience and address chronic stress and harmful coping mechanisms, leading to a healthier and productive work environment and a decrease in burn out and compassion fatigue. Based on Weston's "**The 4 Pillars of Resilient Power**", these easy to apply tools cultivate concrete ways to navigate a more balanced, resilient way of navigating the challenges and daily stresses at work. This leads to more vitality, effective decision-making, enhanced communication and long-term sustainability.

About the Founder, Joe Weston

Joe Weston offered the first Respectful Confrontation® workshop in 2005 as a self-development, self-empowerment training. As word spread about the dynamic uniqueness and the lasting beneficial effects, companies invited Joe to offer trainings and lectures on topics that include conflict resolution, enhanced communication techniques, leadership development and resilience/self-care trainings.

A Training for Everyone, from NASA Scientists to Gaza Humanitarians

Since 2009, Joe Weston has taught over 30 trainings to the staff of NASA and other government agencies, as well as companies including the World Bank and universities – in the US, Europe and the Middle East. He has also been invited to give lectures and keynotes at conferences, including IT specialists, executive fundraisers, scientists, young entrepreneurs, Ombuds, mediators, peace activists, social workers and teachers.

Founder Joe Weston's Further Accomplishments

He is currently adjunct professor at Georgetown University, School of Government, Department of Conflict Resolution, teaching a course, "Body-based skill building for navigating stress and confrontation."

Joe has also worked with more than 15 women's rights groups and humanitarian organizations in the Middle East (Israel, Palestine, Lebanon, Jordan), offering leadership, sustainability and resilience skills, as well as creating a teacher/ambassador training for men and women to shift their patterns, viewpoints and behavior on gender-based violence, reframing power, aggression and masculinity. The ambassador training in particular, with participants becoming models and mentors in their communities, has had a powerful impact.

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