



5C's: Momentum Gaining Communication

C's the Day

Lead with Inquiry

Correspond Candidly

- Communication is two-way, an exchange of information or ideas
- A process of mutual understanding, respect, and shared meaning
- There is a sender and a receiver

- What happened?
- What did he/she say?
- Where are we going?

Check for Understanding

- Feedback: Confirm that the message was received as intended
- Summarize: "Let me make sure I heard what you said..."
- Emphasis on empathy and respect

- Did you hear the message as I intended?
- What does "X" look like or mean to you?

Consider Corrections

- Adjust, amend, or rectify any misinformation
- Listen and assume positive intent
- Promote continued dialogue until each person feels heard

- What do we need to do to make sure we feel heard?
- Is misinformation getting in the way of progress?

Create Common Ground

- Focus on what we have in common; unite for good
- Promote collaboration, acknowledge differences and similarities
- Lead with interest and let go of judgment

- Is there one thing that we do agree on ?
- How can we work together for good?

Connect in Meaningful Ways

- Find a deeper connection that is mindful of each other's needs
- Healthy open dialogue working together to align for change
- Focus on the solutions and impact

- Can we stay focused on the impact vs the activity?
- How do we complement one another to move?



C's the Day:

Questions to start a Conversation

- **With a colleague over lunch:**

- What has been your most successful project at work?
- What are three of your favorite things to do when you are not at work?
- If could change one thing about managing work and life outside of work, what would it be?
- Who has been most influential in your career life?
- If you were not doing this job right now, what would you be doing with your time?

- **With a co-worker after a meeting:**

- What do you think was the most salient point about that meeting?
- When you or (X) said (Y), how did you interpret that?
- I realize that you and I see (X) differently, how could we work better to find a solution?
- I noticed you did not say much at the meeting, is everything OK? I would like to see it through your lens.
- What would success look like for you on this project?

- **With a senior leader:**

- What was the biggest success moment you experienced in your career?
- Was there a piece of advice you got early in your career that has stuck with you?
- What is one decision you wish you didn't make?
- What are the most important attributes of successful leaders today?
- What's the most important risk you took and why?



Gender Equity Manifesto

Men and women are different by design, and when working together,
a dynamic duo for change.

Whether athletics or aesthetics, technical expertise or creative expression, problem
solver or people optimizer...our strengths are not gender specific,
and neither is our leadership!

Progress is inevitable when we stop disparaging and start celebrating the unique genius
we possess as individuals. We move from rigid gender expectations through open
communication to vivid conversations that create meaningful change, inclusive of all.

Believe in success over bias, outcomes over activities, and win-win over win-lose.

The world's challenges are too big to let gender-limiting beliefs get in the way of
innovating for limitless possibilities to better ourselves, our families, and our
communities.

Men and women are both stakeholders in gender equity.
Men and women are heroes separately and superheroes together.