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| ABOUTDOUG STUKEDoug Stuke has spent over half his life on this planet as a Business and Human Resource leader working with individuals, teams, and organizations striving to reach their full potential, usually during times of disruptive change.He has held a diverse array of challenging domestic and international HR positions across five industries, including high tech, manufacturing, insurance, and financial services. His passion lies in working with others to weave together people and business strategies in ways that fuel mutual success. Doug currently teaches at several universities and is leading Transform Performance Partners, a consulting firm he founded focused on transforming human potential into performance via coaching, training, and HR strategy solutions.Doug’s professional mission is to help develop the next generation of HR and business leaders because the world needs them more than ever. |





LEADERCAMP

POLITICAL SPEECH
IN THE WORKPLACE

WITH

DOUGLAS STUKE

FEBRUARY 22, 2024

Political speech in the workplace is a complex issue for today's leaders and HR professionals that requires careful consideration of the legal, ethical, and cultural implications. Leaders must establish the guardrails that balances the need to maintain a productive and harmonious workplace with the rights of employees to express their views.

In this Leadercamp, HR Leader Doug Stuke will provide clarity on proactive steps you can take now to set the right foundation as well as "in the moment" strategies to address and defuse situations that will likely arise in this election year.

******PARTICIPANTS WILL**

* Understand the leadership, legal, and policy realities for handling political speech in the workplace
* Analyze their organization's current state of readiness using a proprietary assessment tool
* Examine and compare practical workplace policies that can be used to establish workplace expectations and practices
* Review a practical step-by-step plan for managing situations as they arise
* Evaluate their organization’s current state of readiness and synthesize workplace solutions to proactively buffer against crises and mitigate urgencies as they arise

PREPARING FOR
THE LEADERCAMP

The Leadercamp Guide can be used as a tool for facilitators and participants to get the most out of a Leadercamp experience. It includes an overview of what will be covered in the Leadercamp, information about the presenter, and suggestions for different ways you and your team can learn together or individually. Each guide concludes with application and reflection prompts to apply what you've learned.

## About This Guide

This guide will help you prepare for and facilitate the program ***POLITICAL SPEECH IN THE WORKPLACE***. The purpose of this guide is to help you generate a dialogue among participants and apply key concepts from the presentation to your own learning objectives. The guide can be leveraged effectively for both large and small groups.

## The Audience

This program is for executives, managers, supervisors, and line staff. Ideally, the materials should be presented in a group setting, where the responses of others can be discussed and shared.

## Watch As a Team

Prior to the Leadercamp, Zoom links are set up in Percipio. To host the Leadercamp for your team with Zoom, clink on the Zoom link for the Leadercamp so that it's ready to start on your screen. Then start a Zoom meeting, share your screen, and when you get asked what you want to share, choose the browser window with the Leadercamp ready to play. Select **Share** and enjoy! Be sure to contribute to the discussion in the chat feature.

## For Individual Viewers

Watching alone this time? No problem. Click on the Zoom link in Percipio for the Leadercamp and begin watching. Get the most out of the event by participating in the conversation via the chat feature and by taking notes. And don’t forget to ask any questions you may have during the Q&A session.

APPLY WHAT YOU’VE LEARNED

Answer these questions to reflect on the Leadercamp and reinforce the ideas, practices, and strategies you’ve learned.

1. What are some challenges you face when trying to maintain a productive and harmonious workplace where employees are free to express their views?
2. How does what you learned relate to what you already knew?
3. What are 3 key takeaways from today’s Leadercamp?
4. Who could you ‘tell’ or share this with? Who would care and/or benefit the most?
5. After attending this Leadercamp, what are some strategies you will apply to defuse tense situations between employees next time they arise?
6. What’s one thing the Leadercamp inspired you to do differently moving forward?