



# Women of Different Tribes Caucus

*What unites us...*

*What divides us...*



A new  
conversation  
is needed ...

It's time we begin.

*September 24-27  
Bay Pointe Inn,  
Shelbyville, MI*



# a place of connection, challenge, skill-building



The *Women of Different Tribes Caucus* is designed to help talented women become exceptional leaders and valuable contributors to organizational success. The skills and insight gained will challenge women to create diversity-based partnerships that meet the leadership and inclusion goals of their organizations.

**This Caucus offers three-and-one-half days of intense work offering opportunities to:**

1. Heighten awareness and skill to lead across differences and within perceived sameness.

**Why it matters:** Organizations need women who can

successfully lead and inspire with credibility and insight.

2. Develop deeper mastery of the intercultural competence needed in a global marketplace and workplace.

**Why it matters:** As organizations become working members of the global community, leaders are expected to become adept at seeing and speaking to what matters to the cultures they engage, at home and abroad.

3. Forge stronger, more effective partnerships with other women and men at work. **Why it matters:** Partnerships are vital in affecting and sustaining change.

4. Develop your ability to have difficult cross-cultural conversations that impact performance results. **Why it matters:** The ability to engage in dialogue that resolves conflict requires the application of different forms of courage. This is crucial to team and organizational effectiveness.

5. Identify aspects of your leadership style and skill set that would benefit from further assessment and practice. **Why it matters:** Leaders must continue to evolve to meet the challenges of today's business environments.

6. Develop intervention skills needed to end women's devaluing of each other and promote acknowledgment of their contributions. **Why it matters:** Inclusion begins with trust-based partnerships in an environment where women *truly respect each other* and the unique opportunities of being business women.

## Caucus Overview

### monday, september 24

4:00 - 6:00 p.m.	Opening
6:30 - 7:30 p.m.	Dinner
7:30 - 9:30 p.m.	Evening Session

### tuesday, september 25

7:15 - 8:00 a.m.	Breakfast
8:15 a.m. - Noon	Morning Session
12:15 - 1:00 p.m.	Lunch
1:00 - 4:00 p.m.	Afternoon Session
4:00 - 6:00 p.m.	Reflection/Personal Time
6:00 - 7:00 p.m.	Dinner
7:15 - 9:15 p.m.	Evening Session

### wednesday, september 26

7:15 - 8:00 a.m.	Breakfast
8:15 a.m. - Noon	Morning Session
Noon - 12:45 p.m.	Lunch
1:00 - 4:00 p.m.	Afternoon Session
4:00 - 6:00 p.m.	Reflection/Personal Time
6:00 - 7:00 p.m.	Dinner
7:15 - 9:15 p.m.	Evening Session

### thursday, september 27

7:15 - 8:00 a.m.	Breakfast
8:00 - 11:30 a.m.	Morning Session
11:30 a.m. - 12:15 p.m.	Working Lunch
12:15 - 2:30 p.m.	Re-entry & Close

## Who attends?

Women in key roles within organizations. We suggest women attend the Caucus with a partner. Or consider sending a team.

## When and Where?

May 7-10, 2012 at the Bay Pointe Inn Lakefront Resort in Shelbyville, Michigan ([baypointeinn.com](http://baypointeinn.com)).

## Individual and Organization Commitment

Attendance is more than a commitment of time and money. We ask individuals to develop the intercultural competencies required to take mindful action that erodes gender disparity and promotes collegial understanding and genuine support of women by women, regardless of their organization level.

## Ongoing Support

After the session, women will have several opportunities to continue to challenge themselves and apply learning. Options include: ongoing learning dialogues and networking with WODT alumna through LinkedIn\*; individual coaching and assessment; and attending a *White Men and Allies Learning Lab* with an ally. All will build on the Caucus investment.

*\*no cost to participate*

## Why attend this Women's Caucus?

This Caucus—unlike others—looks squarely at what divides women or creates unnecessary, and sometimes harmful, career challenges. Perhaps nothing is more important today than understanding our impact and making meaningful choices that build partnerships across difference.

## Your Facilitators

### Jo Ann Morris



Jo Ann is co-founder of White Men as Full Diversity Partners. With more than 30 years of business

and consulting experience, she develops cutting edge leadership, organization and culture development services that transform business partnerships in support of organization priorities. Executive coaching has been her primary focus for 15 years.

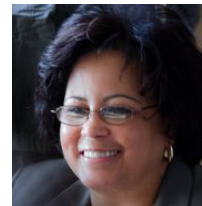
### Nancy Brown Jamison



Nancy has 38 years of experience working consciously on race, gender and sexual orientation

issues in herself and in client organizations. Through experience and reflection she continues to discover and work to eliminate racist or sexist assumptions and behaviors of which she was previously unaware.

### Cherie Buckner-Webb



Cherie's expertise includes cross-cultural collaboration, coaching, facilitation and consultation. She

works with institutions of higher education in the development of diversity curriculum and training. Cherie made history in November 2010, when she was elected the first African-American legislator in Idaho.

**YES, please sign me up to attend the *Women of Different Tribes Caucus*.**

Name.....  
 Organization.....  
 Address.....  
 City/State/Zip.....  
 Phone..... E-mail.....

TUITION & HOUSING	Price	No. of Attendees	Total
Tuition per person	\$2700		
Tuition, per person if attending with a group of 3 or more.	\$2500		
Housing & Meals (includes 3 nights of lodging (single occupancy), and all meals for the Caucus)	\$1200		
<b>TOTAL AMOUNT ENCLOSED</b>			

**PAYMENT**

Check payable to WMFDP, LLC  Account number .....

MasterCard  Expiration date .....

American Express  Name as it appears on card .....

VISA  Authorized signature .....

**YES, send me more information about follow-up coaching and assessment.**



*Bay Pointe Inn Lakefront Resort on Historic Gun Lake features elegant accommodations, exceptional service and extraordinary, casual dining at the Terrace Grille Restaurant. For more information visit [baypointeinn.com](http://baypointeinn.com)*



Mail payment and sign-up form to  
 White Men as Full Diversity Partners  
 PO Box 12436, Portland OR 97212  
 or call 503-281-5585.