Henderson Woods, LLC

Building Working Relationships/Improving Outcomes

Sample Agenda for a Facilitated Labor-Management Renewal Session

Session Orientation

Welcome, Agenda Review & Warm-up Opener - U and M Opening Statements

[Models skills to improve group communication effectiveness]

Update— Ingredients of Success: New Findings on LMC and Trust

[Set the context information]

LMC Improvement Goal— *What are we working toward?*

[Renew critical issues & create shared statement for desired LMC improvement using the To, From, Because … Change Tool - mixed small group work]

Relationship Building

Success Reflection—
U & M are one of each other's best resources for getting needs met.

1) What do we bring to the LMC process?
2) What do they bring to the LMC process?
3) What do we think they see in us?

[Separate U & M small group work, facilitated report out & discussion]

Interaction Feedback— *When–Then & We would prefer . . .*

[Separate U & M small group work to construct at least 2 negative and 1 positive feedback statements, report out & discussion]

[Working Lunch]

LMC Update & Renewal

Design Clarification— Purpose/Boundaries/Expectations for Action/Who/Resources

[Full group discussion to update & clarify LMC design elements]

Diffusion Strategy Discussion—
How can we filter the LMC process & philosophy down across the organization?

[Full group discussion & brainstorm action ideas & prioritize]

Action Ideas— *What do we want to keep doing? What would we like to add?*

[Work in small, mixed groups to brainstorm and come back with 3 action areas; introduce action planning sheet tool]

Wrap-up & Evaluation