

### **MINI WORKSHOP SERIES IN LEADERSHIP**

In this four-workshop series, the [Faculty Team in the Office of the Provost](#) and the [Organization Development Team](#) in the Office of Human Resources invite you to spend an hour with colleagues to learn about and discuss core leadership topics over a friendly and relaxed lunch-hour. This series is designed for faculty, and for staff with supervisory responsibility for other staff. Participate in any, or all, but registration is required. For those who wish, a record of participation can be accessed on the Faculty & Staff Development Program webpage.

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#### **Holding Difficult Conversations**

**Presenter:** Debbie Good, Clinical Assistant Professor of Business Administration  
Joseph M. Katz Graduate School of Business and College of Business Administration

**Date:** Friday, May 29, 2020

**Time:** 12:00PM-1:00PM

**Location:** Virtual – this program will be presented remotely using an online meeting platform. Specific login information will be sent to registrants via email two days before the above date - please use the registration link below.

**Who should attend:** Faculty, and staff who supervise the work of other staff

Difficult conversations are an organizational fact of life. In fact, they are a fact of life in general. Many individuals seek to avoid these conversations but they can be conducted in a three step process so that trust is built between parties who thrive following the conversations. This workshop is conducted using group-based exercises with difficult scenarios we have all experienced.

**Register here:** <http://www2.hr.pitt.edu/FSDP/>

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#### **Managers and the Paradox of Individual Privacy**

**Presenter:** Ray Jones, Clinical Professor of Business Administration  
Joseph M. Katz Graduate School of Business and College of Business; Director, David Berg Center for Ethics and Leadership

**Date:** Friday, June 5, 2020

**Time:** 12:00PM-1:00PM

**Location:** Virtual – this program will be presented remotely using an online meeting platform. Specific login information will be sent to registrants via email two days before the above date - please use the registration link below.

**Who should attend:** Faculty, and staff who supervise the work of other staff

Individual beliefs about privacy present an interesting challenge for managers in modern organizations. In this workshop, a short review of privacy in information systems and a discussion of privacy scenarios will demonstrate how individuals tend to have a complex set of views on specific privacy matters across different areas of life (social media, finances, health, online tracking). As leaders, we must consider this vast set of individual beliefs on privacy when making decisions in related areas, such as social media policies and data sharing. This workshop is a constructive setting to consider best practices for navigating the privacy landscape.

**Register here:** <http://www2.hr.pitt.edu/FSDP/>

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### **Divergent Thinking**

**Presenter:** Nisha Nair, Clinical Assistant Professor of Business Administration  
Joseph M. Katz Graduate School of Business and College of Business

**Date:** Friday, June 12, 2020

**Time:** 12:00PM-1:00PM

**Location:** Virtual – this program will be presented remotely using an online meeting platform. Specific login information will be sent to registrants via email two days before the above date - please use the registration link below.

**Who should attend:** Faculty, and staff who supervise the work of other staff

This workshop will focus on the topic of creativity. Using an exercise based format, participants will be introduced to some ways to drive divergent thinking.

**Register here:** <http://www2.hr.pitt.edu/FSDP/>

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### **Managing in Uncertainty**

**Presenter:** Paul Klein, Clinical Associate Professor of Business Administration  
Joseph M. Katz Graduate School of Business and College of Business Administration

**Date:** Friday, June 19, 2020

**Time:** 12:00PM-1:00PM

**Location:** Virtual – this program will be presented remotely using an online meeting platform. Specific login information will be sent to registrants via email two days before the above date - please use the registration link below.

**Who should attend:** Faculty, and staff who supervise the work of other staff

In the opening chapter of M. Scott Peck's very famous book "The Road Less Traveled", drawn from his experience as a psychotherapist, he offers this: "Life is difficult. This is a great truth because once we truly see this truth, we transcend it- once we truly understand and accept it- then life is no longer difficult. Because once it is accepted, the fact that life is difficult no longer matters." That life is uncertain is not a new or novel idea, and certainly in the Age of COVID-19 that truth has been brought home in alarming ways, as we sit and wait, feeling helpless, and occasionally hopeful. But still, we meet each day somehow, with a certain dread, but also some sense of gratitude. It is that capacity for duality, that enables us to carry on somehow.

All of us, if we had our way, would prefer the comfort of certainty. To be sure, it is less challenging, but it is also rare. The fact is that most of us live our lives day in, day out, with ambiguity, contradiction, inconsistency, doubt and uncertainty as our companions. So how do we still manage to get out of bed each day?

In this final workshop of the series, we will consider how we might better live and manage in a world in which uncertainty is a given. Both professionally and personally, it means finding a balance between optimism and realism, and understanding that uncertainty is a fundamental part of decision making. And although we might not become its' master, we might minimize the prospect of becoming its servant.

**Register here:** <http://www2.hr.pitt.edu/FSDP/>