

WEBINAR 4

Time of Transformation: The Need to Be BIG

Wednesday, 1 February 2023
5:30pm – 7:00pm ET



Frederick A. Miller
CEO and Lead Client Strategist



Judith H. Katz
Executive Vice President Emeritus



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KJCG Client Partner



Reading from “Be BIG” by Judith Katz

To buy Be BIG, please go to:
<https://kjcgroup.com/books/be-big-step-up-step-out-be-bold>



WHO WE ARE



OLDEST OD FIRM

Based in Troy, New York

OLDEST INCLUSION & DIVERSITY FIRM

13 Team Members, 20 Consultants

We are a management consulting firm that uses organization development (OD) technology to bring about large/total systems change and create inclusive cultures that accelerate results.

FOUNDED BY
KALEEL JAMISON
1932-1985
1970

FRED MILLER
1979

JUDITH KATZ
Boomer
Retirement 2020
1985

VALERIE DAVIS-HOWARD
1998

MICKY BRADLEY
1994

TARA WHITTLE
1999

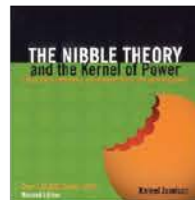
MELISSA NÚÑEZ
2017

TED FREEMAN
2019

**2022
& Beyond**



1978



1984



1994



2002



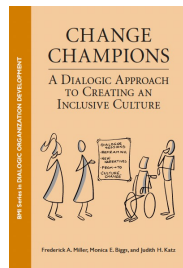
2008



2013



2018



2022



Two Transformational Workshops in July 2023

Concordia University, Montréal, Quebec

HI

Human Interaction
Learning Laboratory

9 – 14 July 2023

D/OPS

Developing the Organizational
and Personal Self

9 – 13 July 2023

Early Bird Registration ends 20 April 2023

Learn more at concordia.ca/chrcs

OVERVIEW

- Connecting
- Be BIG
 - Polls
 - Small group discussion
- Closing comments



CONNECTING

1. Name
2. Organization
3. One way you are being BIG or want to be BIG.

Be prepared to post your answers from question #3 in the chat.



HEADLINES

**One way you are being BIG or want to be
BIG.**

POST RESPONSES TO QUESTION #3 IN CHAT

PERSON ON EARTH

Why?

HOW ARE YOU AS A PERSON ON EARTH?

0	1	2	3	4	5	6	7	8	9	10



**GROW YOUR
*SELF***

**GROW YOUR
*TEAM***

**GROW YOUR
*BUSINESS***

HAL YOH • CEO • D&Z

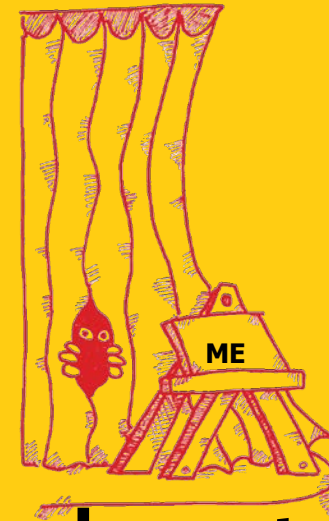
Where do you spend most of your time?

- Growing yourself?
- Growing your team?
- Growing your business/enterprise?

POST THE AREA YOU SPEND THE MOST TIME IN CHAT

BE BIG

ME (page 9)



Life has taught many of us how to be small by

- **not having dreams that are too ambitious**
- **not acting too bold**
- **not reaching too high**
- **not standing out too much!**

BE BIG

Small **ME** (page 12)

- **Staying in a comfort zone.**
- **Staying invisible.**
- **Staying silent.**
- **Believing I don't matter.**

BE
BIG

BIG ME (page 22)

- **I will dream BIG.**
- **I will show up—fully.**
- **I will step up, step out, be bold.**
- **I am willing to grow and Be BIG.**

BE BIG

1. As an INDIVIDUAL, to what extent are you showing up BIG at work (★) and at home (✓)?

0	1	2	3	4	5	6	7	8	9	10

Not at all

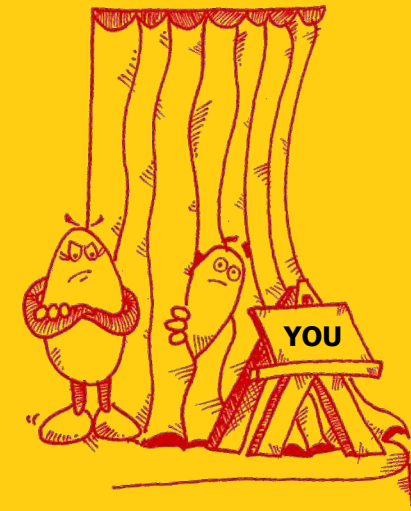
To a great extent



BE BIG

YOU

(page 29)



Many of us are aware of how we are diminished by others, by circumstance, by personal history, or by “the system.”

Some of us are aware of how we diminish ourselves.

But few of us are aware of the ways in which our behaviors and assumptions may limit and diminish others

BE BIG

Small **YOU** (page 32)

- **I put you in a box.**
- **I make you invisible.**
- **I don't notice your abilities.**
- **I don't look for or appreciate your uniqueness.**

BE
BIG

BIG YOU (page 42)

- **I take my blinders off.**
- **I reach out and engage.**
- **I see your upside.**
- **I support YOU in doing your best work.**

BE BIG

2. To what extent do I see OTHERS as BIG at work (★)?

0	1	2	3	4	5	6	7	8	9	10

Not at all

To a great extent



BE
BIG

Small Groups

- **Discuss your reactions and answers so far related to being BIG**

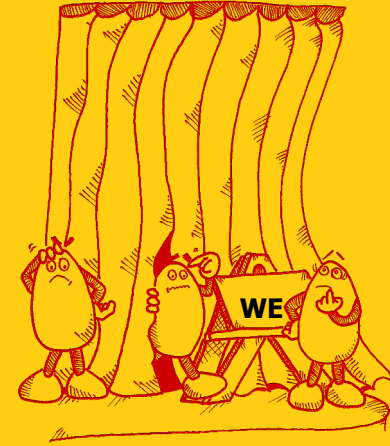
Be prepared to post two comments in the chat.

HEADLINES



BE
BIG

WE (page 51)



It is challenging to be a BIG me.

**It is even more challenging to see others
as BIG.**

***But it is most challenging to
dare to Be BIG together.***

BE BIG

Small **WE** (page 54)

- I believe I can do it alone.
- I protect my position.
- I don't trust others.
- I don't reach out.

BE BIG

BIG WE (page 64)

- **We need others.**
- **We are open and willing to engage.**
- **We ALL need to grow.**
- **We show up to partner.**
- **We strive to do our best work
TOGETHER.**

BE BIG

3. To what extent are you contributing to your team being a BIG WE?

0	1	2	3	4	5	6	7	8	9	10

Not at all

To a great extent



BE BIG

Seven Critical Mindsets

- 1. Working in collaboration is fundamental.**
- 2. For high performance, constant challenging of and pushing on “what is” is critical in times of transformation.**
- 3. Seeing teams, units and structures as temporary. Don’t fall in love with your structure.**
- 4. Eliminating all waste—waste of people’s energy, interactions and waste in processes.**

BE BIG

Seven Critical Mindsets

5. **Willing and able to change the organization narrative.**
6. **Seeking out differences and having an open mind that embraces differences.**
7. **Building partnerships and connections that create trust, mutual learning and inclusion to enable us ALL to be BIG.**

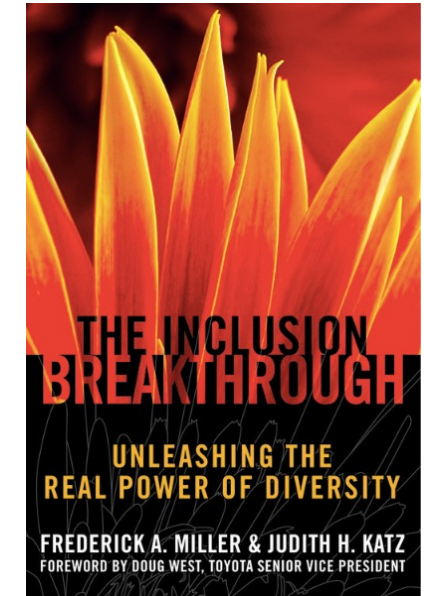
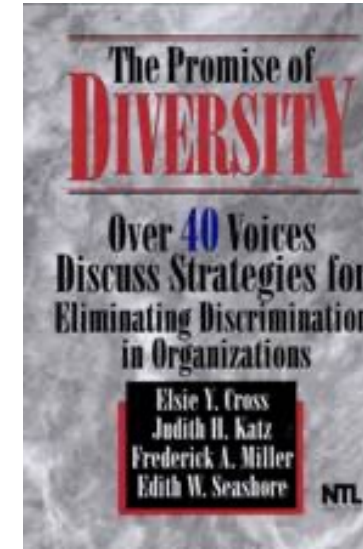
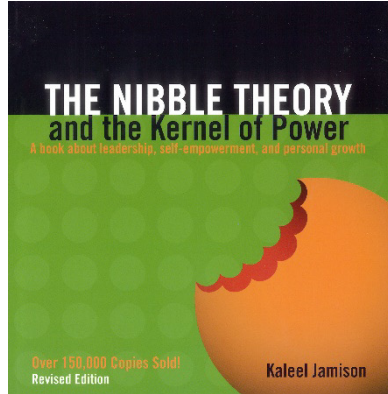
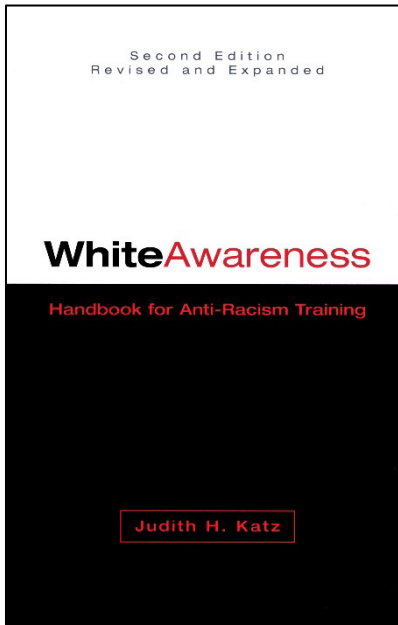
BE

BIG

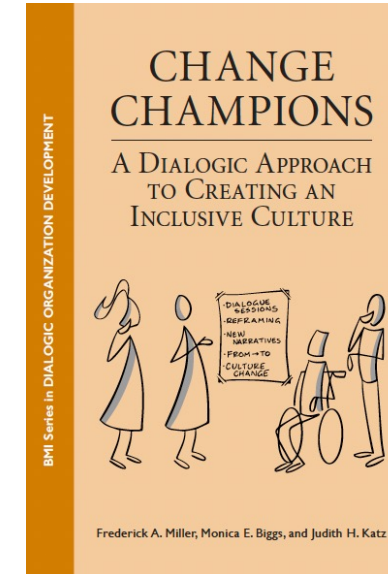
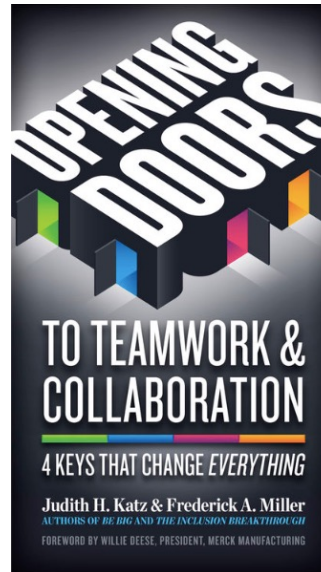
Takeaways

- **One way you can support others to Be BIGger.**

MERCI THANK YOU



BOOKS



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