



**Brigitte Marshall Consulting**

*Supporting relationally healthy organizations*

*Sustaining productive professional relationships*

*Preventing unproductive conflict*

*Restoring professional relationships when conflict has occurred*

## **Building Strong Professional Relationships through Restorative Communication Strategies and the Active Practice of Gratitude**

In this two-part training, education leaders from the William S Hart Union High School District will engage together in interactive, experiential activities designed to embody learning in two areas that are often neglected – restorative communication and practicing gratitude.

### **Part I 8:00am – 9:55am**

#### **Effective Communication Strategies that Prioritize Relationships**

There are many different ingredients included in the recipe for healthy and strong relationships, but the base flavor is always provided by effective communication. In this interactive training, education leaders will experience and practice effective, restorative communication skills. These are skills that are designed to minimize damage to relationships when the content of our communication is challenging, and that serve to restore relationships when unskilled communication has caused harm. With a focus on intentional listening so that others feel heard, and purposeful speaking so that others can hear you, we will build on what we already know to develop stronger "communication muscle memory". We will practice the demonstration of empathy, the use of affective language, identification of activators in ourselves and others, the use of well-crafted, curious questions to learn about what's really going on under the surface, and other language structures that can insulate our relationships from harm.

### **Part II 10:05am – 12 noon**

#### **Practicing Gratitude! It's Good for Everyone!**

There is a growing body of research that demonstrates that the regular practice of gratitude can disrupt patterns of negative thinking, is a positive support in the management of stress, and significantly contributes to the skills we need to withstand life's challenges. People who regularly practice gratitude by taking time to notice and reflect upon the things they're thankful for experience more positive emotions, feel more alive, sleep better, express more compassion and kindness, and even have stronger immune systems.

In this training segment, participants will engage in a variety of activities that will provide them with the experience of expressing gratitude in a number of different entertaining ways. Designed to be inspirational and motivational, and to support educators to finish their school year in a place of deep gratitude for their students, teachers, families, support staff, peers and supervisors, this will be an opportunity to build stronger professional relationships, actively practice and demonstrate gratitude and discover gratitude super powers. Participants will create Gratitude Grounding Goals for

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themselves with which to step into summer. By the end of the session, participants will be inspired and fired up to show love and gratitude to those in their professional orbits.

**4 hours of interactive, experiential training for up to 100 participants – (estimated at 80) - \$5,350**

**Plus roundtrip flight from Oakland to Burbank, ground travel, parking, 1 hotel overnight, and meals (per diem \$60/day) – total costs TBD.**

**Service agreement accepted by:**

\_\_\_\_\_  
William S. Hart Union High School District Cabinet

\_\_\_\_\_  
Date

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