

2024

**FEARLESS
DIALOGUES**

CAPABILITIES STATEMENT

CHANGING THE WORLD 3-FEET AT A TIME



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ABOUT US. ■

Fearless Dialogues is a boutique consulting firm that specializes in solving complex interpersonal and communal problems. Our suite of synchronous and asynchronous workshops, trainings, curricula, and coaching modules address the following: communication stalemates; cultural transformation; diversity, equity & inclusion; leadership development; and vision casting.

MISSION

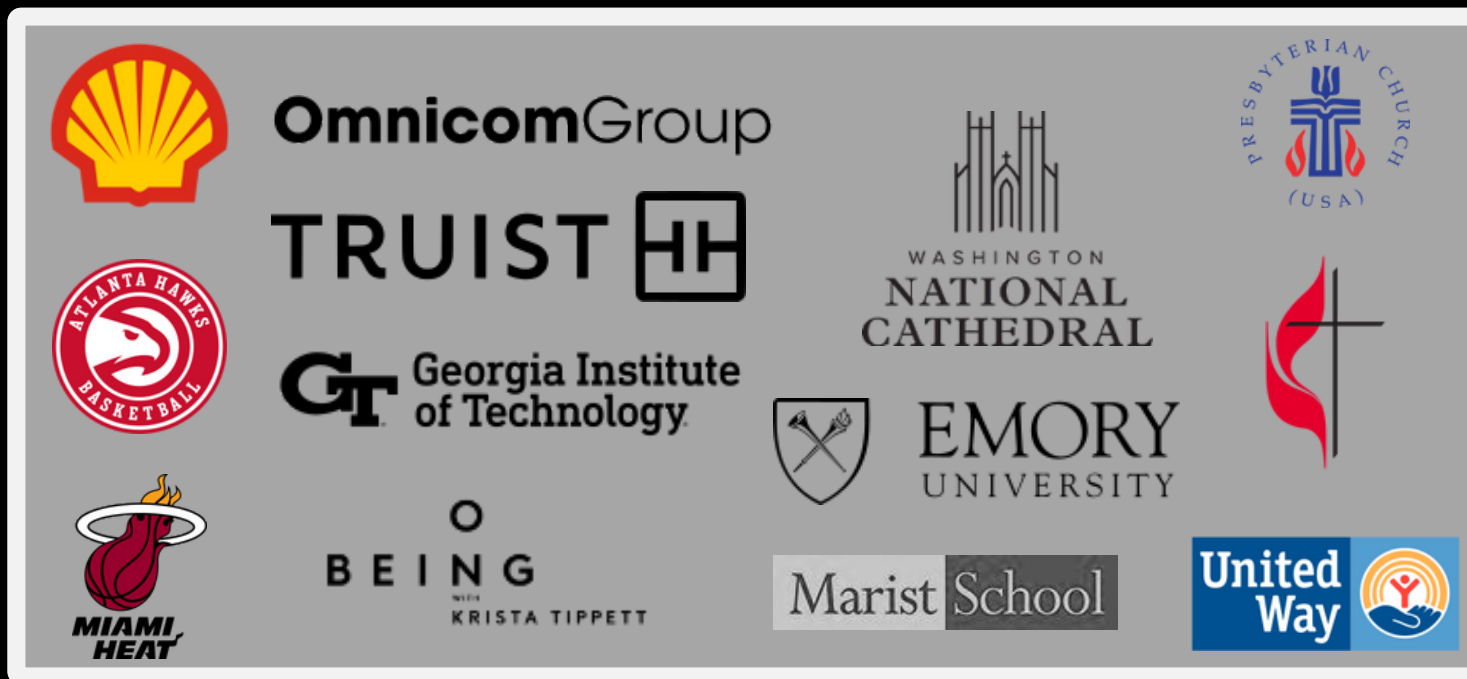
Fearless Dialogues creates unique spaces for unlikely partners to engage in hard heartfelt conversations.



SEE.
HEAR.
CHANGE.

Since 2014, Fearless Dialogues has engaged over **60,000 leaders** in multinational corporations, colleges, universities, independent and public schools, non-profits, religious organizations, and community groups.

PARTNERS.



GRANTS



MEET OUR TEAM ■



GREGORY C. ELLISON II, PHD
FOUNDER & ED



THEODORE
FLORENCE, MBA
CFO



RITA MORGAN
CHIEF OF STAFF



CHARLES
PETERSON
DIR. OF LEARNING &
ANIMATOR DEVELOPMENT

Gregory C. Ellison II, Ph.D. is the founder and executive director of Fearless Dialogues. He is a tenured professor at Emory University and the author of three books. Greg is internationally recognized for his scholarship, innovative teaching, and unforgettable speeches.

Theodore Florence has nearly twenty years of senior level finance and operations experience, including over a decade as the CFO and COO of an entertainment company in which he had full P&L responsibility and provided comprehensive financial leadership.

Rita Morgan and **Charles Peterson** direct daily operations and programming alongside Fearless Dialogue's three project managers. FD contracts twelve "animators" who are carefully trained to bring conversations to life.

COMPETITIVE ADVANTAGE ■

FD takes a unique approach to its work through a suite of synchronous and asynchronous workshops, trainings, curricula, and coaching modules which address the following: communication stalemates, cultural transformation, diversity, equity and inclusion, leadership development and vision casting. FD's key clients include the NBA, Omnicom Public Relations Group, and the Washington National Cathedral.

Given the divisive political landscape and the fear and uncertainty created by changing demographics in the United States, the demand for Fearless Dialogues' work remains high as the organization seeks to extend its reach through its diverse digital media platforms.



Omnicom Advanced Leaders Forum

SUITE OF OFFERINGS ■

2024

FOCUS AREA ONE:

COMPLEX COMMUNICATION ISSUES & CONFLICT IN THE WORKPLACE

- **BASIC TRAINING: FIVE FEARS THAT STIFLE HARD CONVERSATIONS**
 - This series introduces unlikely partners to theories and practices that will aid in overcoming barriers to individual and team connections, circumventing obstructions to meaningful conversations within groups, and developing strategies to shift from a culture of fear to one of radical hospitality.
- **INTERMEDIATE TRAINING: FIVE COURAGES THAT MAXIMIZE LEADERSHIP SUCCESS**
 - Expanding on the foundation laid in the introductory Five Fears series, the Five Courages series invites unlikely partners to reflect and learn from their lived encounters of embracing courage to transcend fear.
- **ADVANCED TRAINING: BEYOND FEAR WITH BUILT COURAGES – COMMUNITY STRATEGIC PLANNING**
 - This series is designed to align vision, build rapport, and carefully lead organizations into authentic truth sharing on issues of identity, purpose, community, empathy, and legacy.



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FOCUS AREA TWO:

EXECUTIVE COACHING AND RESEARCH-BASED LEADERSHIP DEVELOPMENT

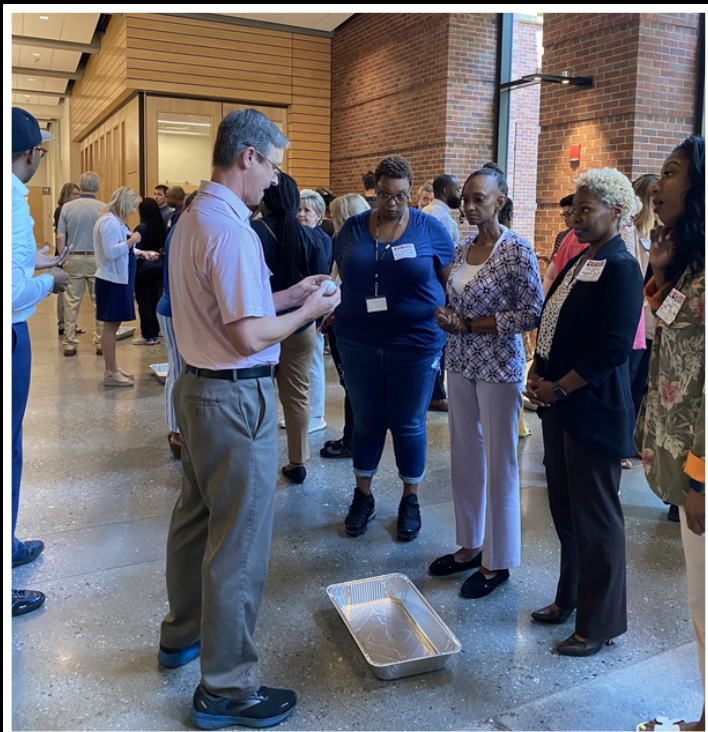
- **EXECUTIVE COACHING**

- Fearless Dialogues draws from its highly-credentialed staff of scholars and team of retired executive-level leaders to offer coaching services to corporate, denominational, educational, and non-profit leaders.

- **RESEARCH BASED WORKSHOPS**

- Fearless Dialogues has also developed **seven research-based workshops**, each led by content experts, to support executives in thinking through the complexities of race and racism in the workplace.

1. The Legal Implications of Racism
2. Racism and Immigration
3. Caring for Staff Impacted by Racism
4. Racism and Education
5. Healing Racial Trauma
6. Race and Mass Incarceration
7. Self-Care for Highly Effective Executive Performance



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FOCUS AREA THREE:

CURRICULUM DEVELOPMENT FOR CULTURAL TRANSFORMATION

Fearless Dialogues builds customized immersive curricula to service the needs of its partners. With nearly three dozen experiments, Fearless Dialogues can tailor experiences to meet the needs of most partners. In the event that topics are not addressed from our current portfolio, the Fearless Dialogue Innovation and Design team relishes the opportunity to create new learning modules and experiments. All of the curricula listed below can be presented in-person or through Zoom.

- Shade Trees: An Ecosystemic Approach to Anti-Racism in America
- Enhancing Young Professionals' Excellence in the Workplace
- DE&I Primer on Workplace Transformation
- Questing with the Questions: A Lifelong Leadership Journey with Howard Thurman
- Fear+Less Congregations Initiative: Recasting Vision for Congregational Leaders
- BRIDGE – Building Religious Inclusivity Diversity and Generational Equity
- Sacred Spaces: Anti-Racism and Leadership Development Training Multi-Year Educational Institution Alignment with Key Stakeholders that includes a program audit and curriculum review, Diversity, Equity and Inclusion training, Five Fears and Five Courages programming and vision casting.



Winter Atlanta Leadership Forum

Fearless Dialogues also offers the following a la carte services: curriculum analysis, evaluation, and review; program audits; sourcing of content experts for online speaker series sessions.

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