

BLR: Building Lasting Relationships

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FAITH-BASED MAXIMIZING DIFFERENCE TRAINING:

helps individuals and/or organizations to reap the benefits of understanding an individual's and/or organization's actual versus theoretical position on diversity, by discovering and maximizing all of God's "people" resources for Kingdom development in the workplace and in related products/resources.

The Journey:

Preparatory Assignments

- Training Module #1 Foundational Understanding of Maximizing Difference
- Training Module #2 Cross-Cultural Dynamics
- Training Module #3 Embracing and Maintaining Diversity
- Training Module #4 Inclusive Thinking & Reality (Emotional Intelligence)

Attendees participating in all four Maximizing Difference Training Modules should experience the following learning objectives.

Learning Objectives—By Maximizing Difference Training's conclusion, attendees will be exposed to:

- How African Americans, Asians, Euros, and Latinos *process* information differently
- How *these thinking differences* are an *asset* in organizational development and problem-solving
- How to recruit the untapped availability of quality human resources
- The reality of the "*glass ceiling*" and how it functions against people of color and women in Christian & secular organizations
- Common symptoms or characteristics of organizations that are unaware of cultural issues and this unawareness' impact on people of color and women
- Conscious and unconscious hindrances to your church/organization's maximizing difference efforts in achieving the most biblically diverse participative management
- Why biblical diversity and unity must simultaneously exist in the workplace for organizations to give God the maximum glory; be most productive and experience the rewards of achieving the racial unity of Christ's model-1 Corinthians 12:12ff & God's desire- Revelation 7:9
- The "*Rapid Growth of Diversity*," and its future impact on your organization

- Why the most successful *Fortune 500* secular organizations *can't afford not* to diversify in the area of culture/race & gender.
- Six reasons why *secular companies* are making gender & maximizing difference a priority in the workplace, their results, and *who some of these companies are!*
- Why the *Race Wars Are Here and What You Can Do*.

Dr. Shuler's presentation format creates a "safe" place, providing an environment for fun, interactive, honest discussion; self and organizational awareness and evaluation, are disclosed through self-discovery. This environment allows all to hear each other, revealing to individuals and organization their current state and possible future directions in regards to implementing biblical diversity.

Dr. Shuler will provide a report after each training module sessions consisting of his observations and possibly recommendations to assist your organization in achieving its desired goal (s), two weeks after each training module.

Training Module Presentation Format:

- 10-15-minute "get acquainted"/brief statements, creating a "safe place" and laying a foundation for discussion (may include 5-minute video clip)
- Video clips (faith-based & general marketplace) to stimulate discussion
- Interactive group discussions (responding to case studies, video clips, etc.)
- Question/Answer time
- Helps group create its own "Big Picture" concerning this management issue
- Format may change, if facilitator believes change will be more beneficial for church/organization/board.

Format, content, and extent of possible proposed handout material:

Will view how & what church/organization/board is communicating (orally, literature, & products/resources) to people of color (perception vs. reality)
 Examine organization's mission and/or vision statement(s)
 Examine criteria for teaching/recruitment/hiring/promotion/retention/firing
 Effectively managing and understanding cross-cultural conflict in the workplace

Suggested Attendees: Training Modules prove most effective for organizations when CEO's, Presidents, Senior Executive Officers, Board Leadership, management staff, Senior Pastors, Senior Church leadership, and emerging leaders attend. Change in America, usually happens from the top down.

Pre-Module Suggested Reading (consider reading one of the following books):

- *Waking Up White and Finding Myself in the Story of Race*, Debby Irving, Elephant Room Press
- *Winning the Race to Unity: Is Racial Reconciliation Really Working?*, Dr. Clarence Shuler, Moody Publishing, 2nd edition
- *Black Teachers on Teaching*, Michele Foster, The New Press
- *No More Excuses: Closing the Gap in Learning*, Thernstrom, Simon & Schuster

- *The Heart of Whiteness: Confronting Race, Racism, & White Privilege* (City Light Books),
- *The New Jim Crow*. Michelle Alexander, The New Press

View at least one of these movies before the Seminar:

- *Same Kind of Different As Me, Gentleman's Agreement, Hoosiers,* and *McFarland, USA* rated PG
- *Blindside, Freedom Writers, Geronimo: An American Legend, Hidden Figures, Bury My Heart at Wounded Knee,* and *Take The Lead,* rated PG-13
- *A Time to Kill* and *Dangerous Minds* both have an R-rating, no nudity, but profanity and violence.
- *Crash, Twelve Years A Slave* and *Gran Torino* have an **R-rating** with strong profanity, nudity, rape, and violence.

Understandably some won't watch the R-rated movies due to personal beliefs.

Maximizing Difference Consultation/Seminar Policies:

Authority: This Maximizing Difference Training is under the auspices of **BLR: Building Lasting Relationships.**

Fee: Minimum Fee for this one-day (4 1-hour sessions) Maximizing Difference Training is **\$5,000.00** (includes pre-Training preparation, post-Training analysis, and writing of Diversity Evaluation Report. A 2-day (8 sessions) seminar is **\$8,500.00**. Overnight provides participants time to process and do light, but *thought-provoking* homework assignments in order to maximize time during Training Module.

Transportation: Host organization (s) or conference, etc. is financially responsible for Dr. Shuler's airfare and any expenses incurred in route and returning from this Diversity Training including Colorado Springs Springs Airport parking. He **only** flies **United Airlines** unless United doesn't fly to host's location. Dr. Shuler's frequent flyer status provides him with viable options should inclement weather or mechanical problems affect his flights.

If Dr. Shuler drives to site, organization will be charged government mileage rate.

Per Diem & Lodging: Host organization (s) or conference, etc. is financially responsible for Dr. Shuler's lodging and meals for duration of his stay for this Diversity Training. Should Dr. Shuler be asked to stay to preach on Sunday, the host church will still be responsible for Dr. Shuler's accommodations, meals, etc. during this extended stay.

Deposit: Each **BLR Maximizing Difference Training Module** requires a **\$1,500 non-refundable deposit.** Inclement weather or a sickness will not cause a forfeiture

of this deposit. This event can be rescheduled for our next available date. There is no additional fee to reschedule event, but the deposit will not be returned. Deposit must accompany signed contract This deposit and signed contract **must** be received exactly **14-days** after a agreement upon event date is set. Failure to receive said deposit within stated time releases BLR from any written contract.

Logistics: Module requires High Speed Internet access & video projector, & screen,

BLR Merchandise: BLR requests permission to sale Dr. Shuler’s resources and for assistance with the sale of BLR resources. Books can be sold before the Diversity Training begins, during breaks, and at training’s conclusion. Dr. Shuler will gladly **autograph books**.

Recording and/or Videoing: Is prohibited. No part of any of the Training Modules may be reproduced. BLR reserves the right for its production crew to video the training at no additional expense to the Host.

Payment: **If the Training is held, the entire balance of the Training fee is due at the conclusion of and on the site of Training.** The Host organization (s), etc. accept all of the terms of this contract stipulated by **BLR: Building Lasting Relationships** agreeing that should the organization cancel without rescheduling for any reason after a date has been agreed upon by both parties, host organization(s) and **BLR: Building Lasting Relationships**, that we, the organization (s), etc. **forfeit the deposit.**

***Please Make Check Payable to: BLR: Building Lasting Relationships**

_____ **Requested Date (s) for Consultation/Seminar**

Signed _____ (church/organization)

Signed _____ (Dr. Brenda Shuler- Executive Administrator of **BLR: Building Lasting Relationships**)

Date: _____ (Date Contract Agreement Signed)

These four pages form the legal contract between BLR: Building Lasting Relationships and host organization (s) and invoice for payment.