

HISPANIC¹ PROFESSIONAL DEVELOPMENT WORKSHOP (HPDW)

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
Morning Session 8:30 - 12:00	<ul style="list-style-type: none"> • Registration I. <u>Learning Community Building</u> <ul style="list-style-type: none"> • Opening • Community building: Timelines and introductions • HPDW overview and framework • Working norms 	<ul style="list-style-type: none"> • Check-in II. <u>Verizon Competencies</u> <ul style="list-style-type: none"> • Speaker and discussion II. <u>Personal Competencies</u> <ul style="list-style-type: none"> • Self assessment instrument: Personal styles 	<ul style="list-style-type: none"> • Check-in • Work dilemmas cont. V. <u>Hispanic Identity and Community at work</u> <ul style="list-style-type: none"> • Latino sorts: understanding similarities and differences • Subgroups and large group dialogue 	<ul style="list-style-type: none"> • Check-in VI. PARALLEL SKILL BUILDING TRACKS: <u>A. Managing Conflict & Differences</u> <u>B. Cross-cultural Communication Styles</u> <u>C. Working in diverse teams</u>	<ul style="list-style-type: none"> • Check-in IX. <u>Moving Forward</u> (7:30 am start) <ul style="list-style-type: none"> • Empowerment and action planning • Support systems: Individual assessment • Support systems: Groups Networking and Working lunch
Afternoon Session 1:30 - 4:30	II. <u>Hispanics at Verizon: Professional Competencies</u> <ul style="list-style-type: none"> • Appreciative Inquiry Interviews (AI) • AI themes and plenary discussion • Journaling and personal learning goals 	IV. <u>Hispanics at work</u> <ul style="list-style-type: none"> • Latinos in organizations: Perceptions and self-perceptions • Hispanic identity and culture at work • Work dilemmas and coping styles 	<ul style="list-style-type: none"> • Dialogue, continues • Intra- and inter-group dynamics: impact on work and professional development • Building alliances and coalitions 	VII. <u>Navigating Verizon</u> <ul style="list-style-type: none"> • Key concepts, issues, moving-up • Questions for Executive • Dialogue with Guest Executive: On Hispanics, professional development, and navigating Verizon 	<ul style="list-style-type: none"> • Closing remarks: Guest Executive 1:30 Close
Evening Session 5:00 - 7:00	III. <u>Learning and Application Groups (LAGS)</u> <ul style="list-style-type: none"> • Small group work: Feedback Skills 	III. <u>LAGS, cont.</u> <ul style="list-style-type: none"> • Small group work: Group leadership skills 	III. <u>LAGS, cont.</u> <ul style="list-style-type: none"> • Small group work 	VIII. Application and evaluation exercise: Consulting trios	
7:30	<ul style="list-style-type: none"> • Dinner • Networking & Video: Latino/a: Our cultural heritage in the USA 	<ul style="list-style-type: none"> • Dinner • Networking & Video: The Color of Fear 	<ul style="list-style-type: none"> • Dinner • Networking & Video: The Challenger 	Celebratory Dinner	

¹ We will use Hispanic and Latino/a interchangeably.