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Announcements

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RC Recertification: October 8 (10 am–5 pm EST)

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RC Webinar: "And How Are the Children?" Wounds of Racial Trauma on Youth and Our Role as Treaters, Oct. 16

❖

RC Webinar: "Give me your tired, your poor, your huddled masses yearning to breathe free." Immigrant experiences of trauma. Nov. 13

❖

RC Webinar: The Ripple Effect: 25 Years of Risking Connection, 12/2, 1-5 pm EST, Keynote by Noel Casiano, Rooted in Connection: Fostering Resilience Amid Uncertainty

❖

Monthly RC Mindfulness: first Wed., 12:00-12:30 EST, see Trainer's Corner



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Building Connections Using the Risking
Connection Framework

Presenter: Tanji L. Donald, M.Ed.
September 30, 2025



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Welcome and Ice Breaker

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Group Agreements

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Desired Outcomes...shared understanding of the Five Pillars of Group Cohesion

•

Ice Breaker Activity: Right now, I need... Right now I can offer...





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Today's Agenda

- Welcome & Introduction
- Group Agreements
- Virtual Ice Breaker
- Poll
- Overview and Application of the Five Pillars

- Accountability Activity
 - Main Room Debrief
- Trust Building Reflection
- Closing Activity
- Resources





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RC Trainers and Champions Poll – Where are you in your implementation journey?

- ☐ **Beginner/Novice:** Just starting to learn the skill, requiring close supervision and guidance.
- ☐ **Intermediate:** Knows the basics and can perform tasks with some guidance, demonstrating practical application.
- ☐ **Advanced:** Has a strong grasp of the skill and can work independently, applying knowledge and theories.
- ☐ **Expert:** Demonstrates full mastery, can teach or guide others, and is often a recognized authority in the area.



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Five Pillars of Building Group Cohesion



Trust



Conflict Resolution



Commitment



Accountability



Results



Overcoming The Five Dysfunctions of a Team, Patrick Lencioni



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Building Group Cohesion Using The Risking Connection Concepts



R.I.C.H.



Ruptures
and Repairs



Trauma
Informed
Care



Symptoms
as
Adaptations



RCCM
Journey

Overcoming The Five Dysfunctions of a Team, Patrick Lencioni



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Apology & Accountability Activity & Breakout Rooms Instructions

Time: 15 minutes

Discussion Prompts

- Reflect privately on moments they you may have hurt someone at work.
- Select a situation and respond using these statements:
 - "What happened"
 - "What I regret"
 - "What I'm doing differently"

Reflective listening

Validate Validate Validate



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Apology & Accountability Activity – Main Room Discussion

How did it feel to offer or hear an apology in this space?

What emotions came up for you during the activity?

How can we hold one another (and ourselves) accountable in a caring way?

What did you learn about yourself through this process?



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Purposeful Reflection to Meaningful Action





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Trust Building Actions

- **Be honest:** be upfront and truthful even with difficult conversations
- **Show people you care:** genuinely care about other people's interests as much as your own
- **Trust others:** give the benefit of the doubt until you have data to the contrary
- **Address issues directly:** confront the problem to improve the working relationship
- **Share relevant information:** share knowledge, interests, and experiences to create common ground
- **Follow through on commitments:** act responsibly and reliably by carrying a fair share of the workload
- **Say "no" when you mean it:** let the other person have their needs met elsewhere if you truly can't handle additional work
- **Share what you know and what you don't:** be generous with your knowledge but admit when you don't have the answers

Resource: GW Himmelfarb Health Science Library



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Wrap-up and Resources

Respond in Chat to the Closing statement:
My contribution to strengthen our teams work flow is...



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Resources

https://www.ted.com/talks/amy_edmondson_how_to_turn_a_group_of_strangers_into_a_team

https://www.youtube.com/watch?v=75bO_XWk7fw – The Five Dysfunctions of a Team by Patrick Lencioni

<https://www.visconti.partners/en/ressource/quels-sont-les-4-piliers-qui-donnent-un-cadre-a-la-cohesion-dequipe>



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