

Keynotes/Workshops with Yabome Gilpin-Jackson, PhD, MA, MBA, CEC

The Power of Resonance to Create Belonging for All (see Tedx Talk [here](#))

This keynote expands on the transformative power of Resonance through storytelling to transform traumatic contexts and create cultures of inclusion and belonging. Resonance is defined as a moment of awakening, through personal stories, that creates an opportunity for transformative learning. The Resonance that is possible through storytelling is critical, timely, and relevant now more than ever as the world faces the need for systemic shifts and transformation. The presenter shares stories to illuminate the impact of moving from the unconscious to the conscious and offers provocative and transformative questions to the audience to consider for anti-racist & equity-centered action starting from awareness. The keynote ends with an exploration of the actions needed to promote continued connection and belonging for all.

Where are you from? From Identity Interrogation to Social Inclusion in our Global World (See video [here](#))

Where are you from? Where are you really from? What is your background? What is your story? I call this Identity Interrogation. The commonplace experience for me, as a Black African Woman living in the West, of being asked biographical questions by strangers. In this talk, I illustrate the difference between the experience of Identity Interrogation on any identity dimension, which creates an impact of social disconnection and the polar opposite experience of Relational Connection. In this interactive keynote, participants explore how shifting language and interactions with diverse others matters and how we can promote mutual inclusion and connection. We will reflect on ways to engage with others that promote relational connection in everyday cross-cultural interactions.

Change Leadership/Living and Leading Grey Zone of Change (see online speaker/teaching video [here](#))

This keynote is an exploration of the context of Grey Zone Change we are living and leading through in an era of climate, health and social crises and economic challenges and constraints. Grey Zone Change is defined as *"A space between the current state and the emerging future that is undefined and unknowable."* The presenter provides an overview of the Grey Zone Change framework to help participants learn about the dynamics of change. This sessions explores what will be required in an era of constant complexity to successfully lead change. while helping others transition, learn/unlearn habits of mind that no longer serve and address group/systemic dynamics. This session also supports participants to inquire into the possibilities for themselves as change leaders and ask: what courage would be required? NOTE: The presenter will offer a free Grey Zone Change workbook to attendees and a guidebook to Living, Leading and Facilitating Grey Zone Change is available on [Amazon](#).

Inclusion and Belonging (see blog post [here](#))

In an era of polarization, it is more critical than ever that we build bridges and intentionally create cultures of inclusion and belonging in our organizations and in society. Inclusion is a choice, but belonging is a fundamental human need shared by all. This session helps participants understand why it is essential to understand patterns of interaction that create social exclusion (such as microaggressions) and why strategies that instead create social inclusion (such as microaffirmations) build relationships and connection and ultimately, cultures of belonging. The belonging diamond is introduced as a framework for development for leaders and all who are interested in building cultures of belonging.

Beyond Microaggressions to Inclusive Relationship-Building

What are microaggressions? What is the impact and consequences? How can we shift experiences of microaggression to inclusive relationship-building? In this session, participants gain an understanding of what is and isn't a microaggression, examine the personal and systemic impacts and practice strategies

for addressing microaggressions. The outcome is a deeper understanding of what is required for inclusive relationship-building in our diverse and locally global world.

Transformational Learning, Leadership and Change (see keynote video [here](#))

Leading change is increasingly challenging in a time of exponential change. Essential to leading change is the ability to learn, adapt and take risks to courageously integrate new ideas. During this keynote, you will engage transformative learning and leadership ideas that will support your ability to be a stronger change leader. By the end of the keynote we will have: 1. Reviewed the role of transformational learning in unsticking entrenched habits of mind 2. Examined the role of transformational leadership in facilitating learning and change 3. Created your transformational learning, leadership and change intentions for the future.

Bridging to Transformation

“The time for the healing of the wounds has come. The moment to bridge the chasms that divide us has come. **The time to build is upon us.**” Nelson Mandela

This keynote is an invitation to transcend polarization to work towards human flourishing. In the midst of a world in multiple global crisis and transitions, there are many issues polarizing and dividing us. The news, the dinner conversations, the community chatter, social media and our workplaces are all dominated by the stories of versus. What does it look like when we change the *versus* to *and*? When we engage in dialogue in place of debate? When we can accept each other’s positions and identities without forcing our own to the center? When we seek to understand rather than correct/fix others? When we trade the anxiety we each hold in the place of trying to control others for faith in our common humanity? When we trade the arrogance of trying to teach others our own way for an openness to learn from other experiences? When we are critical of our social and global systems that center power and dominance in some and ascribe marginality to others? When we collectively commit to building a future that works for the betterment of all? In the place of and, there is an emerging future that is metaphorically at the Gathering Place at the center of the bridge. The audience will be encouraged to identify the “bridgework” for which they are willing to be a bridge-builder towards a future of human flourishing in our workplaces and beyond.

Keynotes are typically interactive. All will be customized to the needs of the audience and client. Desired outcomes are:

1. Create awareness and insight that can be evoked through the power of story.
2. Support audiences to assess their current state and desired futures.
3. Provoke thoughts for transforming Insights into Action.

The Experience of Working with Yabome

See past videos of Yabome speaking [here](#)

Participant Feedback

100%

agree or strongly agree they are motivated to take action after the session

- *"Validating and affirming, highly resonant"*
- *"I gained new perspectives and appreciation for the power of narrative dialoging"*
- *"I would like to bring this workshop to our board and mentorship team"*
- *"Feeling restored"*
- *"Powerful!"*

Bio & Contact Information



Yabome Gilpin-Jackson, PhD (she/her) is an award-winning facilitator and organization development professional. She is a proud Sierra Leonean-Canadian, who was born in Germany. She is a trusted partner for leaders and professionals working to develop people and build organizational capacity for change. She has proven expertise in the areas of leadership development, organizational development, facilitating strategic change and systematic organizing for social change and transformation. She works, consults, teaches (undergraduate and graduate) and conducts research in the areas of leadership, human systems/organization change and development, transformative learning and posttraumatic growth. In addition to being Founder and Principal at SLD consulting, she is currently an Executive Leader for People and Culture within the British Columbia Public Sector and Adjunct/sessional faculty at Concordia University and Simon Fraser University's Beedie School of Business & the lifelong learning/Executive Education program. Yabome has worked in organization development in the private, public and non-profit sectors. Her clients have included: Lululemon, Simon Fraser University, University of British Columbia, South African Public Service/UNDP, Metro Vancouver and the Royal College of Canada among others.

Yabome is a post-doctoral Institute for Social Innovation Fellow at Fielding Graduate University, CA. In addition to many academic peer-reviewed articles and book chapters, she has published a ground-breaking book called, [Transformation After Trauma, The Power of Resonance](#), was co-editor for the [2022 Palgrave Handbook of Learning for Transformation](#), is initiator and lead editor of the [We Will Lead Africa](#) book initiative and book series and has published [short story collections](#) about global African experiences *Identities*, *Ancestries* and *Destinies*. She has been named International African Woman of the Year by UK-based Women4Africa, was the inaugural recipient of the Emerging Organization Development Professional award in the US and received the prestigious Harry Jerome Professional Excellence Award in Canada. She is past Vice Chair & Chair of the Organization Development Network.

See Dr. Gilpin-Jackson's CV and list of Publications [here](#).

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For more information and questions about SLD Consulting Inc., please contact Principal Consultant and Founder, Yabome Gilpin-Jackson:

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