

Hey, y'all welcome to Module One. I'm so glad you're here. And Module One is all about facing into your challenge. So, before we can shift the context, before we can clarify our commitment, before we can embrace our power, it's important that we get really clear on what it is that we want to do something about anyways. And, so, there's a couple modules this first week, and here's, let me give you the overview, what that's going to look like first. We're just going to start with this kind of general "What is it", like trying to put your finger on what is it in your own words? And we're going to use this metaphor of acorns. I'll explain that in a minute. The next module we move into looking at an organizational context. It's sort of like thinking of it as kind of kicking the tires.

Like, is it just you, or is it something that's also sort of more systemic and embedded in the organizational culture? And, we'll go over the four most common sources of organizational dysfunction that we've seen in working with hundreds of organizations across the world. So, we'll do that in the next module to be like, "Oh, is your organization okay while you're here." And then we're going to expand that out even further and look at more broader societal constructs and contexts of white supremacy culture, oppression that infiltrate our organizational cultures and then can infiltrate and get on us, as we're endeavoring to make change in the world. So we'll start with ourselves, then we'll look at our teams and organizations, and then we'll expand it out to look at, okay, but what about everything? And we're not going to be able to boil the ocean.

We're going to leave this module, these modules with something that you can put your finger on of like, "this is my challenge that's in front of me as a leader right now" within the societal and organizational context as well. So, bear with me if you do the work, um, I think you're going to be really excited on the clarity that starts to come with you. Then we'll do something about it together. Okay. So the first thing I want you to do is there's a handout and it's called what's your acorn. And I want you to print that out -- download it, print it out and use this to start to get clear on what is your acorn. So I learned about this metaphor of an acorn from Dr. Katie Hendricks. Anytime I'd go to a workshop with her. One of the first things that they do is handout, it almost looked like it was a mimeographed piece of paper with three acorns on it. And I have actually literally over a dozen acorn handouts that I've kept over the years, that are my issue, challenge, potential, or concern that I brought into that particular workshop. And it could have been anything right. Anything that was going on, any issue, challenge, potential, or concern. And the reason that Katie explained why she called them acorns was there small things. And if you give them attention, if you nurture them, they can, they have the potential to grow into a mighty, mighty oak tree. Like these challenges can actually be converted into something that's a huge potential if we face into them. Right? It's also this notion of, it's a small thing, but if you don't pay attention to it, it can be a really, really big thing.

So we want to pay attention to our challenges when they're manageable. Okay. So that's another way that that metaphor can work. Either way, what I want you to do in this first lesson is do this worksheet for yourself. And I want it to be as open and expansive as possible. Don't worry about wordsmithing it. Don't worry about it sounding good for other people. This is just for you. What is the issue, challenge, potential or concern that brought you to this course that is motivating you to want to make a change in your life? To the extent that you can put that into even one sentence or one paragraph, that's going to be your acorn. You might have two or three acorns. That's great too. I wouldn't have more than three maybe. And you're going to have this course forever. So you can do this course multiple times with multiple acorns, but to the extent that you can really begin to kind of narrow it down of "this is what I'm bringing to this course," I think that will really serve you well. Okay. All right. So download this, print it out, fill it out. And you might want to make even a little notebook where you keep the printouts for this so that you can refer back to it later. And, we'll see you in the next lesson.