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Blog Logo



IN THIS EDITION

Knocking Down Barriers

In your effort to be inclusive are you actually creating barriers and destroying productivity?

Millennial Mentoring Moment

Help the millennials in your world succeed with this quick mentoring in a moment tip.

Event Spotlight: Transformational Leadership

Knocking Down Barriers

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Petra and You

Check out this [video](#) to learn more about Petra Learning LLC.

Contact us at:

info@petralearning.com to discuss training needs, book training events, or request additional information.

Podcast Series

Check out our latest podcasts:

"Integrated Faith"

"Setting Boundaries"

Listen to these podcast for motivation to do what you already know you need to do.

For these podcasts (and previous ones), [click here](#)

Suggested Reading

Good Intentions

Sometimes, in our desire to promote an inclusive environment where everyone feels welcomed, we make decisions that actually accomplish the opposite. We ask people to forego or squash key aspects of their nature, so as not to offend others that happen to believe or act differently. Our intention is to great unity and cohesiveness. Our good intention has led to tolerance being placed on a pinnacle as the "Holy Grail" and absolutely fundamental to improving collaboration.

Destroyed Trust and Openness

But what all this focus on tolerance really does is create walls and barriers between people. It creates an environment where people walk around on egg-shells not wanting to say or do the wrong thing lest they get reprimanded or worse. People are willing to have uncomfortable conversations for far that they may be received the wrong way and some ill-intent might be assumed. People have to be careful how they praise and careful how they criticize so as not to be viewed as biased, discriminatory, or phobic.

Disastrous Results

The end result is that people are tolerated but they are not accepted. People do not engage in the discourse necessary to truly understand individuals of different backgrounds and identify common group upon which true, authentic relationships can be built. The openness truly required for innovation and cohesion never actually materializes. Instead you get politically correct answers and politically correct ideas. People say what they believe will be accepted and not what needs to be said. As long as this pattern of discussion continues, some of our most difficult social problems will remain and grow. And businesses should care about that because it affects every one of their employees and consumers and their families. It affects the political environment in which businesses operate and the social-cultural environment to which businesses market.

Commit to your development as a leader of integrity and purpose with these resources:

1. Culture Shock - Chip Ingram

2. Counter Culture - David Platt

If you would like to see other books on my reading shelf, connect with me on [Goodreads](#).

Tools and Resources

To develop additional skill sets that will allow you to operate differently, check out these product offerings from Petra:

[Petra's Transformational Learning Lab](#)

[Successful Operating Strategies \(SOS\) for Small Businesses](#)

Time for Action

It's time for business leaders to recognize their responsibility to create environments where all people are valued and are freed from the unnecessary shackles that exist in today's business environment.

Millennial Mentoring Moment



Helping millennials engage in uncomfortable or difficult conversations is as simple as engaging in conversations with them about their own backgrounds. Inquire about their faith practices and their political views and their interests outside of work. Let them see you should respect these differences even as you hold and express your own views.

If you'd like to learn more about coaching contact tiffany@petralearning.com.

TL Leadership Seminar Coming to Columbus

You won't want to miss this action-packed 1 1/2 day leadership seminar. Transformational Leadership is the missing link to your professional effectiveness, personal effectiveness, and healthy relationships. I'm honored and privileged to be a part of the planning team that's helping to bring this seminar to Columbus. Don't miss out.

[Link to the TL event website](#)

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