



IRVING T. LYONS JR. is the Executive Director of the Cayuga County Community Health Network. The diversity training workshops are being offered to the community through the Rural Health Network development program supporting its objectives for health and wellness programming and targeting worksite wellness.

Mr. Lyons is a diversity specialist with over 20 years experience in management training (sexual harassment, racism, conflict resolution and facilitation), recruiting and team building. Mr. Lyons has established a strong reputation as a dynamic trainer and motivator with emphasis on employee relations and repairing dysfunctional teams. He is a graduate of the Defense Equal Opportunity Management Institute (DEOMI) of Cocoa Beach, Florida and the Powell-Reese Facilitators Course, Washington, D.C. He was the Equal Opportunity Director for the 1st Recruiting Brigade consisting of over 10,000 soldiers and served as a diversity and special events consultant for Onondaga Community College. He is the former Executive Director of the Native America Service Agency, Syracuse, New York.

“This is the first workshop of my tenure at Central Tech that met the staff development needs of the majority of our staff. Mr. Lyons’ expertise was evident and his knowledge of the subject matter was transmitted to the group participants. Based on my interaction with Mr. Lyons and the positive feedback from my staff, I recommend his workshop to those who seek an innovative and unique approach to diversity training and team building.”

*Donnell Hicks
Principal, Central Tech Vocational Center
Syracuse City School District*



*Making a Healthy Environment
for a Healthy Community*



Cayuga Community Health Network

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Workable Wellness Program



*Simple Solutions to a
Healthy Workplace*



*Making a Healthy Environment
for a Healthy Community*

Schedule

8 a.m. – 8:30 a.m.

Orientation/Introduction

8 a.m. – 10 a.m.

Introduction to Type

Through the use of the Myers-Briggs Type Indicator, participants will understand random differences in people's behavior. The Myers-Briggs Type Indicator (MBTI) will help participants identify their strengths and unique gifts. Participants will use the information to better understand themselves, their motivations, strengths, and potential areas for growth. It will also help participants to understand and appreciate those who differ from themselves.

10 a.m. - 10:10 a.m.

Break

10:10 a.m. – 11:45 a.m.

Perceptions

Participants will demonstrate an understanding of how the perception process, stereotypes, and the self-fulfilling prophecy cycle affect behavior, communication and accomplishment of goals. Participants will discuss the strategies to correct their own inaccurate perceptions of others. Objectives are evaluated through group participation.

11:45 a.m. – 12:45 p.m.

Lunch

12:45 p.m. – 1:30 p.m.

Team Building Skills

1:30 p.m. – 2:20 p.m.

Drawbridge Exercise

Participants will be able to recognize dysfunctional behaviors in groups and learn fundamentals of team building.

2:20 p.m. – 3 p.m.

Drawbridge Exercise continued

3 p.m. – 3:30 p.m.

Closing Remarks/Dismissal

Available Courses

Team Building 101

Lesson objectives: Participants will be able to recognize dysfunctional behaviors in groups and learn the fundamentals of team building. Participants will also learn the Five “R”s that are integral to team building.

Team Building 201

Lesson objectives: In a small-group training environment, participants will experience the “Drawbridge” exercise, which is designed to make participants understand the differences in personal values, attitudes and socialization. Participants will be able to recognize dysfunctional behaviors in groups and learn fundamentals of team building.

Introduction to Personality Types

Lesson objectives: Through the use of the Myers-Briggs Type Indicator, participants will understand random differences in people's behavior. The Myers-Briggs Type Indicator (MBTI) will help participants identify their strength and unique gifts. Participants will use the information to better understand themselves, their motivations, strengths and potential areas for growth. It will also help participants to understand and appreciate those who differ from themselves. Understanding MBTI is self-affirming and enhances cooperation and productivity. The MBTI is used in diversity and multicultural training, management and leadership training, team building and organizational development.

The Communications Process

Lesson objectives: In a small-group environment, participants will demonstrate an understanding of the communications process to include the definition of communication, the elements of the communication process, the six basic problems in communication, the various modes of communication, barriers in communication, and practical guidelines for effective communicators. Objectives are evaluated through group interactive processing. Followed by the Accident Exercise.

The Accident Exercise

Lesson objectives: In a small-group environment, participants will experience the “accident.” This exercise is designed to make participants understand the importance of communication and effective feed-back skills. Participants will understand barriers to communication and experience the “grapevine” effect.

Racism

Lesson objectives: In a small-group environment, participants will recognize and demonstrate an understanding of the socialization process, the concept of self, values, attitudes and behaviors. Objectives are evaluated through group participation. This lesson also demonstrates how age affects values (WWII, Baby Boomers, Gen X'ers, Gen Next, etc.). This lesson also demonstrates how geography, social class, and economy affect socialization.

Perceptions

Lesson objectives: In a small-group training environment, participants will demonstrate an understanding of how the perception process, stereotypes, and self-fulfilling prophecy cycle affect behavior, communication, and accomplishment of goals. Participants will discuss the strategies to correct their own inaccurate perceptions of others. Objectives are evaluated through group participation.

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