



Toronto Change Days 2019

LIVING VALUES

NOVEMBER 22 – 24

Values: Defined, Challenged, & Declared

Your values represent your core and the essence of who you are. They are the foundational elements that drive your behaviors, decisions, and people with whom you choose to surround yourself (your tribe). We shop our values daily through job searching, starting a new company, and building relationships with friends and associates. Values are manifested through our conscious and unconscious behaviors. In the process of shopping our values, there are negotiations and compromises that take place. In this dance of negotiations and compromises, the outcomes can either empower or disempower our being.

Toronto Changes Days 2019 was energetic and filled with learning. The theme of the conference was Values. There were people from all over the globe that came together to celebrate their values. In this celebration, they experienced the learning journey process that was developed. As facilitators, we did not know what the outcome would be, and as such had to trust our process, each other, and be open to meet the participants at their gradient as a group. The participants were eager and unsure, but were all engaged in creating an experience for themselves. As part of the learning process, there was a ceremony to bless the sacred land by a tribesman. He provided a spiritual and deeper connection to the land, which set the tone for the rest of the conference.

The learning journey had three phases. Values were defined, challenged, and declared. In these three phases, participants reflected and discussed their stated values, aspirational values, and behaviors that did or did not align with their values. Participants' values were polled prior to and during the conference. Through reflection, introspection, workshops, and experiential learning, as facilitators, we supported the participants. As part of the learning process, participants engaged in their own discovery, shared how their values are operationalized in their personal and professional lives and how circumstances may cause value shifts. From the participants' inputs, a word cloud was created to visually represent the group's values. The values often shifted throughout the conference. For example, integrity was a common value throughout the weekend. It started out bold and dominant in pre-conference poll. By the end of our journey, its size diminished and created space for other values to come forth. Values such as compassion, freedom, and trust surfaced more prominently by the end of the conference. This was very insightful on how dynamic we are as human beings. Vulnerability and humility were ever present and expressed in feedback during the workshop and through other conversations. As facilitators, we created space for participants to be their true selves, share openly, and

challenge themselves and one another. The learning journey process was a safe space that enabled people to support one another and shift behaviors from head to heart.

Toronto Change Days 2019 was a transformational experience that changed how I view my values. It reinforced what I stand for and provided opportunities to develop different approaches. My mindset shifted on how I operationalize and align my values in my personal and professional life. This conference enabled me to create more empathy and understanding for others as well as develop and reinforce human connections. I cannot wait for 2020 Toronto Change Days, Building Bridges! #TCD