

Dr. Jason E. Gines

Dynamic Executive Leader, Organizational Culture & DEI Ethics Strategist

AREAS OF EXPERTISE

- Clinical Counseling & Supervision,
- Teaching & Training (educational and corporate spaces),
- Leadership Development, Strategic Thinking and Innovative Solution Development,
- Cultural Agility & Cultural Thriving for Organizations (Formerly diversity, equity, inclusion, justice, and belonging),
- Public Speaking (i.e., keynotes, workshops),
- Relationship Management (inclusive of intrapersonal - relationship within the self, interpersonal - relationships with colleagues or peers, and power dynamics - relationship along a power continuum within systems),
- Content Expertise | organizational culture, healthy boundaries (work), liberatory design, mission and values alignment (fidelity to mission), psychological safety, qualitative and quantitative research methods,
- Counseling Orientations | Narrative Therapy, Cognitive-Behavioral Therapy, Existential Therapy, and Person-Centered Therapy
- Consulting experience with non-profits, independent private schools, and small businesses
- Writing (technical and non-technical writing styles)
 - Proficient with slide deck creation (content and flow)
 - Experience in online seminar content creation and delivery

TRAINING & CONSULTING OFFERINGS

I offer individual consulting, small group consulting, keynotes and workshops (both in person and virtually). I am committed to collaborating with you to find truly generative solutions, which are paradigm shifting, transformational, measurable, and most importantly sustainable. For over 15 years, I have been speaking, teaching, consulting, and training in diverse settings on

a local, state, national, and international level for individuals and organizations of varying sizes.

Gines 2

WORKSHOPS

Language Matters| Understanding Basics of Diversity, Belonging, Inclusion, Equity, and Inclusion Terminology

We discuss basic definitions for inclusion, equity, and inclusion terms that influence professional learning practices. The emphasis on creating a shared language for terminology to ensure fidelity across work domains when discussing issues of climate and culture.

Participants will receive|

- **Conceptual Clarity** | Gain a clear understanding of basic definitions related to diversity, belonging, equity, and inclusion terms, enhancing professional learning practices.
- **Alignment with Best Practices** | Learn how these concepts influence professional learning practices, enabling alignment with best practices in the field.
- **Consistent Terminology** | Develop a shared language for discussing diversity, belonging, inclusion, and equity, ensuring consistency across work domains.
- **Enhanced Communication Skills** | Improve communication skills by learning to use inclusive language effectively in professional settings.
- **Increased Awareness** | Raise awareness about the impact of language on professional interactions and the importance of terminology in addressing issues of climate and culture.
- **Application in Work Domains** | Understand how to apply these concepts in various work domains to promote inclusivity and equity.
- **Professional Development** | Access valuable professional development opportunities that can enhance professional growth and effectiveness.
- **Networking** | Connect with other professionals to share ideas, strategies, and best practices for promoting diversity, belonging, inclusion, and equity in the workplace

Thriving| Cultural Ethics for Productive Collaboration

We discuss an overall approach to gaining basic to advanced cultural competency in the work context that is applicable when working in domestic and global interactions. Within this workshop, we will also discuss the importance of social and cultural capital when developing resources in the community and rapport with groups who identify outside of the majority group across geographical contexts.

Participants will receive|

- **Cultural Competency Framework** | Gain an overall approach to developing basic to advanced cultural competency in the work context, applicable in both domestic and global interactions.
- **Practical Strategies** | Learn practical strategies for applying cultural ethics in collaborative work settings to enhance productivity and effectiveness.
- **Understanding Social and Cultural Capital** | Understand the importance of social and cultural capital in developing resources in the community and building rapport with groups who identify outside of the majority group across geographical contexts.
- **Enhanced Communication Skills** | Improve communication skills for navigating diverse cultural contexts and building meaningful relationships with individuals from divergent backgrounds.
- **Conflict Resolution Techniques** | Acquire techniques for resolving conflicts that may arise due to cultural differences, promoting harmonious and productive collaboration.
- **Cultural Agility** | Develop a heightened awareness of cultural nuances and differences, fostering a more inclusive and respectful work environment.
- **Networking Opportunities** | Connect with other professionals to share experiences and insights, expanding your professional network and learning from diverse perspectives.
- **Professional Growth** | Access valuable tools and resources to support ongoing professional growth and development in cultural competency and ethics.

Everybody Does It | The Impact of Unconscious Bias on Continuous Growth

We discuss the multiple forms of bias and unconscious bias that are often imperceptible to the sender, but loud and clear to the receiver. Distinct types of unconscious bias are given, with attention towards practical steps to become aware of, and better manage the bias present in all of us.

Participants will receive

- **Understanding Unconscious Bias** | Gain insight into the different forms of bias, including unconscious bias, which can affect perceptions and interactions in various contexts.
- **Awareness Building** | Learn practical strategies to become more aware of unconscious bias, both in oneself and in others, to foster a more inclusive environment.

- **Bias Management Techniques** | Explore techniques for managing unconscious bias, including interrupting bias in real-time and implementing strategies for more conscious decision-making.
- **Impact on Growth** | Understand how unconscious bias can impact personal and professional growth and learn strategies to mitigate its effects for continuous development.
- **Real-life Examples** | Engage with real-life examples and case studies to illustrate the impact of unconscious bias in different scenarios.
- **Interactive Discussions** | Participate in interactive discussions and activities to deepen understanding and facilitate reflection on personal biases and behaviors.
- **Tools for Change** | Acquire tools and resources for creating a more inclusive and bias aware environment in both personal and professional settings.
- **Networking Opportunities** | Connect with other participants to share experiences and strategies for managing unconscious bias, enhancing learning and growth.

Can You Hear Me Now? Communication Strategies for a Divided World

We discuss typical communications errors that occur in intercultural interactions. A new method for locating both visible and hidden identities is offered with practical steps for integrating them into new communication practices.

Participants will receive

- **Understanding Intercultural Communication** | Gain insights into common communication errors that occur in cross-cultural interactions and how they contribute to division.
- **Identity Awareness** | Learn a new method for identifying both visible and hidden identities, helping to recognize the diverse backgrounds and perspectives of others.
- **Communication Strategies** | Receive practical steps for integrating these identities into new communication practices, promoting more inclusive and effective interactions.
- **Enhanced Communication Skills** | Develop skills to navigate cross-cultural interactions with sensitivity and empathy, fostering better understanding and connection.
- **Conflict Resolution Techniques** | Explore strategies for resolving conflicts that arise from miscommunication or cultural misunderstandings.
- **Cultural Competency** | Enhance cultural competency by learning to recognize and

respect differences in communication styles and cultural norms.

Gines 5

- **Practical Application** | Apply new communication strategies in real-life scenarios to improve communication across diverse groups and promote unity.

Environmental Cues | Healthy Organizational Culture

We discuss how an environmental scan of an organization including, but not limited to website, literature, internal training documents, supervisory forms (and language), leadership composition, promotion metrics, and general décor (photos, art, etc.) impact the daily messaging that sets climate and culture.

Participants will receive

- **Understanding Environmental Cues** | Learn how environmental factors such as website design, literature, internal training documents, and leadership composition influence organizational culture.
- **Impact on Daily Messaging** | Understand how these cues affect the daily messaging within the organization, shaping its climate and culture.
- **Environmental Scan Techniques** | Gain insights into conducting an environmental scan of an organization to identify cues that impact culture.
- **Identifying Cultural Indicators** | Learn to recognize indicators of organizational culture in various aspects, including supervisory forms, promotion metrics, and general décor.
- **Creating a Positive Climate** | Discover strategies for using environmental cues to create a positive and inclusive organizational climate.
- **Promoting Cultural Awareness** | Develop an awareness of how different cues can be perceived by individuals from diverse backgrounds, and how to promote inclusivity through environmental design.
- **Practical Application** | Apply the knowledge gained to assess and potentially improve the organizational culture within their own work environment.

LEADERSHIP CONSULTING

The Cued In Leadership© workshop and training series is offered to organizational leaders and influencers responsible for setting the climate and culture for the workforce. Many leaders of organizations have gaps in understanding how policy and procedure intended to guide workplace climate is disconnected from perceptions (and in many cases realities) of the actual culture on the ground. High rates of employee turnover, increasing attrition, and lowered productivity are clear

metrics that often indicate poor climate and culture in organizations. The key question for leaders is, “are you cued in to your workplace environment and interactions happening under your

Gines 6

leadership?” The answer to this question can have influence in hiring practices, retention numbers, and organizational productivity. If you are ready to get Cued In, then contact Jason E. Gines, PhD for a first assessment.

Deliverables for the “Cued In Leadership©” series:

- **Workshop Sessions:** Engaging workshop sessions tailored to organizational leaders and influencers. These sessions provide in-depth insights into setting the organizational culture for the workforce.
- **Training Materials:** Comprehensive training materials designed to bridge the gap between policy and procedure and the actual culture on the ground. These materials help leaders understand the disconnect between intended organizational culture and perceived realities.
- **Organizational Culture Assessment:** Conduct a thorough assessment of the organization's current organizational culture. This assessment helps identify gaps and areas for improvement, focusing on key metrics such as employee turnover, attrition rates, and productivity levels.
- **Leadership Coaching:** Personalized coaching sessions for organizational leaders to enhance their understanding of workplace interactions and environments. These sessions help leaders become more attuned to their leadership impact and develop strategies for fostering a positive workplace culture.
- **Customized Action Plans:** Develop customized action plans based on the assessment findings and leadership coaching sessions. These action plans outline specific steps for leaders to address gaps, improve workplace climate, and enhance organizational productivity.
- **Follow-Up Support:** Ongoing support and guidance from Jason E. Gines, PhD, to ensure successful implementation of action plans and sustained improvement in workplace climate and culture.
- **Performance Metrics Monitoring:** Implement systems for monitoring performance metrics related to hiring practices, retention numbers, and organizational productivity. Regular monitoring helps track progress and adjust strategies as needed to achieve desired outcomes.