

Having Fun and Learning, Too! -- Diversity Training in Las Vegas

Pegine Echevarria, a nationally recognized expert on diversity, leadership, and teambuilding, took us on an adventure of self-exploration at the recent Brand/Marcom 2005 kickoff.

The program entitled “Play BIG – get out of your head and win!” showed us how we can choose to either play small or play BIG. Pegine’s engaging approach had us standing, sitting and leaping for beads while we identified the actions, thoughts and beliefs that prevent us from being the most productive and effective managers and teams possible.

Playing S.M.A.L.L.

S = OVERLY SENSITIVE. For those times when you truly believe you can read another’s mind, when you think you know that someone is thinking negative thoughts about you. What someone THINKS of you cannot harm or help you, only their actions can.

M = ME FOCUSED. The world revolves around you and you make sure that everyone knows that by being a drama king, martyr or victim. The drama king creates chaos and attention (usually by sharing their dramatic challenges); the martyr takes on more than he or she can handle and doesn’t let you forget his or her sacrifices; and the victim doesn’t take responsibility for the quality of his or her life or work, yet makes everyone else responsible.

A = negative ATTITUDE. No matter how many ideas you put on the table everybody is ready to shoot it down. You are always glum and strive to be the irritant at every meeting and function. You never see the good, and you won’t until you face how your attitude affects the quality of your life. Stay away from negativity; it spreads like a plague.

L = LOOSEN UP. If you walk around the room with a pin between your cheeks, you can experience how being tight, controlled, serious and tense affects the quality of

your life. When you “drop the pin,” you can experience a relaxed atmosphere, joy and laughter.



L = LET IT GO. Your anger and resentment not only impact other people, these tensions also negatively affect your physical and emotional health and relationships. You are the one who keeps paying the price for your anger and resentment. Let it go! If you don’t, you are the only one who will lose.

Playing B.I.G.

B = BE A MENTOR AND FIND A MENTOR. Mentors do

not walk around with signs saying “I’m your mentor.” Seek someone who has what you want and ask them questions, then listen intently. When you ask someone to help you, you are giving them the opportunity to feel good about their life and work, to validate their experience and to pass down their legacy. You must also know how to be a mentor. Perhaps your life story can help a young person or you have colleague that can use your assistance to learn a new skill or learn from your insights. Whether you are the recipient of someone’s experience or if you are the one sharing your experience, it makes a difference in your life and the lives you serve.

I = INVEST IN YOURSELF. If you don’t take care of yourself and take the time to invest in yourself, you will stay stuck playing small. There are five areas to invest in: physical, emotional, intellectual, spiritual and fiscal. It is up to you to take the time to invest in who you are, who you want to be and live life the way you want to live. Verizon offers many resources and opportunities to invest in your self from Employee Resource Groups, training and a mentoring program.

G = GET A NETWORK. Pegine graphically pointed out to the audience that Verizon partners, employees and senior staff are in this together, that in order to play BIG, we have to develop connections and network. She told us, “From now on, you can never enter a meeting with the people here today without signaling that we ‘danced together’ in Las Vegas.”

Pegine shares more of her information in her monthly ezine. To sign up just go to www.pegine.com.