Harmonize Full Course List

Our CODA™ courses are organized into three main categories that when shared across a group create Organizational Alignment:

- A Way of Seeing
- A Way of Being
- A Way of Working Together

Seeing courses are focused primarily on developing political analysis and sensemaking skills.

Being courses are focused primarily on helping individuals cultivate self-awareness and skillfulness in challenging situations.

Working Together courses are focused primarily on creating systems that enable groups to form and steward functional organizations.

Some of the Courses listed below are single sessions, others are session series. All can be customized to meet the particular needs of your organization.

We regularly develop sessions not listed here in response to the needs of the groups we are working with.

Seeing Training & Courses	Details
Harmonize Core Frameworks Overview	Understand Harmony; The Scales of Justice; Power, Belonging, and Justice (PBJ); Full Accounting; Ten Dimensions of Organizations, and Hearing the Harmony See how these frameworks may be applied in various situations.
Power Belonging and Justice Fundamentals	Details
Intro to Power, Belonging and Justice	Understand the benefits and limitations of the "Diversity, Equity, and Inclusion" framework. Understand Power, Belonging, and Justice in detail. Be able to begin applying a PBJ analysis in your life.

Power, Belonging, and Justice in HR	Be able to use PBJ to spot issues along the employee life cycle and begin thinking critically about interventions. Follow up courses, consulting, and coaching available to design and implement specific interventions.
Power, Belonging, and Justice in Culture	Learn more about the details of PBJ by applying it to issues in popular culture. Be able to begin using PBJ in cultural criticism.
Power, Belonging, and Justice in Political Analysis	Be able to begin using PBJ to better understand dynamics in the political economy and evaluate potential interventions.
Power, Belonging and Justice in Law and Policy	Be able to begin using PBJ to examine the implications and impact of laws and public policy.
Just Uses of Power: Influence & Liberation	Power is not inherently bad. Power simply is. Who uses it, when, how, and why determines whether the use is just or unjust. Be able to identify different types of power. Track its impacts.
Building Belonging	What is Belonging, how is it created and destroyed? Be able to identity tangible ways to develop & sustain belonging in your group.
What is Justice?: Introduction to "Full Accounting"	Understand the impact that dominant financial accounting and measurement practices have on actions and their consequences. Understand strategic benefits of "Full Accounting" Learn about various frameworks being developed to establish "Full Accounting" practices. Begin thinking about how "Full Accounting" may be used in life.
Pitfalls of the Left Series	
Becoming Your Whole Self at Work	Many of us struggle to balance individual needs/healing/liberation with group actions and strategy. - Understand how to spot this pattern and its impacts. - Learn tools to support your own balancing act and help others as well.

Identities and Their Consequences	Kimberle Crenshaw's concept of intersectionality has helped us understand and discuss how our location in dominant social systems (race, sex, gender, class, ability, etc.), or what we call our "social coordinates" impact our experience, perspective, and development. This work was meant to help us attune to the different consequences individuals subject to multiple forms of marginalization experience, particularly Black women. However, as the term "intersectionality" has become popularized, mainstream understanding has moved farther away from the core purpose of Crenshaw's work, and identity has now become a proxy for many things. We use identity to determine DEI experience/expertise, assume personal political beliefs, and amount of experience privilege/oppression, etc. While identity is an important variable, it is not the only nor always the most relevant one. This centering of identity has led us into an "Oppression Olympics" where the people who have the identities deemed most marginalized at the time are prioritized, resulting in a race to the bottom. We need a more rigorous and nuanced accounting in line with what Crenshaw intended. Participants will be able to: ● Be able to identify the different dimensions of identity. ● Understand how different social coordinates (identity clusters) create different consequences. ● Understand how to do a "true accounting" of consequences to discern who & what should be centered, why, how and when.
Integrating Critique and Creation	Creating and acting in alignment with our liberatory values requires different skills and mindsets than critiquing the ways systems and actions are out of alignment. Over-use of critique skills often inhibits creation. - Understand how to spot this pattern and its impacts. - Unpack how this pattern expresses itself in reactions to "Hierarchy" and "White Supremacy Culture" - Make connections between imbalance of critique/creation and trauma - Learn tools to skillfully integrate critique and creation

With Great Power Comes Great Responsibility: Social Justice Jargon as Power	The movement for liberation has successfully made language such as "decolonial," "anti-racist," and "patriarchal" powerful tools of discourse and argumentation. We often use these words to exert power in unintentional ways that harm each other and/or contradict our deeper liberatory values.
	- Understand the various manifestations of this pattern including masking, pressurization, and imprecision.
	- Understand the impacts this pattern has on group dynamics.
	- Gain skills to avoid embodying this pattern AND to transformatively meet others when they embody the pattern.
Brokering Belonging	We are creating new spaces of belonging. The way we do that impacts people's tender hearts, who/what has power, and the overall future of our movement. When we create belonging unintentionally and/or act from our own fears/wounds related to belonging, we are less effective and sometimes even harmful.
	- Understand the connection between belonging and power in the context of creating movement space.
	- Learn common pitfalls of belonging/exclusion in leftist spaces.
	- Learn how to use the spheres of Belonging to reflect on your organization and experience.
Centering Competency When Identity Is Not Enough	We have made the important move of attending deeply to the folks who have been historically marginalized and harmed by dominant systems. Sometimes, we don't balance this value with the reality that we are working together to solve a very complex problem, which means that we need the right sets of competencies in the right positions in order to create the outcomes we desire. We can sometimes falsely equivocate between identity and competency and react to the very notion of competency in certain circumstances, which actually inhibits our ability to organize.
	- Understand the concept and value of competency - role fit.

	- Learn frameworks for direct conversations about competency, including the connection between lived experience and specific forms of competence. - Learn how to navigate nuances such as the "Competence to determine Competency" and "Competence to Navigate Reactivity"
Rooting in Our Power	Many of us have and/or are currently experiencing a degree of victimization at the hands of oppressive systems. One of the impacts of this is adoption of a "victim mindset" that encourages us to believe that power exists outside of us but not within us. The adoption and normalization of this mindset can inhibit our ability to heal trauma, build powerful organizations, and envision transformative strategies. - Discern the relationship between victimization and victim-mindset - Learn to spot the manifestations of "victim-mindset" and its impacts - Learn how to intervene in a trauma-informed and PBJ-conscious way using the "Drama Triangle."
Leading on the Left: Interrogating Hierarchy, Responsibility, and Skepticism.	Many of us have experienced the consequences of leaders' exercise power in harmful and unaccountable ways. Often that happens in the context of organizations/systems that establish and protect that power. As a result, many of us are skeptical and reactive to anything that appears to be a leader with power in an organization. We need to understand how to show up for people who are in "leadership" roles in ways that build collective power AND keep the individual power of people in all positions accountable. - Understand how this pattern manifests and the impacts it has on individuals and organizations, particularly BIPOC leaders. - Complicate the idea of "leadership" by learning about "Coherence and Coordination Labor" - Learn how to establish a shared definition of "legitimate power" in the context of coherence and coordination. - Explore the responsibility to give critique well, and the dynamics that often make that seem

	inaccessible. - Gain tools to create mutual-accountability mechanisms
Is This Organization My Home?: Pain, Expectations, Disappointment, and Resilience	Everyone comes to movement organizations with a different set of conscious and unconscious expectations. Many of these expectations grow out of legitimate longing for legitimate things that our lives in the current dominant system do not provide (e.g. healing, political home, deep sense of kinship or family, economic stability or abundance etc.). When we are not explicit, intentional, and strategic about which of these various expectations we seek to meet in our organizations and how that connects to the fundamental purpose of our organization, then we set ourselves up for disappointment and conflict. - Understand different common expectations that people bring into organizations. - Understand patterns of conflict that emerge around differing expectations - Practice determining which expectations are appropriate for different organizations - Learn practices to tend to the ways that the organization does not meet everyone's desires and/or expectations.
Harm and Hardship: Distinguishing Pain & Punishment	We are appropriately listening deeply and working to respond to people who tell us that they are hurting, especially people who have been historically ignored. When we over-respond to people's pain, we risk denying their own full humanity and power. There is a difference between *being harmed* and experiencing something challenging that one would rather not experience. If we allow all unwanted experiences to be characterized as "harm" we invisibilize and negate our own healing processes & enable the claim of "harm" to mobilize power unconsciously. This session will: - Define harm and hardship

	- Offer tools to discern between the two - Discuss the strengths and shortcomings of the Intention-Impact framework - Introduce the Occurrence-Resonance-Story framework - Discuss how to apply these concepts in a trauma informed way
Issue Area Applications	
White Supremacist Roots of the Extractive Economy	- Learn Movement Generations framework to analyze "Extractive" and "Regenerative" Economies. - Be able to see how white-supremacy upholds the extractive economy.
Unpacking White Supremacy Culture	- Define the essence of white-supremacy culture - Use Harmonize's "White Supremacist Ideology Spectrum" to identify various manifestations. - Explore the values and drawbacks of Tema Okun's popular "White Supremacy Culture" framework
The Precarious Middle: What Centering Anti-Blackness Allows Us to See	- Learn how anti-Blackness creates instability and harm for non-black POC and creates potential fractures in the solidarity movement.
Anti-Blackness in Latinx Movement Space	- Explore how anti-Blackness manifests in Latinx communities and Latinx-focused movement strategies, how that harms all people, and what we can do about it.
Food Justice and Race	- Learn about the connection between colonization, land use, soil health, food sovereignty, and white supremacy.
Power, Belonging, and Justice in Philanthropy	- Learn how PBJ shapes the nonprofit funding ecosystems and how that impacts every aspect of our movement.
Beyond the Binary: How Harmonize Defines & Embodies "Non-binary"	- A deep and personal dive into why our co-founders, Tamila and Simon, each identify as non-binary, how they navigate their personal gender journeys, and how that relates to their overall political analysis and vision.
Toward a More Liberatory Gender Discourse	- Understand the connection between patriarchy, misogyny, gender and their impacts on every person's life.

	- Unpack the complexity of designing interventions that work on every scale, from the most personally intimate to the public system and ideology.

Working Together Trainings & Courses	For nearly all of our "Working Together" topics we offer engagements ranging from delivering trainings, to coaching small groups, to stewarding a group through the full process of evolving dimensions of their organization
Collaboration Manual: A scaffold for organizational development	Harmonize's Collaboration Manual outlines systems that organizations can create to become and remain functional. This session will familiarize learners with the manual and how to begin using it to develop their own organization.
Integrating Structure and Flow	Structure and Flow are important aspects in creation and collaboration. As many folks have only experienced oppressive structures, we can often over-correct toward a full rejection of structure and end up with imbalance and oppressive flow. This session: - Introduces the concepts of structure and flow and how they apply to organizational developments - Discusses the "Tyranny of Structurelessness" - Creates space for personal self reflection about how we each relate to structure and flow - Offers tools to maintain a balance
So You're Interested in Shared Leadership	Shared Leadership, Co-Governance, Sociocracy, workplace democracy, and other frameworks can be very attractive to folks looking to more deeply align their organizations with their values. But whether these models are a match for your organization and whether you are prepared to successfully implementing and operating these models isn't a given. This session series prepares groups to make informed decisions and prepare for the road ahead by: - Discussing prerequisites for Shared Leadership - Introducing frameworks to navigate common dynamics
Building Conflict Resilient Organizations	Conflict is an unavoidable part of working together. Conflict Resilient Organizations are able to remain functional in the presence of conflict and unlock the transformative possibility within it.

	This session series: - Introduces the "Conflict Resilience Model" - Presents the "Conflict Preparedness Policy" as a core framework to build resilience - Overviews Harmonize's suite of Conflict Resilience Practices - Offers formal organizational processes to use to respond to Performance Issues, Escalated Conflict, Polarized Conflict, and Grievance - Introduces ways for individuals to *BE* with conflict that support resilience and the effective use of the practices and policies.
Stewarding Organizational Change	Enrolling and coordinating a group to make changes to how they operate is a skill in and of itself. This session series offers frameworks and strategies for how to move from noticing a problem, to identifying and following through on an intervention.
Organizational Guidestars	
Creating a Values Statement	A Values Statement articulates the core principles, mindsets, and cultural aspirations at your organization. This session teaches why Values Statement's matter, how to create them, how to make it more than just words on paper that gather dust.
Creating a Vision Statement	A Vision Statement describes the world that your organization is trying to create. It is an opportunity to align around political analysis and set a strong foundation for strategic thinking. This session teaches why they matter, how to create them, and how to make them more than just words on paper that gather dust.
Creating a Placement Map	A "Placement Map" describes how you relate to relevant aspects of your world/community such as: physical geography, movement ecosystem, fields of study, historical movements, and more. It is an opportunity to deepen strategic thinking and movement building.

	This session teaches why they matter, how to create them, and how to make them more than just words on paper that gather dust.
Creating Purpose Statements	A "Purpose Statement" articulates what your organization specifically is set out to do. This establishes a clear context for your organization and sets the a foundation for strategic planning. This session teaches a Purpose Statement matters, how to create one, and how to make them more than just words on paper that gather dust. (Some people call these "mission statements." Take our session to learn why we don't)
Creating Strategic Plan	A Strategic Plan lays out the goals of the organization for certain time periods. This session series: - Teaches about the benefits and risks of strategic plans - Offers tools for how to balance forward planning with room for emergence and responsiveness. - Offers frameworks for coordinating the creation of a strategic plan - Presents approaches to align organizational structure/process with the plan
Solidarity and Strategy Reflection Guide	A Solidarity and Strategy Reflection Guide is a series of questions to be used to evaluate whether a proposed tactic/program is inline with an organizations Values, Vision, Purpose, and Strategy. This session offers examples of Guides, discusses how to use them, and teaches participants how to create their own for their organizations.
Basic Structures	
Creating a Governance Structure	A Governance Structure defines: (1) The team and roles at an organization (2) The way people move into and out of those teams and roles (3) The responsibilities and powers of those teams and roles

	This session series introduces key themes in the creation of governance structures and teaches a process that can be used to create one.
Creating a Board of Directors Manual	A Board of Directors Manual describes the details of the role of the Board and how they fill that role. This session series walks through topics such as: 1. The history and power dynamics of Boards. 2. The nature of fiduciary duties and how the Board will fill them 3. How the Board will participate specific decisions and areas of work 4. Board Member roles 5. Defining ideal members for your Board, and and more
Creating Decision Making Systems	A Decision Making System articulates how various different decisions will be made at an organization. This session series walks through topics such as: 1. Who are the final deciders on different types of decisions? 2. What decisions need input from whom? 3. How do we receive and respond to input? 4. For decisions that require group assent, how do we vote or define consensus?
Performance Accountability and Coaching System	A Performance Accountability and Coaching system defines what the organization expects from each person, establishes a way to check in about whether expectations are being met, a plan for what to do if they aren't being met, and articulates what support each person can expect from others to help them meet expectations.
Key Practices	
Compensation	The session series: - Presents key themes and dynamics the development of compensation and tools to navigate them - Steps to create a compensation philosophy that articulates your organizations ideals/ - Steps and tools to create a compensation policy that

	defines precisely how compensation can work, and that can be re-evaluated periodically to bring it deeper into alignment with the compensation philosophy.
Project Management, Communication, and Data Storage Systems	This session series helps organizations establish their norms for ongoing coordination of tasks and information sharing.
Giving and Receiving Feedback	This session series introduces mindsets and tools for exchanging healthy growth-oriented feedback
Meeting Rhythms	This session guides organizations to define precisely which meetings they need and what the agendas will be in order to support overall efficiency and remove redundancy.
Facilitation	This session series introduces best practices for designing agendas and facilitating meetings to achieve the purpose of a space.
Conflict Resilience Practices Overview	Conflict Resilience is the ability to remain functional in the presence of conflict and unlock its transformative potential. This session introduces Harmonize's conflict resilience model and presents a brief introduction to our suite of practices to increase resilience.
Conflict Resilience Practice: Conflict Mapping	Conflict Mapping increases our ability to identify and address root causes of conflict. This session teaches how to see personal, interpersonal, organizational, systematic, ideological, world, all, and source layers at play in conflict and make good choices about what to address when.
Conflict Resilience Practice: Polarized Issued Tool	Polarized Issue Conflicts are when parties agree about which substantive issue must be resolved, but cannot seem to have a generative argument. This session introduces the concept of "Polarity" and presents a tool to visualize the various personal, interpersonal, and power dynamics at play in a conversation in order to help people remain on the same team and focused on the appropriate substantive issue.
Conflict Resilience Practice: Speaking with Signal	The "Speaking with Signal" is Harmonize's evolution of Nonviolent Communication that is more suited to organizational and movement contexts where there are complex power and identity dynamics. This session introduces the "Ladder of Inference" and how

	it can be used to make space for all people, feelings, and experiences while helping people arrive at collective strategies that address everyone's true needs.
Conflict Resilience Practice: Conflict Styles Survey	The Conflict Styles Survey helps individuals be more aware of their common reactions in conflict and establish lines of communication to support each other during tense moments.
Conflict Resilience Practice: Generative Sentence Starters	Generative Sentence Starters are tools to navigate common pitfalls in tense conversations. This session helps people spot common moments where conversations escalate and provides specific tools to support new choices.
Conflict Resilience Practice: Proactive Ownership	Proactive Ownership is the practice of naming the way we missed the mark and/or had an impact that we would have preferred not to have *before* anyone asks us to do so. This session introduces how to use this practice to create cultures of growth and belonging in ways that appropriately respond to complex power dynamics.
Conflict Resilience Practice: One-on-One Conversation Guide	The one-on-one conversation guide offers step-by-step approaches for people to have five different types of conversations: ● Giving Feedback ● Exploring a Dynamic ● Being Received ● Peer Performance Check-In ● Discussing a Polarized Issue This session series trains people on how to use these approaches.
Conflict Resilience Practice: Hygiene Meetings	Hygiene Meetings are regularly scheduled opportunities for groups to tend to dynamics that could become disruptive conflicts if not addressed appropriately. This session provides specific mindsets, agendas, and facilitation tips to make these spaces effective.
Conflict Resilience Practice: Vibes Pulse Survey	The "Vibes Pulse Survey" is a tool that enables individuals to share moments of conflict, harm, or hardship that occur in the course of their work with a defined group of organizational culture holders. This enables culture holders to respond appropriately in a way that tends to the

	individual and the group dynamic without necessary directly addressing or escalating the issue. This session train groups on the tool, how to use it, and how to avoid common pitfalls.
Conflict Resilience Practice: Conflict Belief Statement	A Conflict Belief Statement establishes a shared approach to conflict for an organization. This session provides teaches how to create a statement in a way that deepens relationships and how to use it skillfully in moments of conflict.
Core Processes	
Conflict and Grievance Engagement Processes	This session series provides step-by-step processes for formal organizational intervention in the moments of escalated conflict.
Designing a Strategic Planning Process	This session helps a group determine the exact process they will use to create their strategic plan. It names common dynamics and introduces tools to structure and intentional processes. Harmonize is also available to facilitate strategic planning processes.
Creating a Budgeting Process	This session helps a group determine the exact process they will use to create their yearly budget and make substantive changes to it through the year.. It names common dynamics and introduces tools to structure and intentional processes. Harmonize is also available to facilitate budgeting processes.
Creating a Peer Feedback Process	This session presents a framework for Peer Feedback processes and discusses common dynamics and how to address them.
Hiring Processes	This session series introduces best practices for each step along the recruitment & hiring process including job description creation, recruitment, candidate communications, interviews, and mitigating bias in decision making, and onboarding.
Onboarding	This session offers a framework and best practices for how to set a new member of your organization up for success,

	power, and belonging; and how to use onboarding as a moment to deepen culture and relationships with all people in the organization.
Ending Employment	This session offers a framework and best practices for how to end a person's employment due to issues such as poor performance or values misalignment while honoring the person's dignity and staying responsive to issues such as identity and non-disposability values.
Culture	
Make A Joyful Org: Intentional Joy Practices to Build Belonging	
Psychological Safety: How and Why to Create it	"Psychological Safety" is a term coined by Carl Rogers to describe environments that foster creativity by providing sufficient protection to all collaborators for expression and chance-taking. The session introduces the term, its history, and it applicability to movement space; investigates how it relates to power, belonging, and justice, and provides an introduction to methods used to cultivate it. Further sessions to receive support in the actual cultivation of psychological safety are available.
Healing in purpose-driven collaboration	Many of us value healing, and even believe that the workplace can be a site of healing. Sometimes, this leads to the pitfall of expecting too much from our workplaces and turning them into places where we enable and cycle in trauma instead of healing it and/or focusing on our missions. This session will introduce a trauma-informed lens to discuss precisely what type of healing may be possible inside of an organization that's primary purpose is collective action, how to actualize that healing, and how to avoid re-traumatization.
Navigating Power	In order to build power together, we need to be able to navigate the different feelings, reactions, and patterns that come up for us in relationship to various forms and expression of power. We need to be able to hold our power skillfully, which includes the power we have to challenge the power of others. This session will help participants analyze the various forms of power in individuals, relationships, organizations,

	systems, and ideologies; reflect on their own personal relationship to power; and use tools to make more intentional decisions.
Bringing Your " Sovereign Self" to Work	The idea of bringing our "whole selves" to work has been an important move away from the dominant concepts of "professionalism" that have been wrapped up in white supremacy and patriarchy. At the same time, it risks creating an absence of boundary and expectation that can result in harm to individuals and organizations. Simply put: every part of every one of us is valid and important, but not every part is appropriate to bring to every meeting This session discusses the values and the risks of the "whole self at work" frame, outlines key consideration in creating expectations/boundaries, defines "most sovereign self," and discuss how this frame can be used to create culture.
NOTE: Many sessions listed in Seeing: Pitfalls of the Left are helpful to build culture as well.	

Being Trainings & Courses	
Hear the Harmony	At Harmonize, we believe that every expression contains a mixture of Signal and Noise. Signal is the liberatory truth that aligns with Harmony and justice, and Noise is distortion or discord that leads to disharmony and injustice. To "Hear the Harmony" is to be able to locate the signal inside of any expression and discern it from the noise, so that the signal can bring us deeper into Harmony and the noise does not cause us to deviate. This is Harmonize's foundation approach to "Being" that applies to how we listen to ourselves, each other, and everything. This session introduces the concepts of Signal and Noise, offers practices to support discernment, and teaches how we can help each other better Hear the Harmony.

Beyond Nonviolent Communication: Speaking with Signal	Nonviolent communication is incredibly powerful in many situations, and has limits in its ability to work with organizational dynamics, especially where there are complex issues of power and identity at play.

Our "Speaking with Signal" tool uses the "Ladder of Inference" to help people see how we move from observing occurrences, to experiencing resonance, to creating stories, to birthing motivations, and settling on strategies. This opens up new possibilities for how we can "own our own experience," validate the experience of others, and work together toward solutions that meet the needs of all.

This session introduces the Ladder of Inference and how to use it for transformative communication.

Advanced sessions about how to use the tool as a facilitator are also available. |
| Leadership as Following | "Leadership as Following" is a framework that prioritizes deep listening and discernment of the many different impulses and thoughts that a person experiences. It encourages us to release unhealthy and egoic concepts of leadership and instead ask the fundamental question of "Which of my various impulses am I responding to?"

This session introduces the framework of leadership as following, explores the shadows of not practicing this form of leadership, offers practices to support people's discernment, and outlines how this practice can reshape relationships, organizations, and strategies. |
| Self Mapping: Simple Frameworks for Being With Trauma and Self Awareness | We are all holding our complex and multilayered selves as we come into relationship and collaboration with each other. To make matters even more complex we all have a different way of understanding ourselves and different levels of comfort talking about our internal worlds.

Harmonize's Map of the Self uses a framework of Core Self -Vulnerability Field-Protective Field to create a shared vocabulary that allows people to reflect and communicate about their own internal experiences in ways that are easy to learn and appropriate for most workplaces.

This session introduces the Map of the Self, provides a working definition of trauma, guides self reflection, and leaves participants with a common language. |

When We Panic: Nervous System Foundations	Our nervous system is always trying to get our body into a state that is best suited for the situation that we are in. But the thing is, as a result of things like past experiences and imperfect perceptions, our nervous system sometimes goes into a state that actually isn't well suited for the moment we are in. This session introduces a simple tool to understand the sympathetic and parasympathetic nervous systems, how they influence our behavior, how that is connected to trauma, and how we can use that awareness to become increasingly intentional and skillful in how we show up. Additional sessions on tools to regulate the nervous system in individuals and groups are available.
Who's Running Your Show?: Inner Parts Work Foundations	"Parts Work" is built on the idea that all of the various versions of ourselves we have been still live inside us and express themselves. In essence, sometimes we really are "acting like our inner five year old." The more we can recognize this the better we get at acting from the versions of ourselves that we want to be. This session introduces parts work, creates space for deep reflection, and offers tools for how this awareness can be brought into organizations in an appropriate and boundaried way.
Escaping the Drama Triangle	The Drama Triangle is a set of three roles that many people unintentionally fall into when a conflict arises: Victim, Rescuer, and Oppressor. What's more, is that if any one person starts acting out one of these roles, the others often start to act out the complementary roles. When we are engaging with each other as if we are victims, rescuers, and oppressors, the choices we can make are very limited and some of them are really problematic. One familiar example is the "white savior" acting like a rescuer in a way that starts to cast Black folks as powerless victims. This session introduces the concept of the drama triangle, outlines some of its most common manifestations in organizations and movements, and discusses how to escape this pattern in ways that remain attuned to power, oppression, identity and the real presence and possibility of victimization.

Teshuva	Teshuva is a Jewish concept that teaches that acting out of alignment with Harmony and with our best selves is not only a natural occurrence, it's actually the key invitation to deepen our alignment. This paradigm can be deeply transformative for individuals and for a group's approach to conflict. It short circuits patterns of blame and shame and instead creates many accessible opportunities for growth and repair. This session series helps individuals use this framework in different aspects of their own lives and during conflict.
What's Bothering You?: The Rule of Percents	When we have a reaction to each other, some percent of that reaction is truly about the other person and appropriately calibrated to the moment, and some percent is not appropriately calibrated to the specific moment because it is instead calibrated to a past occurrence or larger dynamic. It's especially important to be able to navigate this successfully when it plays out on fault lines of power, belonging, justice and identity. For example, someone may make an ignorant remark and our body may experience a level of threat and rage that is appropriately calibrated to the entire artifice of structural racism, but maybe not appropriately calibrated to the individual moment that occurred. This session will: - Introduce the "Rule of Percents" to support self awareness - Provide tools for how to receive the escalated and potentially disproportionate energy of others - Discuss the ways the framework can be misused and how to avoid them
Cultivating Fierce Grace	Fierce Grace is the ability to hold each of our flawed humanity, giftedness, and dignity while also maintaining high standards of conduct and protection from harm. This session will: - Explore why Fierce Grace is one of Harmonize's core values - Outline the impacts of having not enough fierceness or not enough grace - Support people to identify their own limits in embodying fierce grace

	- Present strategies for how to hold this Fierce Grace as groups
Why So Serious?: Finding Laughter and Joy in the Struggle	The work of liberation is hard. In the daily struggle against oppression we can often grow tired and despondent. Many of us have experienced burnout. At Harmonize, we believe that joy and laughter are essential medicine and their own source of Harmony. This session explores self care for the mind and soul, with frameworks and mindsets to help cultivate regenerative joy, including: - Practicing Gratitude - Releasing moral purity & finding moral clarity - Parts Work
Prayer in Action	Prayer can be understood as the meeting point of will and surrender. It is a place where we can contact and express our deepest longings at the very same time that we recognize we do not know how to fulfill them. Approaching prayer and other theological technologies/concepts is often taboo in organizations and movements, but they have been intimately connected with many powerful revolutionary movements and indigenous cultures. This session will explore the role of prayer in both our personal processes and our collective actions. It is suitable for people of all different theologies and practices including atheism.