

WPO Chair Training – Leading Sensitive Conversations at Monthly Meetings

Virtual Workshop - Oct 16, 2025 (90 min)

WPO Mission

Facilitating the greatness of women leaders through community, peer learning and knowledge sharing.



Purpose

Support Chapter Chairs to handle sensitive or divisive conversations while maintaining respect, focus, and cohesion.

Core Principles:

- **Respect first** → Every voice and experience matters.
- **Shared focus** → We are here for business growth and peer support.
- **No debates** → We don't promote or debate political, religious, or moral positions.
- **Impact is valid** → Members can share how world events affect their business.

Acknowledge without Amplifying

Example: Member vents about tax policy; you respond by focusing on operational impact.

- Validate emotion or perspective, then pivot to business impact.
- **Try saying:** “I can see this is deeply affecting you - let’s talk about how it’s showing up in your business.”

Name the Dynamic, Not the Debate

Example: Multiple people speaking at once / volume increases; you pause and note intensity to help restore balance.

- Address group energy or tension, vs who is “right.”
- **Try saying:** “This is feeling emotionally charged - let’s pause and ground in our purpose.”

Anchor on Shared Focus

Example: Two members debate energy policy; you anchor to how they're adapting their operations.

- Redirect conversation back to WPO purpose, business growth and leadership.
- **Try saying:** “This is clearly important. Let’s explore how you’re leading through it in your business.”

Resources

1. Spark Kit – Difficult Conversations

- Excellent self-assessment link: [How Well do you Communicate During Conflict?](#)

2. Jennifer Rhee's 1 pager

3. Chair Suggestions – pop in chat