

QUEER FLOURISHING FOR ALL

CONVERSATION GUIDE FOR COACHES & GAY, BI, & QUEER MEN
TO EXPLORE TOGETHER
HOW SEXUAL ORIENTATION IMPACTS LEADERSHIP DEVELOPMENT

This document is intended to support coaches/ leadership development practitioners and the gay/bi/queer men whom they wish to invite to [the Queer Flourishing for All event](#) to have a valuable conversation in preparation for the workshop. Use whatever here you find helpful, and bring the fruits of this conversation to the workshop.

BACKGROUND

[Queer Flourishing for All](#) brings two specific groups of people together to create new possibilities for personal and professional development for all participants.

The first of these groups comprises coaches, facilitators, leadership development professionals who share a background in adult human development as well as a keen interest in, even a commitment to, diversity, equity and inclusion. They may be of any gender identity and sexual orientation, but likely have not up till now focused too intently on the developmental particularities of LGBTQ+ folx.

The second group comprises gay, bi, and queer man who in some sense are highly accomplished and may even identify as overachievers. Though they have achieved a great deal, perhaps the goals that once drove them have lost their luster and now they are left wondering, “What’s next?”

This yearning for something more has opened up new interest for them in exploring and learning, perhaps but not necessarily explicitly in the areas of personal growth and leadership development. This event and the follow-on offering of Heroes Journey are especially well-suited for men approaching, at, or beyond the 4/5 transition.

[Queer Flourishing for All](#) begins privately and individually, as the coaches and other members of the first group scan their personal and social networks to find gay, bi, and queer men at this point in their lives. As preparation for the live event, each coach/ leadership professional and the gay/bi/queer men whom they invite have a personal conversation, whose purposes are:

- To deepen the relationship between the two conversation partners

- To generate curiosity in both parties about the particularities of leadership development for LGBTQ people
- To begin exploring the potential impacts of sexual orientation and gender on how each of us develops as a human being and as a leader

GETTING THE CONVERSATION STARTED

- “I’m wondering if you’d be willing to have a conversation with me about leadership development and your own lived experience as a gay, bi, or queer man.”
- “I’ll be taking part in a workshop next month about sexual orientation and personal development which I would like to invite you to.”

TOPICS FOR COACH TO SHARE ABOUT

- “The heart of my work in coaching/ leadership development is...”
- “Coaching/ leadership development work matters to me because...”
- “My most important interests and commitments in the area of diversity, equity, and inclusion (DEI) are...”
- “The ways I have previously considered how gender identity and sexual orientation impact leadership development have focused on...”

QUESTIONS FOR COACH TO ASK

- “What impact do you see your sexual orientation having on your growth and development as a person ?”
- “What role models have you had for how to lead as a gay, bi, or queer man?”
- “What experiences of coaching or leadership development have you previously had?”
- “To what degree, if any, did these experiences take into account your social identities – not only your gender and sexual orientation, but also your race, culture, ethnicity, class, religion, etc.?”

TOPICS TO EXPLORE TOGETHER

- Differences for straight and LGBTQ+ folk in terms in terms of how gender & sexual orientation might impact their personal and leadership development
- The contributions coaching & leadership development might make to promote the flourishing of LGBTQ+ people
- What new questions emerge for each of you through this conversation
- How it feels to broach these topics together

INVITATION TO QUEER FLOURISHING FOR ALL EVENT

“I’m taking part in an event next month focused on the developmental trajectories of gay, bi, and queer men. This event is designed to raise awareness among all participants of the particular powers and pitfalls that queer folx might find along their paths. It’s 90 minutes, free of charge, taking place at two different times. We can choose the one that best fits our availability/ time zone:

1. Friday 12 Nov at 8pm US Eastern Time / Sat 13 Nov 9am Hong Kong Standard Time
2. Sunday 14 Nov at 12pm US Eastern Time / 6pm Central European Time.

“Would you be willing to join me at this event, so we can both continue our exploration of these topics?”

Full description and registration are available at

<https://www.cultivatingleadership.com/workshop/queer-flourishing-for-all>

The event is designed to be of value as a one-off experience, and participants will also be invited to larger-scale opportunities to do more of this kind of learning and growing.

BACKGROUND ON FLOURISHING GAYS

Cultivating Leadership Associate Dominic Longo has taken the lead in creating this workshop. Several years ago, he founded [Flourishing Gays](#) as a social enterprise to bring LGBTQ+ perspectives to leadership development and executive coaching. His affiliation with Cultivating Leadership originally grew out of a need to better understand adult development as he designed the flagship program of Flourishing Gays, called [Heroes Journey](#), a leadership program customized specifically for highly accomplished gay, bi, and queer men.

Besides Flourishing Gays, Dominic has co-founded two other LGBTQ organizations. While at McKinsey & Company, Dominic founded GLAM Allies, the employee resource group for allies of LGBTQ colleagues. More recently, Dominic teamed up with another Boston College alum to found an LGBTQ alumni association, which has received official recognition as an affiliate of the University.