

# A Message for the Trainer

Which of these statements are true?

- ◇ Differences delight me
- ◇ Differences annoy me
- ◇ Differences frustrate me
- ◇ Differences surprise me
- ◇ All of the above



I checked the last item. What about you?

I wrote and produced this program because differences are a fact of life—in our work lives and in our personal lives.

This new program is my contribution to open communication and mutual understanding. Talking honestly about our differences is the first step toward finding common ground. Diverse teams and work groups need to explore their differences; they need to be comfortable with them in order to build strong, healthy organizations.

My first diversity program, *A Peacock in the Land of Penguins*, was successful due to the power of metaphor, which lends a light touch to a heavy subject. Using the “language” of peacocks and penguins gave people a way to discuss diversity without having to use emotionally loaded words.

This new program continues in that same tradition; using the metaphor of dogs to explore what people really think and feel about differences—not just race, gender, and religion, but also work style, personality, values, habits, ethics, and more. As you listen to what these canines say about differences, you’ll quickly recognize that these “dogs” are really your coworkers, your teammates, your employees, and your bosses. Who knows? You may also find yourself in this enlightening, entertaining pack of dogs.

—BJ Gallagher