



Diversity, Equity, Inclusion, and Belonging Learning Series

Whether or not your company is interested in talking about diversity issues, most candidates are nevertheless evaluating diversity when they research your company and during the interview process. Our diversity and inclusion training provides your teams with the knowledge to create cohesive, positive work environments. Unlock potential through greater understanding of how their actions may affect those around them.

These five classes can be taken as a series or individually.

1. UNDERSTANDING & REDUCING UNCONSCIOUS (IMPLICIT) BIAS

Everyone has unconscious biases, at least partially influenced by our background and personal experiences or societal stereotypes. Not understanding them can damage relationships with peers and team members, destroy workplace culture, and negatively impact customer relationships. Understanding and awareness are the keys.

Learning Objectives

- Understand the two types of bias
- Identify the impact of unconscious bias in the workplace
- Learn how unconscious biases are formed
- Recognize where you have unconscious bias and how to reduce it

2. CREATING A CULTURE OF BELONGING

Creating and sustaining a culture that supports belonging requires a shift, which begins with self-awareness. The challenge is that long-standing cultures don't shift with strategies alone. To be successful they must be supported with learning that helps break through individual and organization barriers. This interactive session is designed to help you understand how to break through barriers and implement actions and behaviors that create a culture of true belonging.

Learning Objectives

- Assess the current culture in your organization
- Identify limiting barriers that exist among leaders and teams
- Practices techniques for breaking limiting barriers
- Learn tips for creating a culture of belonging

3. IDENTIFYING & OVERCOMING DIVERSITY FATIGUE

Based on the societal challenges we face, many organizations pledged commitments to support diversity, equity, inclusion, and belonging (DEIB), and launched multiple initiatives. We are now beginning to hear about 'diversity fatigue'- again. This workshop will assess whether your organization is feeling it, and steps to sustain momentum on DEIB initiatives that ensure a culture for all employees can contribute to this important work.

Learning Objectives

- Understand the meaning and history of diversity fatigue
- Determine where diversity fatigue may exist in your organization

4. BUILDING INCLUSIVE CULTURES WITH MENTORING & COACHING

Two of the most critical components of a robust leadership development program are mentoring and coaching. Why? Because together they build leadership competencies that increase capacity for inclusive leadership, and a culture that supports organization sustainability.

Learning Objectives

- Understand the difference between mentoring and coaching
- Learn what defines success as an inclusive culture
- Identify areas where mentoring and coaching could build inclusive leaders
- Use real-world scenarios to practice mentoring and coaching techniques

5. INSPIRING TEAMS WITH STORY POWER

Think about leaders who inspired you personally, and you probably recall conversations that included unforgettable stories that provided you with critical insight to solve problems, inspired you to act, or commit to an important vision. You couldn't wait to talk to them again.

This session will help you understand how enhancing team development goes beyond online articles, books and even a training plan. Powerful stories can inspire transformation in individual and organization performance.

Learning Objectives

- Understand story power for leadership development
- Learn the components of effective storytelling
- 3 steps for harnessing your leader story power

