

# D&I STRATEGIC DEVELOPMENT JOURNEY

## BUSINESS OPPORTUNITY

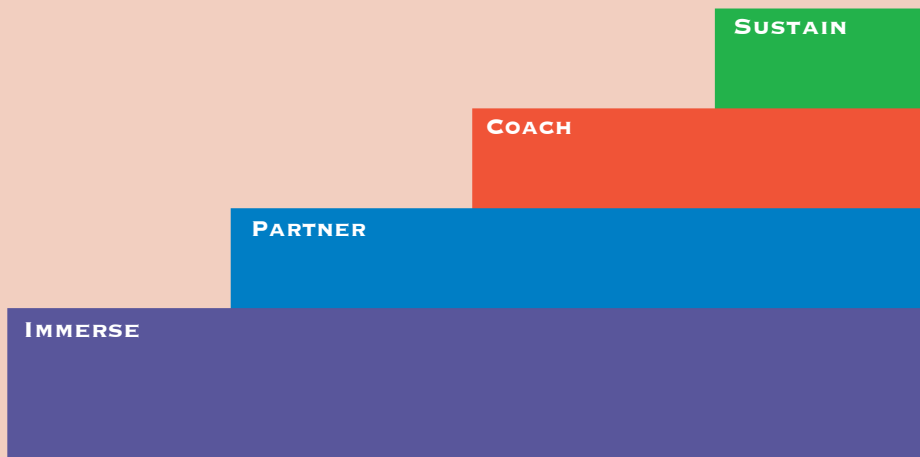
Historically, Diversity & Inclusion (D&I) has experienced numerous shifts in its purpose and focus; from equity to empowerment, equality to access, problem solving to vision creation, “the right thing to do” to competitive advantage, initiatives and events to sustainability. As a result, today’s internal D&I Practitioners are now expected to lead the organization beyond compliance and provide guidance on how to change the culture, deliver tangible and meaningful business results, and ensure long-term, sustainable D&I success. To fulfill this role, Practitioners must elevate their professional development in order to obtain a more holistic understanding of the subject and operate at a more advanced level of competence in this arena.

### DESCRIPTION

The role of internal Diversity & Inclusion (D&I) Practitioner is to **Immerse** themselves in a deeper awareness of who they are, their role and how they need to show up as a D&I Practitioner, **Partner** and build effective relationships with internal & external stakeholders, enhance their ability to influence and **Coach** others, and **Sustain** the D&I effort by ensuring strategic alignment and implementation. The D&I Strategic Development Journey provides a unique opportunity for internal practitioners to successfully fulfill this role.

### OUTCOMES

- Trusted advisor with all stakeholders in the area of Diversity & Inclusion (D&I)
- True partner with Human Resources, Supplier Diversity, Community Relations, Marketing, Learning & Development, etc.
- Position D&I as a strategic, business imperative



#### Characteristics & Role

Align personal profile with the role of an effective D&I Practitioner

#### Advanced Personal Development

Develop a customized plan for comprehensive development

#### Internal Partnerships

Build strategic relationships with key internal stakeholders

#### External Partnerships

Establish relationships with outside vendors and organizations to help achieve success

#### Advanced Cultural Competence

Model and execute inclusive behaviors & skills consistently and with everyone

#### Change Agent

Influence commitment to D&I and effectively coach others through challenges

#### Culture Change

Understand the dynamics associated with strategic implementation of D&I

#### Monitoring & Measuring

Build necessary processes and systems to help organization monitor progress and success

### UNIQUE ATTRIBUTES

- The journey to D&I Practitioner competence is unique for every individual; this development process will work for everyone regardless of where they are personally on the journey
- Provides safe environment to have a “real” dialogue about D&I issues with D&I Practitioners from other organizations
- Multi-step learning experience vs. an event that utilizes a combination of pre-work, one-on-one coaching, facilitator-led learning experience, post-work and Individual Development Planning.

### SESSION LENGTH

2-3 days of development activities over a 3 month period

### COHORT SIZE

5-6

### TARGET AUDIENCE

- Internal D&I Practitioners
- HR Leaders with D&I responsibility
- D&I Leaders

### CONTACT INFORMATION

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