

# REAL TALK

## BUSINESS OPPORTUNITY

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Diversity & Inclusion has been a topic of discussion for several decades but often times has been discussed without connection to the most pressing, relevant business issues and day-to-day workplace concerns. In addition, political correctness, although introduced with a positive intent to diminish offensive communication, has created the fear of "saying the wrong thing". As a result, employees are often reluctant to engage in difficult or uncomfortable conversations about issues of difference, may avoid people who are different or may only engage in the conversation in an overly polite or superficial way. The **REAL TALK** Series is designed to fill this void by providing a safe forum where employees can engage in candid, authentic, real conversations on difficult and business-relevant topics that involve Diversity & Inclusion.

## DESCRIPTION

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The **REAL TALK Series** includes a series of 90-minute dialogue forums. Each **REAL TALK** features a unique topic presented in a consistent framework. **REAL TALK** is facilitated by experienced facilitators who are skilled in maintaining a framework for constructive dialogue which leads to desired outcomes while also allowing for the conversation to "go in directions" relevant to participants. As a result, each dialogue feels authentic, pertinent and constructive. These dialogue forums can be offered individually or in a series.

## OUTCOMES

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*Employees walk away with a higher alignment regarding a business issue or topic at hand and enhanced understanding of the associated barriers and supports within the organization. They also gain a better understanding of the discussed issue as it relates to Diversity & Inclusion and its impact on the business. Finally, participants leave with a heightened sense of personal commitment to organizational success associated with the discussed topic.*

## UNIQUE ATTRIBUTES

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- Safe & effective forum for discussing difficult and uncomfortable issues involving multiple perspectives
- Topics are tailored and selected based on organizational needs
- Conversations are both business and Diversity & Inclusion relevant

## SAMPLE TOPICS

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- Managing Change in Uncertain times
- Bringing Your Authentic Self to the Workplace
- What is Trust in the Workplace?
- Gay Marriage
- Multi-lingual Signage
- Immigration
- Managing Your Image

## SESSION LENGTH

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90 minutes

## TARGET AUDIENCE

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Any cross functional or intact group; modified to be level appropriate

## CONTACT INFORMATION

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THE KALEIDOSCOPE GROUP



Your Full Service Diversity & Inclusion Partner