

DIVERSITY & INCLUSION EXECUTIVE COMMITMENT JOURNEY

BUSINESS OPPORTUNITY

When an organization is striving to align Diversity and Inclusion (D&I) with improved customer satisfaction, employee engagement, and bottom-line results, executive commitment is essential. Often times, leaders will “okay” a D&I initiative and then assume that their role is finished and that other organizational stakeholders will “make it happen”. Leadership engagement, not only at the beginning, but throughout every step of the D&I Journey is crucial to achieving the desired business impacts and sustainability of the D&I efforts. Most executive team members want to demonstrate their commitment to D&I and role model inclusion, but struggle with translating that desire into day-to-day leadership actions.

DESCRIPTION

The D&I Executive Commitment Journey aligns the strategic direction of the D&I effort with the implementation of committed behaviors and actions from the Executive Team. It is comprised of three phases:

- Define
- Declare
- Demonstrate

The Journey begins with one-on-one interviews with Executives and is comprised of a series of 1-2 hour modules conducted over 6-12 months. Each module includes a post-session assignment for leaders to implement in their respective organization. The Journey also includes a measurement process for monitoring progress and success.

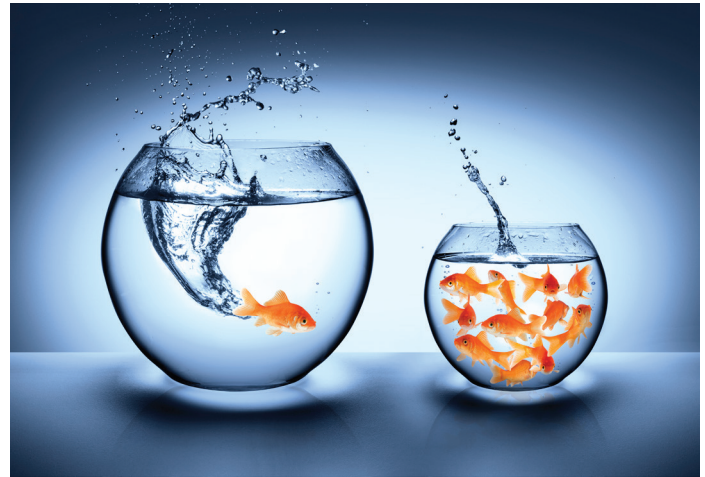
OUTCOMES

At the end of the Executive Commitment Journey, leaders will be able to:

- Articulate the business case for D&I
- Lead all audiences towards a sustained commitment to D&I
- Lead all personnel in valuing differences
- Sponsor and support D&I efforts
- Lead in a culturally competent way

UNIQUE ATTRIBUTES

- Can be incorporated into existing executive team meetings
- Facilitate ongoing development of D&I leadership capability
- Tangibly engages leaders in every step of the D&I Journey



DELIVERY METHOD

The time commitment and length for completing the Journey will vary based on factors, such as the level of existing knowledge on the leadership team, structure of the team, accessibility to the team, and desired speed of implementation.

TARGET AUDIENCE

- C-Level Executives
- Presidents and Vice Presidents
- Business Unit Leaders and their direct reports

PREREQUISITES

None

CONTACT INFORMATION

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