BUSINESS OPPORTUNITY
In order for executives to effectively sponsor and lead Diversity & Inclusion (D&I) efforts, they often need to broaden and deepen their understanding of D&I and its impact on the business. Finding the time to do this, with a busy Executive schedule, can often be challenging. In addition, their development needs and topics of interest, as it relates to D&I, are very different from the rest of the organization.

DESCRIPTION
The Executive Modules are categorized by key areas of focus for a successful D&I Journey. The process for selecting the modules will be based on the developmental needs of the executive team, organizational challenges/opportunities and areas of interest. Areas of focus and module topics include:

Business Imperative
• Diversity & Inclusion: A Business Strategy
• Diversity & Inclusion: A Business Imperative
• ROI of Diversity & Inclusion

Cultural Competency
• Understanding Diversity & Inclusion
• Managing Privilege
• Peace vs. Trust

Sustainable Infrastructure
• Leveraging Employee Resource Groups as a Strategic Business Partner
• Maximizing the Potential of a Diversity Council
• Monitoring Progress and Measuring Success of D&I
• Delivering the D&I Message Internally & Externally
• Diversity Champion Strategy: Moving from Approval to Commitment

Diverse Representation
• Understanding the Organization’s Profile of Success
• New Theories for Recruiting & Hiring Diverse Talent
• Developing & Retaining Diverse Talent
• Reverse Mentoring
• Succession Planning for Diversity & Inclusion

Diversity Dimensions
• Intergenerational Respect
• What Should We Know About the GLBT Community?
• Managing the Issue of Race Today
• Understanding the Physically Challenged Workforce

OUTCOMES
• Move leaders from approval to commitment
• Enable leaders to champion and support the overall effort
• Ensure ongoing commitment to action for D&I from leadership
• Keep D&I a top priority for leaders
• Leaders continue to develop cultural competency

UNIQUE ATTRIBUTES
• Can be incorporated into existing executive team meetings, conferences, and events
• Cost-effective and time-efficient means to strengthen leadership’s cultural competence
• Targeted modules to meet the specific needs of the executive team
• Customized topics can be developed upon request

SESSION LENGTH
• 60 – 90 minutes per module

TARGET AUDIENCE
• C-Level Executives
• Presidents and Vice Presidents

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