Inclusive HEROES

RAISE AWARENESS | CULTIVATE COURAGE | ACHIEVE TRANSFORMATION

INTRODUCING THE INCLUSIVE HEROES SOLUTION

The convergence of events during the last two years have been shocking: A global pandemic where, the workforce, workplace and work have been forever disrupted, where the ZIP code where you grow up and live can determine your opportunities, where the significant evidence of racial inequity continues to grow. Something's not working, is it. In times of unimaginable events, organizations must strive to achieve real systemic change. To do so, we become Inclusive HEROES that ACT:

THE INCLUSIVE HEROES JOURNEY

Raise Awareness to jumpstart a personal journey to understand and apply diversity, equity and inclusion key concepts. All DEI progress starts but not ends by raising awareness.

Cultivate Courage to nurture teams that are empowered to embrace an active role in achieving racial equity, challenge status quo, and identify unconscious bias.

Achieve Transformation as we engage with organizational systems using an equity-minded approach to achieve sustainable results.

UNLOCKING INCLUSION. DRIVING WORLD-CLASS PERFORMANCE

The Inclusive HEROES Solution equips participants with tools to take action to nurture a culture of engagement, belonging and high performance. Through research and easy-to-understand data, case studies, thought-provoking experiential exercises, insightful videos, and a highly engaging approach the Inclusive HEROES Solution will inspire, equip and guide lasting impact through DEI.

The Struggle	The Opportunity	The Solution
We care about DEI, and yet we may be experiencing toxic leadership at different levels in the organization.	Unchecked toxic behaviors can be the number one detractor of DEI efforts. Successful DEI efforts thrive in work environments where people are psychologically safe. Only 47% of employees across the world described that their workplaces as psychologically safe and healthy.	Equip participants with self-inquiry tools to bring a leadership approach rooted in humility. Learning to proactively engage in behaviors that increase self-awareness, psychological safety in teams, compassion, and the capability of discovering and valuing everyone's strengths and weaknesses.
DEI is complex and we are afraid to make a mistake... we are struggling to gain buy in from everyone in the organization.	Even when 27% of CDOs still must build the business case for diversity, inclusion, and belonging in the workplace, research shows most of top leaders already understand how critical these efforts are.	Empowerment takes courage. Teach actions to intentionally empower people to embrace DEI. Strengthening skills that let us create community, face toxic leadership, and model inclusion.
Our people struggle with change	The rate at which organizations learn and progress depends on how open-minded team members are to new ideas, perspectives, and approaches to the world of work.	Open-minded is the new smart. Close-minded people don't want their ideas challenged, more interested in proving themselves right. Learn how to execute intentional open-mindedness by exercising curiosity.
We have experienced progress in recruiting diverse talent, but... we are experiencing higher turnover within historically excluded groups; we lack representation and inclusion at the executive level.	Research has shown most diversity programs aim to control managers' behavior; it has been proven that approach spikes bias rather that eliminate it. Managers tend to rebel against rules that squash their autonomy.	Committing to Equity-mindedness is a catalyst to achieve organizational transformation. Design ways to spart systemic nudges to call attention to patters of inequity across the entire talent management cycle.
We need a new approach to DEI... we struggle to embed DEI in every step of the talent management cycle.	For decades DEI initiatives have heavily focused on changing the individual, this reliance ignores the critical role of organizational systems in which individuals operate.	Apply a Systems-thinking approach to integrate DEI in the organization's underlying structures, processes and ways of working.
We have implemented dozens of DEI efforts, and we are not able to move the needle.	More than half (54%) of American employees do not believe that their company has successfully created diversity in 2020.	Explore approaches that have worked in engaging managers outside of HR in executive DEI efforts, achieve exposure to diverse talent, and execute social accountability to achieve DEI lasting Results.

WHAT PARTICIPANTS LEARN:

TOPIC	OBJECTIVE
Increase Awareness	Analyze how one's identity shapes his or her views, values and perception in the workplace.
Empowerment	Apply specific steps and actions to create a workplace culture that allows everyone to thrive.
Humility	Examine the value of providing a safe environment for everybody in your organization.
Openness	Understand the concept of diversity dimensions and how recognizing, valuing, and fully leveraging different perspectives and backgrounds can increase results and engagement.
Equity-mindedness	Introduction to racial equity to help participants understand racism, implicit bias, racial identity and systemic oppression and how it can show up in their work.
Results-driven	Discuss different maturity models to identify the right interventions for your organization
Systems-thinking	How to design the right workforce, workplace and work interventions to embed DEI across systems and obtain buy-in from leaders at the top, middle and bottom of the organization.

DELIVERY OPTIONS:

- Live Keynote (60 Minutes), Half/Full Day Workshops and 3 Day Seminars
- Live-Online Webinars
- On Demand Masterclass

SOLUTION COMPONENTS:

- Digital Workbook & Guide Flash Cards
- Exclusive website with resources, tools and templates
- 24/7 access to session recording