

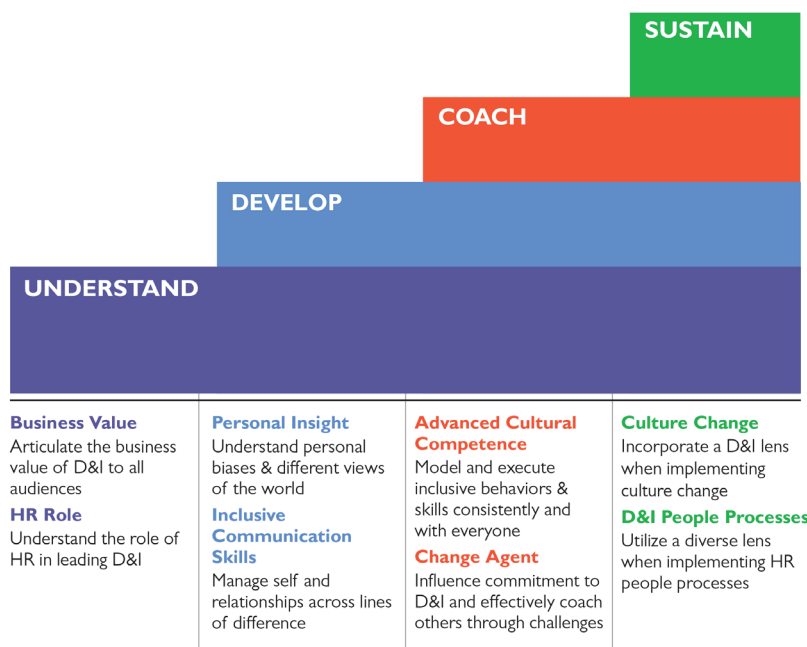
D&I STRATEGIC DEVELOPMENT JOURNEY

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, D&I 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) Practitioners 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 and 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

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

O: 312.274.9000

E: info@kgdiversity.com



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