

# HUMAN RESOURCES DEVELOPMENT WEBINAR SERIES

## INCLUSIVE & DIVERSE PEOPLE PROCESSES

### **Employee Relations: Having Tough Conversations**

Valuing different perspectives, cultural backgrounds and approaches often times creates discomfort. Due to this discomfort people frequently avoid having genuine, honest conversations with their colleagues. Honesty coupled with a willingness to engage in dialogue with people holding different viewpoints is a key component of cultural competence. This webinar will focus on improving effectiveness when having tough conversations by adopting culturally competent thoughts and beliefs, remaining neutral, and using questioning appropriately.

### **Talent Acquisition: Attracting, Recruiting, Interviewing and Selecting the Best Talent**

The goal of most organizations is to attract, recruit, hire, develop, promote and retain the best talent. If this commitment is true, the first question that must be answered is, "Where do I find the best talent?" We realize that the best talent comes from all backgrounds. If an organization is not attractive to or represented by individuals that make up the entire available workforce, they risk missing out on obtaining the best talent. To create a diverse workplace, representative of the entire available workforce, an organization has to define clear goals, establish diversity recruitment processes, develop recruitment skills and leverage outside specialty expertise effectively. They must also implement fair and equitable behavior in the interviewing and selection process. This webinar will focus on creating effective workforce plans, casting the "recruitment net" wider, and addressing the subtleties associated with biases in interviewing and selection process.

### **Compensation & Benefits: Managing Biases to Ensure Fairness**

Compensation & Benefits can play a major role in the attraction, recognition and retention of talent in an organization. Based on its importance, we must create a fair compensation & benefits system and implement the policies and procedures in an equitable manner. We all have our view of what comprises "good performance" and "fair compensation" and "attractive benefits." How can we ensure these perceptions are managed so all associates are compensated and rewarded in alignment with their role, contributions and value to the organization? An effective compensation & benefits system requires input from diverse stakeholders. It also applies checks and balances to help manage both traditional and individual biases which make it more challenging for non-traditional candidates to receive equitable treatment. This webinar will enhance your awareness around how to analyze and assess equity, understand adverse impact, and monitor and manage potential biases in the implementation of policies and procedures.

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## **Talent Development: Building a Diverse Pipeline**

Individual Development Planning often focus on strengthening and developing competencies for improved performance but may sometimes fall short in addressing the uniqueness and needs of an increasingly diverse workforce. Specialized development programs are often needed to support diverse talent in overcoming barriers to advancement, preparing them for advancement, helping them to manage their careers and preventing career derailment. Derailment is rarely due to a lack of leadership or functional competencies. Derailment is more often caused by lack of attention to building strong networks, developing genuine relationships, and relying solely on the belief that “if you work hard you will be rewarded.” This webinar will focus on the importance of specialized development programs, how to support and leverage them to increase the diversity of the leadership pipeline and how to avoid using them as a pacifier for employees whose careers have stalled or derailed.

## **Succession Planning for Diversity Retention**

Many organizations today are focused not only on developing their future leaders but also making sure they have a strong succession plan in place to fill leadership gaps as they arise in the future. While their overall workforce may be very diverse, it is not uncommon to see a lack of diversity at the more senior levels in many organizations. One way to drive more diversity in the leadership ranks is to ensure diversity exists in the succession plan. This webinar will focus on the role of succession planning, the opportunities and challenges associated with effectively integrating Diversity into succession planning, the importance of talent development to the succession planning process and how to manage and implement the succession planning process in a Culturally Competent way.

## **Learning & Development: Applying a Diverse Lens to Design & Facilitation**

When organizations invest significant dollars in educating their workforce, they must also take the necessary steps to ensure that all learning and development solutions take into consideration the unique needs of the diverse workforce. Without this important step, organizations run the risk of not realizing the full benefits from their learning and development solutions, behaviors remaining unchanged, and in some cases, setting the organization back rather than advancing it forward because the education experience failed to motivate all participants to change and grow. This webinar will focus on how to apply a diverse lens to the education design process, the importance of obtaining diverse input to the design process and how to facilitate learning experiences in a culturally competent way.

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