

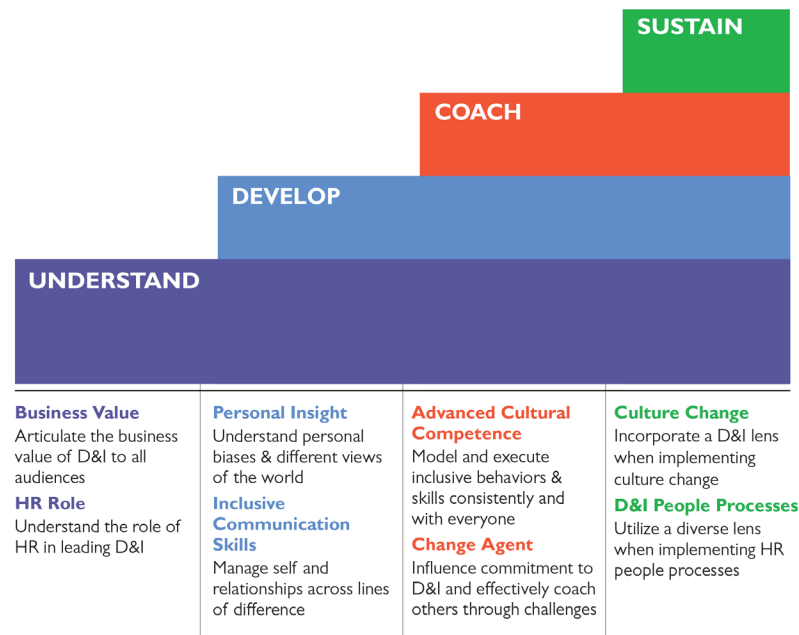
# HUMAN RESOURCES CHANGE AGENT JOURNEY

## BUSINESS OPPORTUNITY

The expectations of Human Resources in Diversity & Inclusion (D&I), is higher than other organization stakeholders. Leaders, managers and employees often refer to them for support, coaching and guidance on how to address challenges and ensure that differences are maximized in the organization. In addition, Human Resource Professionals are often asked to play a key role in the design and implementation of impactful D&I solutions but are rarely given the opportunity to enhance existing capability and build the D&I expertise necessary to support the overall effort.

## DESCRIPTION

The role of Human Resources in D&I is to understand D&I, develop individual cultural competence, be able to coach others on the topic and play a key role in sustaining the D&I change effort. The Human Resource D&I Change Agent Journey provides a unique opportunity to build internal capability in the D&I arena by developing and enhancing the thoughts, beliefs, behaviors and skills required to support and guide the D&I efforts. The Human Resources D&I Change Agent Journey consists of the following:



## OUTCOMES

- Trusted advisor with all stakeholders in the area of D&I
- True partner with the D&I office
- Concept of D&I integrated throughout all “people” processes and initiatives
- Positions HR as a Strategic Business Partner
- Enhanced D&I competence builds overall HR competence

## UNIQUE ATTRIBUTES

- The journey to cultural competence is unique for every individual; this development process will work for everyone regardless of where they are personally on the journey
- Provide safe environment to have a “real” dialogue about D&I issues with Human Resource colleagues
- Comprehensive program that builds D&I expertise over time
- Multi-step learning experience vs. event: Utilizes combination of pre-work, facilitator-led learning experiences, post-work and an accountability structure
- Tailored to address the unique needs and desires of the audience and to complement other D&I programs and processes underway in the organization

## SESSION LENGTH

Varies by session, from 2-8 hours

## SESSION SIZE

Up to 25 participants

## AUDIENCE

HR Professionals

## PREREQUISITES

None

## CONTACT INFORMATION

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