

5 CRITICAL SKILLS TO HAVE SUCCESS IN DEI



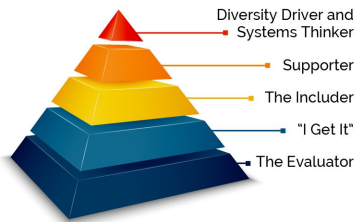
1. Know Your Value and Position

FOUR INDICATORS OF DIVERSITY & INCLUSION

- 1 Diverse representation and leadership accountability
- 2 Equality
- 3 Openness
- 4 Belonging

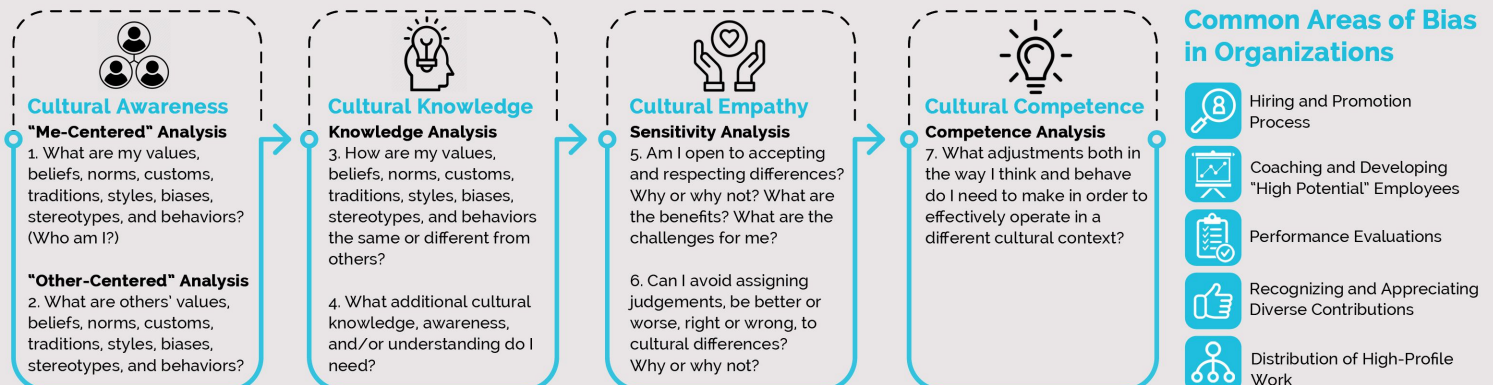
2. Get Your Culture Ready

DIVERSITY AND INCLUSION PYRAMID



EVALUATOR	"I GET IT"	INCLUDER	SUPPORTER	DIVERSITY DRIVER AND SYSTEMS THINKER
<p>Observes DE&I efforts and tries to determine whether these efforts are necessary.</p>	<p>Gets that DE&I is important, but honestly does not see the impact on work.</p>	<p>Agrees that DE&I efforts are important and takes initiative to find the people that efforts are relevant to.</p>	<p>Supports DE&I efforts and sees why it is important to the organization.</p>	<p>Engages every level of the organization, drives change, takes action, and encourages others to do the same.</p>

3. Create a Conscious Culture



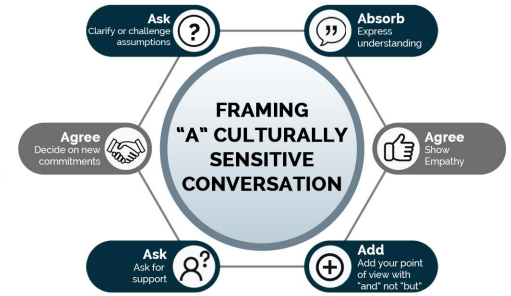
4. Master Communication and Coaching



ENLIGHTENING CONVERSATIONS



- ❓ What is important to you?
- ❓ What are your values?
- ❓ Why are these things important to you?
- ❓ What is your life philosophy?
- ❓ What are two of your greatest opportunities right now to add value to the world?
- ❓ Are there any challenges or obstacles that may make meeting your goals difficult?
- ❓ When do you feel valued?
- ❓ Circumstances? Interactions? Words?
- ❓ What energizes you?
- ❓ What do people misunderstand about you?



5. Master Strategic Intelligence (Get Smart Fast)

What is Systems Thinking?



"Systems thinking" is the study of interrelated parts over time. It refers to a management and operations approach where business decisions are analyzed based on the systematic consequences or observations they have.

The analysis requires observing feedback loops. What are the consequences of behavior over time?

The Key Questions

Distinctions

- What is my responsibility?
- What is not my responsibility?

Systems

- Does D&I have parts?
- Can you think of Diversity, Equity and Inclusion as a part of several areas that impact the organization's mission?

Relationships

- Is creating an inclusive culture related to my competence as a leader?
- Can you think of leadership outcomes related to decreased unconscious bias and increased Conscious Equity?

Perspectives

- From the perspective of marginalized groups, where do D&I objectives land on the priority list?
- From the perspective of new employees trying to manage their career, where does D&I fall?

Habits Lead To Results

- 1 The leadership team is culturally competent and aligned with company values.
- 2 Everyone is aligned with the #1 thing that needs to be accomplished this quarter to support Conscious Equity.
- 3 A rhythm of inclusive communication and awareness moves through the company quickly.
- 4 Every facet of the organization has a person assigned with accountability for establishing and executing DE&I goals.
- 5 Ongoing employee input is collected to identify obstacles and opportunities.
- 6 Reporting and analysis of microaggressions, implicit bias, or other DE&I concerns is as frequent and accurate as financial data.
- 7 Core values and purpose are "alive" in the company.
- 8 All employees can articulate the key components of the company's DE&I strategy.
- 9 All employees can articulate the DE&I plans and performance happening throughout the company.
- 10 The company's DE&I vision, mission, learning, and culture are visible to everyone.

GOT SKILLS?



- ✓ Know your purpose and value
- ✓ Get your culture ready
- ✓ Create a conscious culture
- ✓ Master communication and coaching
- ✓ Master Strategic Intelligence (Get Smart Fast)

More Information

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