



SYNERGY CONSULTING

## LEADING WITH A DE&I FOCUS DEVELOPMENT PROGRAM



Our training & coaching program is designed to equip leaders with a fundamental understanding of diversity, equity, and inclusion as constructs and how they are applied in the practice of leading. Program participants will develop self-awareness of the current behaviors they demonstrate that either promote or impede diversity, equity and inclusion within their team and organization. Finally, participants will create an action plan to develop promotional behaviors rooted in diversity, equity, and inclusion.

### TOPICS COVERED:

- ✓ Creating space for leaders to examine their own implicit biases and explore how bias contributes to preferential and exclusionary treatment of others.
- ✓ Exploring how to demonstrate communication skills that enable intercultural communication.
- ✓ Analyzing current societal structures and dynamics that can undermine organizational goals of access, persistence, retention, and success for people in marginalized groups.
- ✓ Exploring ways to effectively facilitate change and create greater inclusion at the individual, interpersonal, team, and organizational levels

### PROGRAM AUDIENCE:

- ✓ Executives
- ✓ Senior Leaders
- ✓ Managers

### PROGRAM OFFERING:

- ✓ 12 months or Custom

### PROGRAM DELIVERY:

- ✓ Virtual or In-person
- ✓ Four hours of training and two hours of Coaching per month.



*“Focused on the connections between your company’s purpose, structure, and people!”*