AGENDA AT-A-GLANCE

• Your Approach
• Your Year One (1) Priorities
• Your Fupan and preparing for Year Two (2)
YOUR APPROACH

THE WORK

• Prioritize work based on four (4) factors
  – risk
  – organizational impact
  – organizational energy
  – organizational readiness

• Brand inclusion as an enabler of diversity and a value creator

• Identify your organization’s diversity focus
  – Cognitive Diversity or diversity of thought
  – Compliance
  – Broad definition of diversity
  – Equity
  – Belonging

Cognitive diversity = f(dimensions of diversity)
YOUR APPROACH

Celebrate

Behaviors not Beliefs

You

Consulting Skills

Storytelling
YOUR APPROACH

KEY STAKEHOLDERS – 3 POTENTIAL MODELS
YOUR YEAR 1 PRIORITIES

Learn past, present, and write the “future history”

Activate on quick wins

Complete a global compliance risk assessment

Communicate Roadmap

Deliver a five year strategic roadmap

RELATIONSHIPS
YOUR YEAR 1 PRIORITIES

Learn past, present, and write the “future history”

Data (Quantitative)

Interviews (Qualitative)

Business Strategy

People Strategy & Culture
YOUR YEAR 1 PRIORITIES

Learn past, present, and write the “future history”

Document past history and current state

Gain Insights

Interview Key stakeholders

Create Interview Questions

Interviews (Qualitative)
YOUR YEAR 1 PRIORITIES

Clarify Roles

US priorities

Global Priorities

Outside Counsel Review

Identify Gaps

Project Timeline

Complete a global compliance risk assessment
YOUR YEAR 1 PRIORITIES

Pre-strategy

• Socialize with key stakeholders while in development for feedback, buy-in, and future support

• Focus on communicating strategy with the following:
  – Individuals and teams impacted by recommendations
  – Diversity champions
  – Employee networks
  – Change agents
  – Early adapters

Post-strategy

• Socialize Strategy with relevant key stakeholders 1 on 1 before communicating with the collective HR Leadership, CEO and Leadership Team, and/or Board of Directors (pre-wiring)

• Focus on communicating strategy with the following:
  – Individuals and teams impacted by recommendations
  – Diversity champions
  – Employee networks
  – Change agents
  – Early adapters

Develop compelling brand for “inclusion” aligned with employment brand and culture
YOUR YEAR 1 PRIORITIES

- low cost
- low resourced
- low level of complexity
- within your span of control

Activate on quick wins
YOUR FUPAN AND PREPARING FOR YEAR 2

Goal
Results
Analysis
Insights
thanks.

Different is better