

DEI Leadership *Micro-Progression* Action Classes

Build Your **DEI Training Plan** of Ongoing Micro-Trainings to Increase Your Leaders' **Abilities to Manage High Performing Diverse Teams**

In simplest terms, micro-aggressions are intentional and unintentional ways we harm one another through discrimination, exclusion, and inequity. Most people get *stuck* in the micro-aggression conflict cycle and choose avoidance instead of actively seeking new solutions. This erodes trust and safety in teams. **Therefore, we help leaders create micro-progressions as intentional actions we can take on a regular basis to empower teams, even with limited time or resources.**

Our Action Classes are custom-tailored trainings focused on developing the high-impact, low-burden skills that turn micro-progressions into leadership habits. As you grow, we provide your staff, managers, and executives with a pathway to **deepen their DEI (Diversity, Equity, and Inclusion) practice, strengthen necessary skills, and lead a culture of equity** in your organization.

This is a time/cost-effective way to teach the **mission-critical tools** required to reach your short-term, specific DEI goals in alignment with your business objectives. Consistent Action Classes will also help your whole team develop the micro-progression interventions needed to **proactively prevent** and **resolve** other DEI-related issues as they arise.

Each Action Class includes proficiency assessments to measure attendees' skill levels and ensure they receive the most relevant and beneficial coaching available.

Action Class topics include and are not limited to:

- ★ Replacing Bias with New Beliefs
- ★ Unbias Your Leadership
- ★ Unbiased Recruiting & Hiring
- ★ Creating (Virtual) Brave Spaces
- ★ Restorative Communication [OBSOLETE]
- ★ Giving and Receiving Feedback
- ★ DEI for Virtual Town Halls
- ★ Interrupting/Redirecting Discrimination
- ★ De-escalating Defensiveness
- ★ Motivating Diverse Teams
- ★ Increasing Team Resilience
- ★ Equitable Goal Setting
- ★ DEI for Sales & Marketing
- ★ Virtual Speaking and Selling to Diverse Audiences

Action Classes start at \$8,000 per half-day training.

Duration: Live virtual sessions up to 3 hours with recordings available to all team members for 14 days after a training

*Leadership Implementation support is available for each Action Class with an additional fee.
In-person trainings are available with additional fees for travel and accommodations.*

Replacing *Bias* with New Beliefs

Duration: Half-Day (Up to 3 hours with Q&A)

Work-related bias can be a tense and overwhelming subject. But it doesn't have to be...

As more purpose-driven business leaders commit to increasing DEI in their organizations, they're becoming aware of how their biases have caused inequity in the past and may still cause friction as they struggle to move forward.

Instead of the normal shame and blame implicit bias workshops, in this Micro-Progression Action Class, you'll leave re-inspired with **an action plan**, a clear direction on how to be bigger than your bias, and **tools to make a positive difference in your organization now**. That way, you can build greater trust in your teams and lead more effectively as the world diversifies.

Learning Outcomes

- ★ **Understand and relate to biases differently in an uplifting way** that removes the guilt and shame so you can fully acknowledge your unique view of the world and deliberately shift your perspective to benefit the people you influence.
- ★ **Learn the four Building Blocks of Bias™** and how to use this straightforward methodology to identify, deconstruct, and rewrite your learned thought patterns so you can modify potentially harmful behaviors and add new layers of purpose, meaning, and impact to your daily actions.
- ★ **Flip the script on micro-aggressions and create a do-able action plan** consisting of small helpful actions that will help you repair relationships, reset how you see people, and recommit to the values and expansive world-view that make you a purpose-driven leader.

***Unbias Your Leadership** is a version of this Action Class specifically for executives and leaders and is often hosted in addition to Replacing Bias with New Beliefs to address the unique concerns of leaders.*

Restorative Communication that H.E.A.L.S.

Duration: Half-Day (Up to 3 hours with Q&A)

These days, having hard conversations about sensitive subjects like race, politics, and privilege often causes greater conflict and leaves people feeling more hurt, upset, and divided. Especially when saying “I understand” or “I get It” can be considered a micro-aggression.

It's easy to see why so many caring people like you, who want to make a positive change, feel powerless to do anything – especially if you're walking on eggshells out of fear of doing it wrong and making things worse.

In this Micro-Progression Action Class, you will **gain culturally competent communication tools that will help you sustain a Culture of Equity amongst your team despite what is happening outside of your organization.** With Restorative Communication you can co-create a working community where all members feel heard and empowered to contribute to solutions for the ever-growing needs of your organization, **while still supporting healthy competition and disagreements.**

We're not asking you to solve all of the world's problems... yet. But you can leverage your influence to make your workplace safer and less traumatizing starting now.

Learning Outcomes

- ★ **Equip yourself with better communication tools to navigate the effects of local and global prejudice at work**, and get new perspectives to help team members proactively build trust and empathy, so you can more effectively relate to people with diverse backgrounds and lived experiences.
- ★ **Learn the 5 Key Elements of Restorative Communication** to foster a culture of healing within your organization where people feel less triggered and re-traumatized, which means current “fires” in your organization can be extinguished faster and future fires can be prevented from happening in the first place.
- ★ **Expand your capacity for being direct and kind** while communicating boundaries and feedback, so you too can be heard and honored as a DEI Ally without harming those you intend to serve.

A+ Strength-Based Feedback

Duration: Half-Day (Up to 3 hours with Q&A)

Although essential for personal advancement and organizational improvement, why do so many people dread, and even avoid giving or receiving feedback?

When people bring their past experiences of harm into a company without clear protocols that support honest, constructive communication, then assumptions, fluff, and “reading between the lines”, become your guideposts to get better... .

In this Micro-Progression Action Class, you’ll get a **proven framework for giving and receiving relevant strength-based feedback** that team members *enjoy* using, which will become a pillar for growing appreciation, action, and advancement in your company culture.

Participants will **practice** using this framework, and identify ways they can naturally embed it as a norm in their daily interactions *without it feeling forced or sounding robotic*.

Learning Outcomes

- ★ **Make sure your feedback gets through** to the right person in the right way, regardless of the setting, so your team members receive your communications in a zone of optimal learning, which means feedback gets received better and used more often.
- ★ **Focus feedback to align a person’s strengths** with a shared vision for success, so you can shift from authority to coach as you encourage mutual autonomy and advance one another toward thriving in your organization.
- ★ **Learn how to structure feedback** using consent and invitational language so you can create a culture of trust and positivity with your interactions, which reduces friction and prevents unintended conflict, even in potentially sensitive one-on-one and group situations.

Unbias Your Recruiting, Hiring, and Promotions

Duration: Full-Day (Up to 6 hours with Q&A) with the option to split into two half-day sessions.

As companies expand in the “Age of DEI” more leaders are scrambling to hire “diverse” candidates so they can satisfy the trending need for visual diversity and fill their websites with photos of people who don’t look like them.

What they don’t realize, however, is that **this approach to recruiting, hiring, and promoting often does more harm than good** – putting people who truly want to be a part of your organization through offensive hiring processes, tokenizing them in their interactions, and onboarding them into company cultures not yet ready to embrace who they are.

In this Micro-Progression Action Class you’ll be invited to both **examine and re-imagine your high-level recruitment, hiring, and promotion processes** to align with your DEI-Informed Strategic Plan in a way that reduces biases while envisioning a pathway for diverse candidate with top talent to thrive in your organization.

This Action Class is best suited for Executives, Leaders, and Managers who influence hiring and promotion decisions.

Learning Outcomes

- ★ **Identify who you’re intending to recruit and what they need to experience** with your organization *before* they even apply to work for you, so you can design an accessible process that delivers your brand promise without bias.
- ★ **Learn how to structure a community outreach and engagement plan**, so you can build authentic long-term relationships with new demographics you intend to hire and avoid transactional “diversity” hires who feel undersupported by your organization, underperform, and eventually quit – which further fuels harmful stereotypes.
- ★ **Apply a checklist of surprising diversity and inclusion tactics** across your job postings, application screenings, interview questions, applicant assessments, decision-making criteria, and offer/denial letters to ensure every candidate has an inclusive experience and a fair chance in honor of their background or lived experience.
- ★ **Evaluate essential growth opportunities for team members** responsible for recruiting, hiring, onboarding, and promoting to reduce implicit biases in each phase and ensure that new candidates feel supported as they transition into a company culture designed for them.

Equitable Goal Setting

Duration: Half-Day (Up to 3 hours with Q&A)

Every decision we make either fuels **fires** or **forward progress**.

Despite over half of U.S. workers experiencing burnout, employees still feel compelled to perform their duties, managers still act on the pressure to yield results, and leaders continue to set ambitious goals in an effort to pivot and compete in the rapidly-changing market.

But is this pattern sustainable? The simple prescription of daily meditation or frequent breaks just doesn't seem like it gets to the root of the issue.

As leaders, many of us feel a disproportionate amount of ownership in our roles – often making us do things for our companies most people wouldn't. Is it fair to expect everyone to “keep up”? Is it reasonable for them to expect us to “slow down”? This tension in the hierarchy is palpable, even in the remote workplace, and it causes more problems than we have the bandwidth to fix.

In this Micro-Progression Action Class for Executives and Leaders, **you'll refine goal-setting with a straightforward equitable model** that lets you set ambitious goals and yield surprisingly extraordinary results with **more buy-in** and **less burnout**.

Learning Outcomes

- ★ Learn how to turn **deadlines** into **lifelines** by setting goals in a way that inspires **innovation instead of dread**, so you can foster a climate of “good stress” where team members feel aligned with *purpose* instead of *pressure*, which means your organization can thrive, even during times of uncertainty.
- ★ **Model compassionate leadership as a strength** that helps you and your teams build the trust, empathy, and resilience needed to put out fires and pivot quickly without letting *fear* and *overwhelm* sabotage your plans, even when you fall short of your goals.
- ★ **Understand the distinctions of change management** so you can ensure the right voices are included in the right decisions in the right ways without wasting extra time in meetings or leaving the rest of your company feeling abandoned and bewildered in the wake of change.

5-Star Virtual Speaking and Selling to Diverse Audiences

Duration: Half-Day (Up to 3 hours with Q&A)

If you want to truly connect with people in the new virtual era, where every word gets scrutiny; zoom fatigue stifles attention; and telling people to go “camera on” *makes them want to hide* – we have to reach people differently to build trust and sell effectively.

With so many prospects cramming their schedules with monotonous Zoom meetings, what would it mean for your relationships and bottom line if you brought that extra “**spark**” that not only captivated your virtual audience... it left them feeling safe, honored for who they are, and excited to stay in the room... long after the Q&A?

In simpler terms: what would leaving an extraordinary first impression mean for the lifetime value of a customer?

In this Micro-Progression Action Class for Organizational Leaders, Presenters, and Sales & Marketing Professionals, **you will practice a simple-to-remember 5-Star Framework** that will help you uplevel every aspect of your virtual meetings, *even if all you have is a laptop.*

Learning Outcomes

- ★ **Learn how to host positive, engaging, and transformational virtual meetings** that will have participants feeling excited to show up **on time** for the **full time** and *ready to take action* – a must for sales and marketing professionals seeking to strengthen their ability to authentically influence diverse audiences – *especially in today’s hybrid/virtual landscape.*
- ★ **Apply the 5-Star Virtual Engagement Framework** to your current level of engagement to help you uplevel your virtual meetings and events with the tools that are best suited to your unique personality, *even if you don’t have professional slides or a fancy webcam.*
- ★ **Practice a set of simple “tips and tricks”** you can apply to your virtual meetings immediately that will **build trust** and make a profound positive impact on your audience, *especially when you can’t see who’s in the room* – which will make you a more welcoming ally to individuals with diverse backgrounds and needs.