TWO WORKSHOP PROPOSALS

BY BRITTANY COLE

BREAKING THE CYCLE OF INEQUITY IN THE WORKPLACE

or

NAVIGATING SOCIAL NORMS AND INDIVIDUALITY: THE FINE LINE BETWEEN AUTHENTICITY AND APPROPRIATENESS

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WORKSHOP OVERVIEW

Forbes recently highlighted a new study by LeanIn.Org and McKinsey & Co. which paints a troubling picture about the treatment of black women in the workplace. According to the Women in The Workplace 2018 survey, "women of color are not only significantly underrepresented, they are far less likely than others to be promoted to manager, more likely to face everyday discrimination and less likely to receive support from their managers." This workshop will provide insights, resources and hands on exercises to help black talent create a strategic leadership development plan around their career brand in order to advance despite barriers in their career.

DIVERSITY, INCLUSION, EQUITY AND BELONGING DEFINED

Diversity is the tip of the iceberg. We will unpack these terms and the tenets of an inclusive workplace culture.

HOW TO FIND THE RIGHT MENTOR, COACH AND SPONSOR

Networking isn’t enough, building strategic connections is critical for career advancement. Uncover the key players needed for a solid career network.

PERSONAL BRANDING THAT GETS YOU TO THE NEXT LEVEL

Creating a strategy around your career brand is critical for black talent in the workforce and requires patience, intention and emotional intelligence.

SESSION OUTLINE

- :00 - :05 Intro, the power of black female leadership
- :05 - :10 DEI Defined
- :10 - :20 3 Strategic connections to advance your career
- :20 - :40 Clarify + communicate your value/personal brand
- :40 - :50 Work your plan discussion + Q&A

ATTENDEES WILL BE ABLE TO:

- Understand the difference between diversity, inclusion and equity in the workplace
- Identify who they need to connect with in order to build a strategic network of career advisers
- Create a plan to begin implementing to show up and add value from the classroom to the workplace in order to thrive

FOR MORE DETAILS CONTACT

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WORKSHOP OVERVIEW

Many studies and experts suggest that psychological safety allows professionals to bring their authentic self to work. This is critical to creating an inclusive culture and maximizing engagement and performance of diverse talent. This workshop will help attendees recognize the emotional intelligence that must still be maintained to ensure authenticity adds value to the culture of the organization.

AUTHENTICITY & ORGANIZATIONAL AWARENESS

Choosing an organization with shared values is critical to aligning your authenticity and awareness of the organizational culture.

EMOTIONAL INTELLIGENCE

Self and social awareness help professionals determine the appropriate context for maintaining their authenticity in a way that adds to their professional image.

COMMUNICATING TO CONNECT

Workshop ways to share your cultural differences in a way that connects, even in the face of microaggressions.

SESSION OUTLINE

- 00:05 Intro
- 05:10 What is authenticity
- 10:20 Organizational awareness and shared values
- 20:40 Emotional intelligence scenarios activity
- 40:50 Discussion, Q&A + key takeaways

ATTENDEES WILL BE ABLE TO:

- Understand how to balance bringing your authentic self to work with organizational awareness
- Identify and build skills to continue developing emotional intelligence within a professional setting
- Navigate potential microaggressions and cultural insensitivity in a professional and impactful way

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