

Workshop 1: Kaizen, Innovation and Leadership by Design

How does innovation and Kaizen (continuous improvement) take place at your organization? By design or by chance? Leadership is at the center of any critical engagement and is the heart of driving meaningful and effective change. This session is based on Inclusify's Kaizen, Innovation and Impact framework, which focuses on the evolving nature of leadership, and how: (1) Kaizen, (2) innovation, (3) leveraging feedback, (4) engaging with an entrepreneurial mindset, and (5) diversity, equity and inclusion intersect to sustain relevance, and maintain organizational cultures of growth by design.

Learning objectives:

1. Execute a four-step kaizen process to increase productivity and sustainability. This process is based on concepts borrowed from industrial engineering and the Toyota Production System.
2. Design and execute service and process innovation strategies.
3. Execute a four-step feedback process to sustain growth at the organizational level as well as at the individual level.
4. Lead with an entrepreneurial mindset, leveraging: 1. lean start-up methodology, 2. incremental growth, 3. finding and filling gaps, and 4. failing forward.
5. Building a business case for diversity, equity and belonging practices and its impact on innovation and sustainability.

Webinar 1: Lever 1- Integrity

- Understanding and using Inclusify's Kaizen, Innovation and Impact framework
- Lever 1: Integrity- Your why, and your Say:Do Ratio
- Key takeaways
- ACT

Webinar 2: Lever 2-Action

- Innovation, and engaging with an entrepreneurial mindset
- Identifying gaps
- Kaizen
- Key takeaways
- ACT

Webinar 3: Lever 3- Growth

- Leveraging feedback
- Orthogonal thinking
- Key takeaways
- ACT

Webinar 4: Lever 4- Diversity, Equity and Inclusion

- Diversity and inclusion
- Recruitment practices
- Execution plans and measurement
- Business case
- Key takeaways
- ACT

Workshop 2: DEI Maturity Model

Assessing diversity, equity and inclusion (DEI) initiatives, and moving forward by designing diverse workforces and organizational cultures of inclusion.

Effective and meaningful diversity, equity and inclusion practices start at the top, and the responsibility for the success of these types of initiatives rests with the decision-makers in the organization. At the end of this workshop, leaders will have worked through:

1. A maturity model to assess the effectiveness of their diversity, equity and inclusion initiatives;
2. Strategies to move forward in building diverse workforces and designing organizational cultures of inclusion and belonging.
3. Specific areas of focus will be: (1)Practice; (2)Process; (3)System Supports; (4)Organizational Culture and Characteristics; (5)Performance(KPIs); (6)Governance.

Emphasis will be placed on execution/operating plans, the six-traits of inclusive leadership, team performance, and understanding the role a cultural reset plays in fostering inclusion.

Learning objectives:

1. Diagnose your organization's diversity, equity and inclusion performance using Inclusifyy's maturity model.
2. Design & execute strategies to move forward from where your organization is situated on the maturity model. The focus of these strategies is meaningful impact.
3. Build & retain diverse workforces through sustaining cultures of inclusion & belonging.

Webinar 1: Diversity and Inclusion

- Surface versus deep level diversity
- Managing inclusion
- Key takeaways
- ACT

Webinar 2: Maturity Model

- (1)Practice; (2)Process; (3)System Supports; (4)Organizational Culture and Characteristics; (5)Performance(KPIs); (6)Governance.
- Step 1: Foundational
- Step 2: Exploration
- Key takeaways
- ACT

Webinar 3: Maturity Model

- Step 3: Strategizing
- Step 4: Adopting
- Step 5: Integrating
- Key takeaways
- ACT

Webinar 4: Inclusive Leadership

- The six-traits of inclusive leadership
- Team performance
- Understanding the role a cultural reset plays in fostering inclusion.
- Key takeaways
- ACT