

## **DIVERSITY, EQUITY & INCLUSION AS DIFFERENTIATORS FOR SUCCESS**

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### **OVERVIEW**

Diversity exists in many forms - gender, ethnicity, age, life experience, leadership styles and thoughts - to name a few. These differences can challenge workplace values, relationships and team productivity. When managed effectively, however, diversity can be the catalyst for creative thinking and better decision-making that results in high performing teams and impactful outcomes. The challenge and opportunity for leaders is to create an environment in which all team members, stakeholders and partners feel respected, included and appreciated as individuals to harness diversity to positively impact the company, customers and/or community.

In this interactive workshop, you will learn why diversity, equity and inclusion are important leadership competencies in 2020 and beyond, gain the confidence to apply these competencies to your work and lead by example in order to foster a culture of inclusion.

Session Take-Aways:

1. Simplify and demystify what diversity, equity and inclusion is and why it matters.
2. Learn inclusive leadership skills and how to effectively bridge across differences.
3. Apply an inclusive mindset to be a better leader, better address business challenges and positively impact the organization's vision, mission and values as well as company, customers, and/or community.

### **DISCUSSION TOPICS, EXERCISES & DELIVERABLES**

#### **Foundational Concepts and Inclusive Leadership Competencies (2 hours)**

- Diversity, equity and inclusion principles and benefits.
- The many dimensions of diversity and how to harness diversity that currently exists.
- Barriers to building equity and inclusion (unconscious bias, micro-aggression, privilege).
- Inclusive communication skills to bridge across differences.
- Steps to strengthen inclusive leadership skills and build a culture of inclusion.

#### **Move from Dialog to Action (1 hour)**

Reflection Questions to Leverage Diversity, Equity and Inclusion as Differentiators

- How do diversity and inclusion align with your personal and organizational vision, mission and values?
- What dimensions of diversity are over and under-represented in the organization and implications?
- What dimensions of diversity currently exist that can be better harnessed? What missing dimensions of diversity are important gaps to fill?
- What is a challenge or opportunity the organization is currently facing and how could you integrate more diverse perspectives and ideas into decision-making? Using a more diverse and inclusive lens, how would you approach each step of the challenge or opportunity differently to lead to a better outcome?

#### **Deliverables**

- DE&I statement and/or guiding principles.
- Prioritized action steps to apply a diverse and inclusive lens to a business challenge or opportunity.
- Prioritized action steps to continue to strengthen inclusive leadership skills and build a culture of inclusion.

# Beth Ridley

## Leadership & Organizational Culture Consultant

I combine my 25 years of corporate leadership and management consulting experience with my expertise in change management, diversity and inclusion and positive psychology to help organizations accelerate success by building positive, inclusive and innovative leaders, teams and cultures.

## Professional Experience

### Founder & CEO, The Brimful Life - Milwaukee, WI

Provide culture transformation consulting services, including strategic planning, organizational redesign, change management and engagement strategies as well as executive coaching. Provide leadership-themed keynotes, workshops, podcast and products.

### Vice President, Northwestern Mutual - Milwaukee, WI

Over a period of 12 years, led client experience, diversity and inclusion, sales, training, operations and strategic planning functions for Fortune 100 financial services company.

### Program Officer, The Greater Mke Fdn - Milwaukee, WI

Partnered with corporations and philanthropists to drive grant-making strategies impacting education and arts and culture.

### Management Consultant, Booz Allen - New York, NY

Advised Fortune 500 and global companies on strategies to improve business operations and increase sales.

### Sales Director, PanAmSat - Johannesburg, South Africa

Led Africa regional sales and marketing office for global telecommunications company. Accountable for \$30M/yr in sales.

## International Work Experience

- London, England (1 year)
- Tokyo, Japan (2 years)
- Johannesburg, South Africa (2 years)
- Bangkok, Thailand (1 year)

## Education

- University of Virginia, BA in English Literature (Charlottesville, VA)
- Tufts University, MA in International Relations (Boston, MA)
- Columbia University, MBA (New York, NY)

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## Speaking & Workshop Topics

- Positive Mindset
- Change Agility & Resiliency
- Culture Transformation
- Entrepreneurial Mindset
- Leading with Optimism
- Leading Diverse Teams

## Consulting Expertise

- Culture and Team Assessment
- Strategic Planning Facilitation
- Change Management
- Organizational Redesign
- Diversity, Equity & Inclusion
- Engagement Strategies
- Executive Coaching

## Books/Products

- 365 Ways to Ask, "How Was Your Day" - Questions That Don't Suck to Get Kids Talking
- "Try One New Thing a Week" Card Deck
- "Transform Your Mindset One Week at a Time Through Gratitude and Appreciation" Card Deck
- "52 Better Ways to Ask, How Are You?" Card Deck