

DIVERSITY EQUITY INCLUSION

# Expand Your Diversity & Inclusion Knowledge

*Build Bridges to Trust, Respect  
and Cultural Understanding*

*#1 curator of online  
content and learning*

In Partnership with  
ICARUS Consulting



**ICARUS**

[icarusconsult.net/services](http://icarusconsult.net/services)



**Diversity • Equity • Inclusion**

Better Companies. Brighter World.™

# Course content you can count on!

Targeted courses with dozens of books, videos, and resources

12 month access  
24/7 from any device

Micro-Learning for better retention

Revisit key information and concepts, as needed

Experience various learning and interaction methodologies

Learn at your own pace, location, and time

Pre-test & post-test available



## FOR MORE INFORMATION:

All course catalogs are available online at [iamcp.org/page/DiversityandInclusion](http://iamcp.org/page/DiversityandInclusion)

## Embracing Diversity Online Program



Diversity comes in many forms: gender, race, religion, sexual orientation, age, culture, socioeconomic background, etc. All of these contribute to an individual's unique experience of the World. To Embrace Diversity means to be proactive in listening, accepting, and welcoming people and ideas that are different from

your own. When you're able to fully embrace diversity yourself, you'll be in a good position to work with others in the organization whose viewpoints differ from yours. Unlock the creativity and innovation necessary for you and your organization to thrive.

## 18 Courses

### UNCONSCIOUS BIAS:

- Understanding Unconscious Bias
- Overcoming Your Own Unconscious Bias
- Overcoming Unconscious Bias in the Workplace
- Outwitting Your Cognitive Bias

### EMOTIONAL INTELLIGENCE:

- Navigating Your Own Emotions
- Navigating Other People's Emotions
- Navigating the Workplace with Emotional Intelligence

### ACTIVE LISTENING:

- Listening Even When It's Difficult to Listen
- Using Active Listening in Workplace Situations

### DIVERSITY ON THE JOB:

- Bridging the Diversity Gap
- Your Role in Workplace Diversity
- How Culture Impacts Communication
- Preventing Harassment in the Global Workplace

### EMBRACING DIVERSITY:

- Global Diversity
- Leading Diversity
- Promoting Diversity and Avoiding Discrimination
- Cultivating Relationships with our Peers
- Acting with Diplomacy and Tact



*Includes eJournal for your continuous learning journey*

# Leading With Diversity Online Program



Equality in the workplace has never been more relevant than it is today. Research shows that equality is a powerful multiplier of innovation and growth. It drives creativity and inspires a sense of belonging by bringing different perspectives and skills to teams.

Investing in leadership diversity and inclusion training is essential to a company's competitive advantage in the marketplace.

**"Forbes reports that companies with more diverse leadership teams improve overall team performance by 17%, decision-making quality by 20% and team collaborations by 29% --- generating higher financial performance and increased productivity"**

Learn how to cultivate a more rewarding work environment where your employees feel connected, appreciated, and achieving results.

## 18 Courses

### LEADING DIVERSITY:

- Leading Diversity
- Leading Across Cultures
- Leading with Values and Ethics
- Management Essentials: Managing a Diverse Team
- Managing Diversity
- Managing Diversity: Test Yourself
- Diversity on the Job: Diversity and You
- Facing the Management Challenges of Difficult Behavior and Diverse Teams

### BUILDING TRUST:

- The Building Blocks of Building Trust
- Trust Building Through Effective Communication

### COMMUNICATION:

- Using communication Strategies to Bridge Cultural Divide
- Navigating Challenging Situations with Diplomacy and Tact

### DIVERSITY:

- Global HR, Diversity, and Inclusion
- Promoting Diversity and Avoiding Discrimination
- Preventing Harassment in the Global Workplace-Management
- Diversity on the Job: The Importance of Diversity in the Changing Workplace
- Diversity - Its Value in the Workplace
- Diversity - Overcoming Barriers

**PLUS BONUS CONTENT:** Access to 72 Extra Resources

# Winning Teams Win Online Program



## Micro-learning at its finest

Our Winning Teams Win! Program provides quick, convenient access to learning content that promotes the development of leadership skills and addresses the unique challenges faced by all leaders and teams aspiring to succeed in business. Using unique learning templates prepared by subject matter experts,

participants will gain instant access to three learning tracks, plus books and videos. Coursework includes a blend of short videos, book summaries, and activities to provide focused learning in specific competency areas.

Our Winning Teams WIN Program also provides a collection of training resources designed specifically for leaders. These learning tools were formulated to address the needs of three distinct levels:

- Senior leaders
- Mid-level leaders
- Emerging leaders

## Courses

### LEADING WITH DIVERSITY:

- Judgment and Decisiveness
- Leading a Culture of Execution
- Leading Innovation
- Leading Organizational Vision
- Managing Priorities
- Problem Solving and Decision Making
- The Influential Leader
- Thinking Critically
- Thinking Strategically
- The Digital Leader
- The Adaptive Leader
- Customer First Leadership

### LEADING YOUR TEAM:

- Building and Leading Teams
- Developing People
- Embracing Diversity
- Leader as Coach
- Leading Through Change
- Leading Virtually
- Managing Conflict
- Cross Cultural Leadership
- Leader as Motivator

### LEADING YOURSELF:

- Leadership Networking
- The Accountable Leader
- The Agile Leader
- The Emotionally Intelligent Leader
- Leader Transitions
- The Mindful Leader
- The Ethical Leader
- Executive Presence
- Women & Leadership





## Welcome... Diversity, Equity and Inclusion Matter!

Since 2017, my team and I have been on a mission to help companies Be Better for a Brighter World! So much so, we created a division solely focused on DEI to help companies strategically look at not the “why” of launching (or, in some cases revamping) D&I programs, but at the “how” to implement meaningful initiatives that can be actively tracked for progress around People, Process and Power with our tool DEInamics®.

Additionally, we launched a collection of Diversity online programs to provide educational opportunities to expand knowledge, comfort levels, and competencies. Employees today want their organizations to take an active role in addressing social and cultural issues. Our flagship program, Embracing Diversity plays a pivotal role in creating learning opportunities to foster a safe environment where employees can bring their best selves to work. Research shows that companies with successful programs perform better financially, team performance and collaboration is higher and better innovation occurs to remain competitive.

-Cathy Light, CEO



Research has shown, repeatedly, the presence of diversity across all levels of an enterprise increases performance and revenue. Yet, many organizations are still wrestling with how to create a culture of inclusivity and reap the rewards that diversity offers. To be competitive in this digital economy, organizations must reimagine their current diversity and inclusion efforts. The time has come to look through the lens of equity to measure how we attain a future of work that gives opportunities to everyone.

- Dr. Shelton Goode, CEO of ICARUS Consulting

*Recognized by Forbes as a Top-10  
D & I Trailblazer*



**Dr. Shelton Goode, DPA** Executive experienced in helping companies create inclusive cultures that leverage D&I for a competitive advantage. A seasoned HR professional with 10+ years of experience in D&I, Talent Management, Organizational Development, Leadership Development, and Executive Coaching. A leader with an uncanny ability to identify and attract talent. A coach who is known for developing and motivating teams that consistently exceed goals.



**ICARUS Consulting is proud to be certified as a Service-Disabled Veteran-Owned Small Business**

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