



**DIVERSITY, EQUITY, AND INCLUSION (DEI)
COUNCIL CERTIFICATION SEMINAR™**



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PROGRAM

Learn to leverage your organization's diversity, equity, and inclusion council (D&I Committee, D&I Council, I&C Council) to build a robust, diverse, equitable, and inclusive organization. In this program, Icarus Consulting's renowned consultants provide the skills, strategies, resources, and tools needed to create, build, and nurture more engaged DEI Councils. Participants will walk away with the enhanced ability to deliver success through an increased range of approaches and perspectives.

The DEI Council Certification Seminar™ focuses on reducing unconscious biases, recognizing the dimensions of diversity, promoting behavioral change, using persuasion and influence, and reinforcing engagement patterns.

The Seminar puts participants in the driver's seat because it is designed around a series of team-based activities. Within teams of 5-7 members, participants complete several impactful

exercises. A vital element of the learning is achieved through subsequent team analysis (feedback) of the Council's interaction. Participants spend 90 percent of their time in hands-on activities that allow them to learn from direct experience and receive personal feedback based on observed behaviors.

Through ongoing development and review, participants gain a solid grasp of highly effective teamwork and how to realize to achieve results through others. Council effectiveness is examined from the perspective of seven specific relationship skills:

Influence, Persuasion, Decision Making, Initiative, Advocacy, Conflict resolution, Resilience.



SEMINAR GOALS

The specific learning objectives of the Seminar are:



Deepening Personal Awareness

- Use the Seminar to define sound and unsound decisions
- Develop an understanding of how decisions impact the D&I strategy.
- Generate personal commitment based on genuine consensus.
- Use feedback to influence & persuasion to inspire involvement, creativity, and commitment to producing results.

Implementing Change

- Overcome the doubt and fear of change.
- Define a strategy for change.
- Create norms that motivate and inspire excellence.
- Use feedback to drive continuous improvement.

Managing Conflict

- Approach conflict as a positive source of change.
- Use honesty to strengthen the quality of conflict resolution.
- Shift the focus of conflict resolution from who's right to what's right.
- Use feedback to build relationships based on trust and respect.

Creating a Vision

- Build a foundation of values to support the vision.
- Use vision to strengthen Council member commitment.
- Align Council vision with D&I strategy.
- Use feedback to achieve measurable results.

KEY PROGRAM TAKEAWAYS

- Identify DEI Council best practices that improve teamwork.
- Examine how deep-rooted human biases impact organizational and team performance in potentially unintended ways.
- Enhance the DEI Council's productivity, creativity, and impact by discovering internal and external barriers to building inclusive and diverse teams.
- Lead the DEI Council change efforts in your organization by exploring how to target the awareness and develop the skills individuals, teams, and organizations need to make conscious decisions to effect impactful change.
- Prepare to build and nurture diverse, equitable, and inclusive teams that are more collaborative, innovative, and responsive to a changing customer and changing global market.
- Learn to lead teams that outperform their competition with more dynamic business cultures, achieving more goals, and delivering improved results.





WHO SHOULD ATTEND?

All individuals who are working on their organization's diversity, equity, and inclusion council/committee. Individuals at any level in the organization will benefit from learning how to foster teamwork, collaboration, and increased creativity. Attendance by multiple company representatives will amplify the program's impact and enables the DEI Council to align performance more quickly.

Please direct any questions, comments,
or concerns regarding the contents of this
proposal to:

Dr. Shelton J. Goode

Regular business hours:

**Monday through Friday,
8:30 am EST. - 5:00 pm EST.**



Dr. Shelton J. Goode, CEO and president
Email: shelton.goode@icarusconsult.net



Mobile: (770) 550-3374
Office: (678-806-3922)



863 Flat Shoals Road SE
Suite C-129
Conyers, Georgia 30094



More information can be found on our web site:
www.icarusconsult.net



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