

Diversity 2006

The Case for Diversity: It's Everybody's Business

“FINDING, DEVELOPING, and LEVERAGING

DIVERSE, YOUNG LEADERS”

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May 22, 2006

A stylized logo graphic consisting of three overlapping, curved shapes: a red one at the top, a yellow one on the left, and a green one at the bottom. The background of the entire slide is a repeating pattern of the words 'LEADERSHIPSOLUTIONS', 'CHANGE', 'STRATEGY', 'PERFORMANCE', and 'NAVIGATION' in red and yellow.

TAGGA

CONSULTING

[10 min]

Opening Remarks

- ☀ Introductions
- ☀ Business Opportunity/Challenge
- ☀ Key Concepts
 - Diversity Leadership
 - Leadership Development
 - Organizational Meritocracy

[10 min]

Establish Diversity Leadership

- ☀ Diverse executive ranks
- ☀ Diverse pools and pipelines
- ☀ Diverse evaluators



[10 min]

Energize Leadership Development

- ☀ Make commitment to develop, not just deploy
- ☀ High level and functional mentoring
- ☀ Career advancement opportunities

[10 min]

Ensure Meritocracy

- ☀ Robust employee evaluation systems
- ☀ Equity audits (challenging collusion)
- ☀ Contribution-based reward and recognition

[45 min]

“Young Leaders” Scenarios

- ☀ Identify challenges/dilemmas
 - Finding, developing, leveraging diverse young leaders
- ☀ Examining choice points
 - Paradigms, policies, practices, presumptions
- ☀ What is your investment strategy?
 - Diversity leadership, leadership development, meritocracy

[5 min]

Closing Remarks

☀ Re-entry Exercise

- Start...
- Stop...
- Continue...

☀ Insights/closing comments

☀ Inspiration...

- “Be the change you wish to see in the World”

by Gandhi